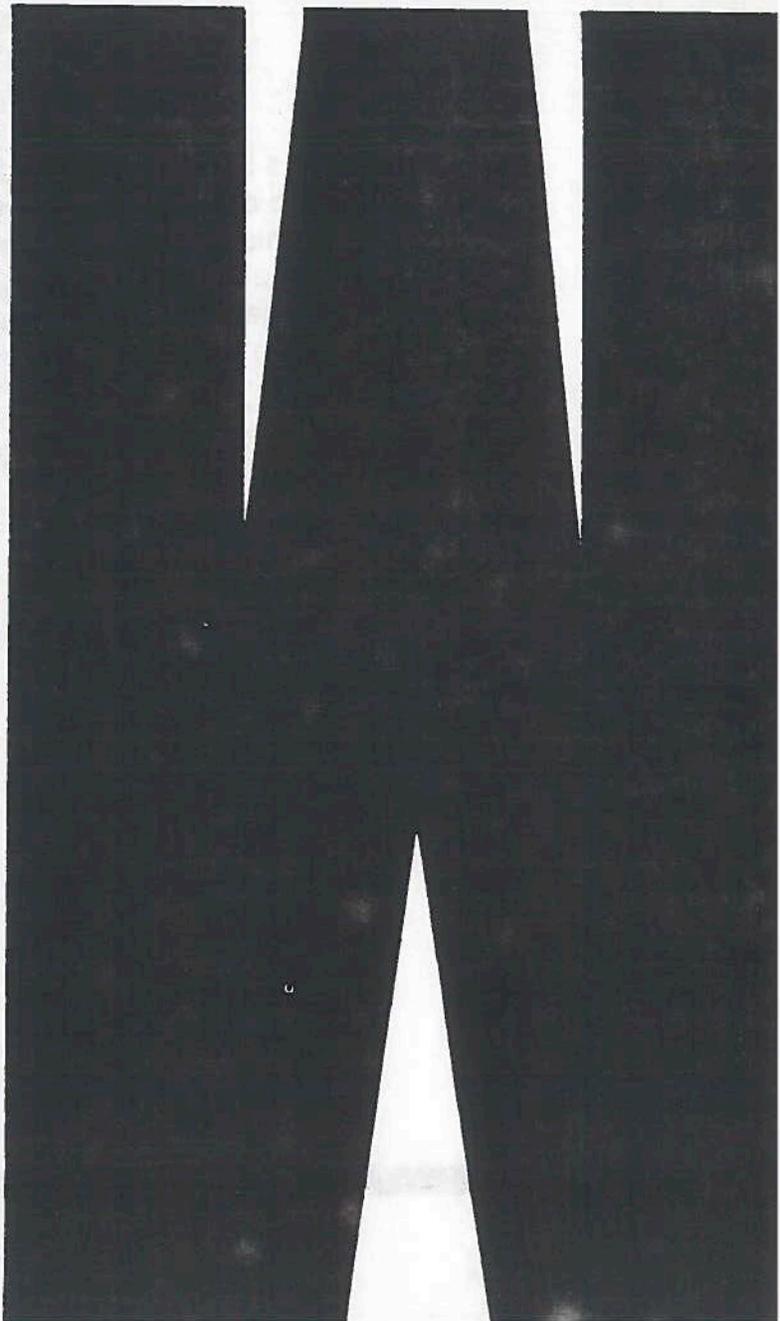
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# MAKING UP THE DIFFERENCE

## ONTARIO WOMEN SPEAK OUT

Brief to the Government of Ontario on the  
Results of the Ontario Federation of Labour  
Campaign on Women and Affirmative Actio



MAKING UP THE  
DIFFERENCE  
ONTARIO WOMEN SPEAK OUT  
Panel to the Government of Ontario on the  
Results of the Ontario Federation of Labor  
Commission on Women and Advancing 2000

This brief is dedicated to all of the women  
who came and told their stories and believed  
in this campaign enough to make it happen.  
It is also dedicated to all of the other  
women who suffer in silence and would have  
come forward but couldn't.



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# INTRODUCTION

The Ontario Federation of Labour adopted a policy statement on affirmative action and women at the November 1982 convention. This statement called on the OFL to seek support for its programme of legislated affirmative action through a series of public forums throughout the province.

Women's, community and teacher organizations joined in the campaign as a provincial organizing committee (see appendix II) and involved their membership in the planning of the forums and presentation of briefs. Steering committees at the local level organized the forums and sought presentations from the community.

The public hearings were a massive educational campaign which raised awareness of the magnitude of the problem of discrimination against women in the workforce and developed a network of support for mandatory affirmative action aimed at legislative change.

The forums, held in Sault Ste. Marie, Sarnia, Kingston, London, Guelph, Hamilton, Toronto and Ottawa, resulted in over 170 submissions from a wide range of groups and individuals—local unions, labour councils, teachers and students, women's groups and community organizations (see appendix I). A major conference was held in Sudbury as part of the campaign and involved similar participants.

This brief represents the findings of the public hearings. The brief is organized so that it represents various stages in women's lives and how each stage affects the next one: the education system; trying to get work; working conditions on the job; particular problems of women who experience additional levels of discrimination; the effects of the recession on women's work; and ending with the need for mandatory affirmative action legislation and equal pay for work of equal value. The specific recommendations are those of the Ontario Federation of Labour.

# 1. LEARNING WOMEN'S ROLES: THE EDUCATION SYSTEM

The Ontario education system, at all levels, came in for a great deal of criticism, at every public forum held. Students, teachers, faculty, non-teaching staff revealed the systemic discrimination against women that is rampant in the system. The overriding concern in virtually every one of these submissions, was the effect such a system will have on the values and perceptions and future expectations of our children and young women and men.

Inequalities in the education system reflect and perpetuate the inequalities in society and the workplace. Inequalities in the workforce depress women's career and educational aspirations, and thereby ensure continuity of the inequity. It is a vicious catch-22 that must be ended by progressive changes at all levels.

## 1.1 ELEMENTARY AND SECONDARY EDUCATION

In Sault Ste. Marie, the Federation of Women Teachers recognized that as educators they can exert some influence on attitudes about women to their students. However, Eileen Bertolo who made the presentation added:

**Encouraging girls to become more assertive and more career-oriented is truly a waste of time if, in their formative years they observe that women do not hold positions of leadership and authority. Boys will not perceive that women are capable of leadership if they see women only in supportive roles. Stereotyped attitudes will continue to be perpetuated, unless sincere and adequate measures are established to acknowledge the abilities and capabilities of women.**

Mary Lou Norman from the Norfolk Women Teachers' Association similarly emphasized the lack of women role models as independent, autonomous decision-makers in the schools. Women are in positions where they must seek approval, obtain advice and carry out decisions made by males. Norman believes this has a strong impact on adolescent students. This is compounded by the fact that students in grades 7 and 8 are largely taught by males.

The Norfolk Women Teachers, while they praised the changes in language beginning to occur in texts and everyday speech (e.g. use of the pronoun "she") as having a very positive effect, particularly on female students, they were critical of the still prevalent practice of streaming students.

**Our female students' career aspirations have not been regarded seriously in the past. In fact, recent research points out that females are still not encouraged to study maths and sciences in the secondary schools, are still discouraged from pursuing non-traditional careers, and in fact, are still advised to pursue those careers which will fit in with marriage and raising a family. Is this realistic counselling in 1983? Does it matter that most of the guidance counsellors are males? Research suggests that it does.**

Many submissions by elementary and secondary teachers assessed the efforts of the Ministry of Education to encourage Boards of Education to voluntarily formulate affirmative action plans. Debora Clow representing the Frontenac Women Teachers Association reported at the Kingston forum that only 16 of 80 public school boards in Ontario have any form of affirmative action policy. Only seven boards have hired full-time affirmative action co-ordinators. This lack of action has ensured that any results will be dismal: of approximately 3000 Ontario public elementary schools, fewer than 200 women are principals, yet two-thirds of the teaching positions are held by women. Ninety percent of the educational leadership is selected from one-third of the potential talent pool.

While several of the presentations at the forums highlighted the importance and excellence of the leadership training and support networks provided by the Women Teachers Associations across the province, which are designed to encourage and assist women to seek promotion, many confirmed the entrenchment of the old boys' network within the system, that continues to keep women out even when they are abundantly qualified.

Marina Howlett on behalf of the Wellington County Women Teachers' Association addressed this issue:

**In the past, candidates were recruited from the traditional "old boys' network". Up-and-coming ambitious young men were, and still are encouraged by more senior men. A specific programme must be designed to meet the special needs of women employees; a programme that will compensate for the different experiences and socialization processes which have shaped the lives of women.**

Howlett believes that only mandatory affirmative action programs will change a system where 1% of women get a chance to lead compared to 25% of men.

The Sault Ste. Marie Women Teachers launched a similar critique of this exclusionary method of promotion.

**For many years talented, capable young women have been victims of the "old boys' network",**

**whereby a young man is taken under an administrator's protective wing and groomed for promotion. Situations which offer valuable leadership experiences are directed towards young men with the assumption that it is the fitting and right thing to do.**

**Because promotion decisions and policies are frequently informal, the importance of the "old boys' network" is great. Thus, one male teacher in four can expect to be promoted to a position of added responsibility during his career, while only one in fifty women teachers can realistically hold this expectation. An effective Affirmative Action programme is essential to ensure that employment practices do not result in employment discrimination against certain groups of employees.**

Pamela Dodd of Ontario Secondary School Teachers' Federation District 52 Status of Women Committee mentioned at the Kingston forum that there are known male administrators "who simply do not care to hire women in positions of responsibility". Despite remarks made to this effect no one has yet been willing to make a charge to the Human Rights Commission. Dodd emphasized that there is no affirmative action program in The Board in Lennox and Addington county.

Sandie Primeau and Susan Joyes representing the Peel Women Teachers Association at the Toronto forum presented results of a survey distributed to 2800 Peel elementary teachers and which they feel shows a definite need for an affirmative action policy. Responses indicated, for instance, that 37% of women were encouraged to apply for positions of responsibility compared to 58% of men. This has a direct correlation to the numbers of teachers who then formally apply for a position—15% women and 42% of men. The Association comments:

**This is a concrete manifestation of the discouraging effects of systemic discrimination in our organization. The present statistics in Peel elementary schools speak for themselves—8 women principals, 114 male principals. The message is clear to the 50,000 elementary students in our system—women teach and men run things. We know that such a message is inappropriate**

**and does not, in any way, reflect the contributions that women educators can and do make to Canadian society.**

At the Sarnia forum, Pat Noonan representing OSSTF District One in Windsor described the affirmative action program of the Board as, in reality, an equal opportunity program, since it does not aim to redress historical imbalance, or initiate special measures to assist women teachers. Noonan described the difference between affirmative action and equal opportunity:

**If a male and a female candidate for an administrative position had relatively the same qualifications, an affirmative action hiring policy would give an advantage to the female because of the imbalance of men over women in administrative positions. But an equal opportunity policy like the Windsor Board's would have little relevance to the hiring situation. The weakness of the present policy enables an eleven school secondary system to continue having all male principals and vice-principals.**

**Our local experience provides a strong argument for legislated affirmative action programs. Even though Windsor was one of the first boards to adopt a policy on their own, the debate was so long and controversial that there was very little strength left to be put in the program. Province-wide legislation should have more clout, especially if the union is included in the decision making. To be effective the program has to be joint union-management.**

District One also expressed real concern for the curriculum, programming and direction given to young people in the schools. They point to the sex role stereotyping, the lack of encouragement given to young women to stay in math and science, the bias of language, the lack of female role models, all as critical areas needing change. They talk about a better future for all students being a result of "affirmative action schools."

At the Hamilton forum, Joyce Bradley representing the Status of Women Committee of OSSTF District 9, Halton also addressed the issue of the lack of women in positions of authority, and succinctly listed the attendant results:

1) perpetuation of the status quo, since people in positions of power tend to hire persons similar to themselves; 2) few women on interview teams, placing women applicants at a disadvantage; 3) blocked career paths—women see how the system functions and feel their work efforts and qualifications will not be rewarded with promotion and that long term career planning is futile; 4) few women as role models for students; 5) perpetuation of stereotyped attitudes and sexist language, since women aren't in significant numbers as decision-makers to make a difference.

Malcolm Buchanan, president of OSSTF and Marg Werkhoven, chair of Provincial Status of Women Committee, submitted OSSTF's provincial presentation at the Toronto forum. They presented a list of dismal statistics—while 30% of secondary school teachers are women, men are 97% of principals, 93% of vice-principals and 80% of other positions of responsibility. In addition, experience in the senior grades is frequently necessary for promotion, but women are 37% of grade 9-10 teachers, and only 23% of grade 13 teachers.

OSSTF concludes that without affirmative action programs and equal pay for work of equal value, female students who are currently enrolled in secondary schools can expect a future which dismally reflects the present.

Every brief from the teachers was well documented and the data is shocking. Listing some of these gives a general view of the rampant inequality in the system.

OSSTF District 1, Windsor—in 11 schools, all principals and vice-principals are male.

Lambton County Women Teachers—of 480 women teachers and 200 men—there are 52 male principals and vice-principals and 3 female principals and vice-principals.

Waterloo County Women Teachers—of 604 male teachers, 139 hold positions of responsibility compared to 1,175 female teachers, of whom 31 are in top positions.

Hamilton Women Teachers—425 male teachers of whom 80 are principals or vice-principals;

1,020 women teachers and only 12 in those positions.

Norfolk Women Teachers—in that Board, there are 69% female teachers with 1 woman principal and 2 vice-principals. Men hold 24 principal positions and 13 vice-principal positions.

In Peel, there are 114 male principals and 8 female; in Wellington County, of principals and vice-principals, 65 are men and 4 women; in Frontenac, 63 men and 8 women.

It is understandable why the Federation of Women Teachers and OSSTF in particular have made affirmative action a key priority for their members. We note that since our public forums, the Minister of Education is getting tougher with the Boards of Education. However, she has not indicated that affirmative action programmes will be *mandatory*—the essential element that all of these submissions called for.

## 1.2 POST-SECONDARY EDUCATION

The imbalance in women's careers and income in the workforce bears a strong relationship to the imbalance in the education system. Rod Kelly, representing the Fanshawe Student Union, made these pointed remarks at the London Forum:

**By the time a girl completes high school there is every chance that someone will have suggested to her she need not have taken math or science, that her needle and thread are more important than a screwdriver and a voltage meter, and that as long as she marries a university graduate she need not be one herself.**

The attitudinal barriers are there but so are the economic ones. Kelly continued:

**Even if a woman decides to pursue a post-secondary education, she is going to have a harder time trying to pay for it than a man would.**

**A woman may have a more difficult time obtaining student aid, she will probably make less money from her summer job, and (given women's rates of pay compared to men's) she will probably**

**find it more difficult to pay off her student loan when her schooling is completed.**

Sheila MacNeil represented the University of Guelph Staff Association at the Guelph Forum. She contends that Universities should be leaders and models in the community and not a carbon copy of other employers. The reality however is far from this. Women are conspicuous by their absence in top and middle management positions, ostensibly because of lack of relevant experience, although men currently in these positions were often hired without the required qualifications. In support staff, women are clustered in the classic low paid jobs of food services, housekeeping, clerical and secretarial.

At the Guelph forum Ann Travers representing the Central Student Association laid out extremely well the barriers faced by female post-secondary students. She addressed the need for special emphasis on women's studies and the incorporation of women's experiences in all courses. Currently a woman in college or university **will find that little of her experience in society as a woman is validated, in the courses she takes, the environment surrounding her, or in the faculty which provides her with direction and a forum for critical thinking. Traditionally, history, psychology, political science and most disciplines offered within the university have been a study of male accomplishments and male achievements as a direct result of male-dominated and male-oriented society.**

The Association asserts that the attitudinal bias within our educational institutions, from primary to post-secondary, must be countered with concrete affirmative action hiring programs for women and with a re-evaluation of educational content and teaching aids to eliminate sexism within the classroom.

The University of Western Ontario Staff Association has real concerns for their membership—80% of whom are women, most of whom are secretaries, clerks, technicians and library assistants. They face lay-offs, technology, job attrition and job redundancy. Although there is an oral commitment to affirmative action by the

University administration, there has been virtually no action. The Association believes affirmative action programs will play a major role in educating employers and employees that women deserve more in terms of pay, education, compensation and professional advancement.

A thorough analysis of the inter-relationship between adequate training and equal opportunity for women in the workforce was presented by Karen Nelson representing the Canadian Federation of Students—Ontario at the Toronto forum.

Because of educational channelling and sex-role socialization, the Federation believes many young women accept barriers and enter traditional fields. This has led to the gross underrepresentation of women in educational programs relating to growth sectors in community colleges—10% in technology, and 8.5% in engineering in 1981-82, with 77% in community and social services and 95% in nursing. If this trend continues, the Federation feels that with the economic recession and the development of microtechnology, women will be at a much greater disadvantage than at present. As long as young women continue to drop out of math courses in high school, their future employment in new job areas such as systems analysts, designers and programmers will be non-existent.

Yet once again, for women who do pursue their education and persist against the barriers, the end results are hardly worth the struggle. The Students' Federation showed that in 1978 a male nursing community college graduate earned an average salary of \$14,200 compared to a females' \$12,800. In technological areas, male graduates earned 25% more than females.

The National Action Committee on the Status of Women has shown that a woman university graduate earns no more, on average, than a male high school graduate. And there are still those who claim that education is the total answer! Part of the solution, yes, but far from the total answer.

At the London forum, Cindy Miller represented the University of Western Ontario Caucus on Women's Issues, and particularly addressed the vulnerable position of women faculty. Although

major recommendations concerning inequities between men and women were put forward by a President's Task Force on the Status of Women eight years ago, the overall percentage of women faculty remains at between 11% and 13%. Moreover, while nursing and library science departments have 96% and 55% women faculty respectively, all other faculties have fewer than 20% women, including six faculties in which more than half the students are female. The Women's Caucus also states that most faculty are in limited term positions which are extremely precarious and offer no opportunities for career advancement.

The Caucus believes that the province has an obligation to demand that universities adhere to provincially mandated affirmative action guidelines. Because universities are funded by public money, they feel we all must question and demand appropriate answers.

Susanne Garant (OPSEU 137) at St. Clair College confirmed the need for government intervention at the Sarnia forum:

**Only when proper legislation is in place and monies set aside to be delegated to or withheld from community colleges and other public service employers who comply with or deny affirmative action guidelines, will a true measure of affirmative action be realized.**

## RECOMMENDATIONS

**1A.** That Ontario human rights legislation be amended to provide for mandatory affirmative action programmes in all workplaces including school boards, colleges and universities.

**1B.** That the Ministry of Education sponsor workshops on affirmative action and the role of education for guidance counsellors. The Ministries of Education and Colleges and Universities must develop new career counselling materials with up-to-date labour market information and analysis of the long-term employment consequences of course choices. Courses should be planned to reflect changing labour market needs and screening of young women away from math and sciences and technical training should be eliminated.

**1C.** That non-sexist language and curriculum materials be mandated.

## 2. TRYING TO GET WORK

The array of barriers women are likely to encounter when looking for work is formidable. Qualified women will often find that gender, not ability is still a key factor in securing employment in many workplaces. Biased interviews and testing procedures, requirements unrelated to the job, assumptions about the kinds of work women want or can do, are all employment practices alive and well in Ontario. Lack of affordable accessible daycare facilities with a variety of child care options further restrict women in the job market.

Many women, victims of vocational streaming and sex role stereotyping, find themselves with inadequate or inappropriate education and qualifications. Still others are the targets of technological redundancy, skill obsolescence or unemployment and must revise their skills to stay employed. And many women want to and often must improve their qualifications in order to survive economically in a workforce that pays women 60% of what men earn, in most traditional areas of female employment.

Because of these situations, education and training programmes can no longer be rigidly crammed into the first eighteen or twenty years of life. Constant upgrading, revision and flexibility is necessary to accommodate the needs of adult women and the changes in the workplace. Lifelong learning must be accepted as a viable, widely available option.

### 2.1 TRAINING FOR JOBS

The underrepresentation of women in occupational training, retraining and education programs borders on crisis proportions.

New jobs in the 80s are no longer going to be provided by the service sector, but will be in high level production and high technology fields. Two-thirds of the new entrants to the workforce will be women. If women are not to be drastically victimized by technological advances, they must be trained and educated in the new and non-traditional areas.

In 1981, women made up only 5% of all apprentices. Eliminate service trades, such as hairdressing and cooking, and they make up a farcical 0.5%.

Only 26 women were in employer-sponsored training (EST) for skilled jobs in Ontario—compare this to 1500 men being trained. And yet EST is supposed to provide women with the opportunity to bridge the gap between service sector and industrial work.

Overall in Canada, women's participation in training has served to emphasize the segregated nature of their labour force participation rather than diminish it. The majority of women are receiving federal-provincial training for clerical, service and health related occupations (nurses). At the same time, provision of low-level clerical training is being reduced without compensating increases in other areas.

What has kept women out of training programs? Vocational streaming and lack of role models are part of the problem and were discussed previously. Other key factors include: funding; support; access; encouragement; affirmative action programmes. Or more accurately, lack of funding, support, access, encouragement and affirmative action programmes. A valuable insight came from the London Status of Women at the London forum:

**Part of this encouragement lies in a perception that the training will eventually lead to employment; if women see an occupation as being a "male domain", we have little incentive to undertake and**

complete the training. Thus affirmative action in training and education must go hand in hand with affirmative action in the workplace.

A very thorough analysis of the kind of training women need and the obstacles they encounter along the way was put forward by three women working at Fanshawe College, London, in education towards non-traditional careers. These women, Paddy Musson, Patty Ryan and Susan Booth work on three courses: INTO—Introduction to Non-Traditional Occupations; WITT—Women Into Trades and Technology; and PIPP—Pre-technology Intensive Preparation Program.

These courses are designed to encourage women into areas of employment where there are skills shortages. After making a commitment to non-traditional work, WITT provides an opportunity for women to "catch-up"—gain familiarity and experiment with tools, machines and mechanical reasoning—with intensive hands-on experience. PIPP, a pilot project, is an academic upgrading program in math, physics, chemistry and communications for technology. All of these programs are extremely successful—women are moving from them into technology programs, college upgrading, and jobs.

The problems are two-fold: not enough of these programs, and not enough and no long-term funding. Their brief states:

**1. Applicants to PIPP must be on UIC, Welfare or Mother's Allowance—there is no training allowance for this important bridging program.**

**2. In WITT and INTO there is a training allowance but it does not meet the needs of these women. There are extra babysitting expenses, travel expenses and so on. These are NOT women with savings accounts. They have no buffer. When an emergency arises they are easily thrown off stride.**

**3. In INTO and WITT there is not sufficient funding to provide for adequate equipment—much of the equipment has been supplied by the teachers themselves.**

**4. The federal government buys seats in INTO and WITT. These negotiations take place every year and every year one wonders if this is the year that**

**"women in tech" will lose its sex appeal. Surely the government, if it has a commitment to women's programs, can make longer commitments to these programs so that our instructors are not wooed away in their search for security.**

Terry Dance, on behalf of Dixon Hall, a Toronto community centre, spoke at the Toronto forum about the terrible inadequacy of training programs for women who are educationally disadvantaged. She works with 16 single mothers in Regent Park in a 36 week training program in micro-computer and office skills called S.T.E.P. Over 100 women applied for the 16 spaces in 1983.

Dance made several very important points about the large percentage of Ontario women who are undereducated and unskilled and largely ignored by current training programmes.

For example, a woman needs grade 11-12 education and over 50 wpm typing to get into a government subsidized training programme in office systems or word-processing. To be accepted into a skilled, non-traditional training program, a woman normally needs grade 12 in Math and Science. The reality however is that 25% of Ontario residents have less than grade 9 education; of these 44% are unemployed. 71% of those on welfare in Ontario have grade 10 or less. Dixon Hall contends that this leaves one quarter of the Ontario population ineligible for most re-training programs. The bias of the new National Training Act is towards those already skilled, those already employed. Immigrant women are not even considered.

Dixon Hall agrees with the emphasis of the Fanshawe College educators on the need for bridging programs—i.e. upgrading courses for women in math, science and computer literacy. Because this is not a government priority, women's and community organizations are trying to fill the need, but can reach only a handful of women. The Dixon Hall submission argued that more projects are needed and more funding:

**Not only must training become widely accessible to women in need, but the government's definition of "the priority occupations" should be challenged.**

**Yes, we need more technicians and high tech engineers, but we also need more community workers, family counsellors, daycare workers, literacy tutors, etc.**

Times Change Women's Employment Centre echoed these sentiments, emphasizing the long waiting periods to get into training and the very minimal allowances available once in (115.50/wk for a mother with 2 children, plus \$50/child for daycare still leaves her family below the poverty line). While the federal government now reserves 30% of places for women in federal training programmes, this is well below women's numbers in the labour force (over 40%) and doesn't account for the high technological unemployment in traditionally female jobs.

It also does not account for the past discrimination in these programmes which has held women back for decades. Only a much higher numerical goal will ever allow women to overcome these years of neglect.

At the Guelph forum, Vanessa Hyland spoke for the concerns of women in non-unionized workplaces and their disappointing experiences with the local Canada Employment Centre. While women are encouraged to train for non-traditional jobs, training allowances are grossly inadequate especially for women with children, and no back-up support is provided to ensure women overcome employers' resistance and secure work. Hyland also reported that some retraining programmes are not keeping up with the times and are teaching obsolete methods. Manpower counsellors in Guelph also have refused to refer women to jobs that, in their judgement, were men's jobs.

## 2.2 ACCESS TO JOBS

**Although the female participation in the labour force has risen sharply, corresponding changes have not occurred in the nature of women's work. Women are still overwhelmingly slotted in specific occupations characterized by low pay, low skill requirement, low productivity and low prospects for advancement.**

**Karen Hunter-Ramsay, Sarnia Forum**

Discrimination based on sex takes many forms. Overt discrimination of the door slamming variety is just one of the possible manifestations of discrimination in employment. Systemic discrimination, long-standing biases and practices which act as barriers to equality for women, are more common and frequently exist even when there is no intent to discriminate.

Across the province, members of the panels at forums heard moving testimony of discrimination in hiring and the hidden barriers to women seeking non-traditional jobs:

Ellison McCreadie (CUPE 2151) spoke on behalf of seventy bus drivers and five mechanics, in school transit, special education, charters and interplant bus services in Stelco and at McMaster. She gave personal accounts of efforts to apply to the Hamilton Street Railway; the company used a variety of excuses not to even accept applications. Between 1978 and 1981, twenty-five drivers were hired, all men.

Laura Easdale (UAW) works at a small industrial plant in Georgetown, Smith and Stone Inc., which produces electrical wiring devices. Just over half of the workers there are women, yet in the two top classifications, toolmakers and set-up personnel, only 1 of 33 workers is a woman. When the plant did sponsor an apprenticeship programme to train two toolmakers, both workers selected were men.

And many employers still, in 1984, refuse to hire women. Carrol Anne Sceviour who represented the Steelworkers Toronto Area Council Women's Committee at the Toronto forum mentioned several under Steelworker agreements—Lennox Industries, Sidbec-Dosco, Dominion Bridge, Toronto Iron Works. Other plants that hired women in the past are now only wanting male applicants, such as her own employer, Central Precision Ltd. These companies are unlikely ever to hire women without legislation forcing them to. Beulah Harrison (UAW Local 27) at the London forum mentioned that two manufacturing companies in her amalgamated local also don't hire women.

Discrimination extends from overt action such as this to a historic bias against women applying for

jobs in particular sectors. Louise Dempsey from Women in Trades gave a moving presentation on the barriers to qualified women getting jobs at the Toronto forum. She recounted her interview for a job as an auto mechanic apprentice at the TTC. She brought her qualification papers to the interview, but the superintendent was not interested in qualifications, ability or training, insisting that in a couple of years she would marry, have kids and quit. Louise told the forum:

**I told him if I was just going to work for a couple of years, I wouldn't have invested so much into my future, my education, and all my tools. He didn't want to hear or he couldn't comprehend what I said.**

**No matter what I said, you can't have a successful interview like that. If I'm not married, I will be and if I am married somehow that's supposed to mean I'm undependable. I was ready for all the arguments about dirty work, heavy lifting, etc. but how can you answer something like this?**

Gudrun Hartmann gave a personal account of her efforts to enter a non-traditional field. She was just completing a training program at West End Machinery in Toronto. She and her co-workers were confident of the skills they had acquired but spoke about the machinery and metal working industry's refusal to accommodate women's special responsibilities in society. Industrial trades jobs often require shift work which doesn't conform to standard daycare hours; underfunding of training programs fails to recognize poverty that workers must live in while training, and the complications of that if there are children to support.

DeHavilland Aircraft, organized by the UAW, provides a classic example of discrimination in hiring. During the second world war, workers building the aircraft were predominantly women. Today, fewer than 20 of 1,500 workers are women. Eight of these women have more than 27 years seniority. None of these women work in mainline assembly of aircraft, rather they work in cleaning, upholstery and shipping jobs. Between 1978 and 1980 only 6 or 7 of 500 new employees hired were women. The UAW cited the case of 4 experienced female bench and structural assemblers laid off

from McDonnell Douglas who applied to DeHavilland during this period. None of these women were even called for an interview, yet a number of inexperienced young men were hired. The UAW tried to lodge a human rights complaint but the women were fearful of pursuing it.

This latter point speaks to another problem of the current laws. Where women are discriminated against they are faced with launching individual complaints and risk being blackballed by an industry. Without mandatory affirmative action programmes, we will continue to fight discriminatory hiring practices on a case by case basis. And where individuals do not feel comfortable in having their case pursued, such discrimination cannot be fought at all.

Some startling statistics emerged from the Women's Task Force of the Canadian Actors' Equity Association at the Toronto forum. The data was collected from 32 continuously-running adult theatres in Toronto covering the years 1980 to July 1983:

**—79% of the writers and composers whose work was produced in Toronto were men**

**—the people who make the decisions about what plays are to be produced are the artistic directors—85% were men**

**—these artistic directors hired 93% male directors.**

Despite their reluctance to interfere in artistic policy, these and many other inequities pushed the Women's Task Force to recommend that Theatre Boards be given incentives for using female artistic directors, as well as other measures, with a view to moving toward mandatory affirmative action programmes.

The panels also heard success stories, individual testimony of successfully overcoming barriers. Margaret Scott of the St. Catharines and District Labour Council utilized experience as a school bus driver and truck driver to gain employment as a bus driver for the transit commission in St. Catharines.

**It is still difficult and I must continually prove my ability as a woman fighting for her rights in a "man's world". I shall continue to fight to achieve my goal**

**of becoming a charter bus driver and perhaps if I am successful, I'm making the world a little easier for the sisters who follow me.**

She stressed the need for women and the trade union movement to put forth a concentrated effort to eliminate the discrimination that continues in this sector.

## **2.3 SUPPORT SERVICES**

Since the Ontario Federation of Labour launched its daycare campaign in 1980, we have been actively pursuing our goals of universally accessible daycare and paid parental leave. It is fine to talk about women taking training programs, or moving into jobs requiring travel and shift work, but women are mothers too. In 1980 over half the women in the labour force had children under 15 years of age—42% had children under 3. In most homes, women assume major responsibility for child care, household maintenance, and holding down a paid job. Without vastly improved support services we are tilting at windmills if we expect major changes in women's employment patterns.

The Public Service Alliance of Canada submitted at the Ottawa forum that women's ability to continue regular employment or consider certain types of jobs is directly related to the provision of family leave and affordable, quality child care. While they are in favour of workplace daycare as an option, the expense and limited numbers of such centres have them conclude that daycare should be funded publicly by all levels of government in order to become a universal, stable and high quality service.

Many members of the support staff at Carleton University, CUPE Local 2424 members, are working women whose wages are critical to the family income. Their brief in Ottawa reflected their concern that daycare facilities, after-school programmes and live-in housekeepers are becoming increasingly expensive and less available. They charge both the University and the government with the responsibility for providing paid maternity leave and child care at hours needed by all women, including those on shift work.

The problems of lack of flexible child care arrangements for shift workers was also illustrated by Vanessa Hyland at the Guelph forum. She described parents with early morning starting times (6 or 7 a.m.), or ten/twelve hour shifts or shifts that end at 2 a.m., as well as the particular needs of women working part-time or returning to school for re-training. Regular daycare hours are simply impossible for these women. Hyland continued:

**It's usually the women who end up sacrificing their seniority and work records when it becomes impossible to juggle their own employer's shift demands with those of their husband's employer, and still make acceptable child care arrangements. Some parents also tolerate years of lack of proper sleep attempting to get by.**

**Non-unionized employers rarely allow for parental sick leave. Since the woman usually makes the lower wage of the two parents, it is usually the woman who takes days off work without pay to stay home with sick kids. Thus it is the woman who gets the harassment from the employer about being unreliable, etc., and who is likely to be among the first to get laid off when business gets slow for the non-unionized employer.**

Ottawa Women's Lobby agreed with OFL policy that an affirmative action programme must be made up of many components to be effective including adequate budgets, support systems such as daycare and counselling, training and flexible work patterns.

James Graham from UAW Local 27 suggested at the London forum that the government seems to forget how quickly daycare programmes were implemented during the Second World War when women were needed in the workforce, and adds that women are critical today in the workforce as one pay check won't make ends meet.

At the Kingston forum Pamela Dodd, who represented the Status of Women Committee for OSSTF District 52, pointed out the stumbling blocks for women teachers who take a few years off and have children. They stand to lose superannuation benefits, salary and increments, seniority and even their job in this time of declining enrollments.

Ann Stewart (OPSEU Local 588), a daycare worker, spoke in Toronto of the desperate need for funding of this under-valued service. The large American profit corporation she works for cuts corners on child/staff ratios and charges \$102.50 a week per child but pays its employees only \$4.69 an hour.

Elaine Duncan on behalf of the Centre for Employable Workers did not mince words at the Guelph forum when she spoke of the conditions of most women's lives, the demands and expectations made of them with few social supports and negligible monetary rewards.

**Only 5% of working women make over \$20,000 a year. Therefore 95% of working women can't afford hired help beyond child care, and at minimum wage even that's impossible. It's no wonder women give up jobs to follow husbands. Can you really ask someone to give up a career opportunity, more money, etc. because you like your \$12,000 or under a year job?**

**Social expectations, lack of support, added workload and lack of choices is what over 95% of all women face. Couple that with the old boy network and resistance to having women in non-traditional occupations or the Board Rooms of Canada—you have a formula for inequality.**

**Few people can stand up to that kind of pressure and guilt. Most don't—then are blamed for not doing so—for not working with their unions, for not making themselves available for promotion, for not challenging the system.**

Hers was a passionate cry to provide the supports and remove the barriers first, and quit blaming women for a society based on inequity.

## RECOMMENDATIONS

- 2A.** That in conjunction with the federal government, the Ontario government move towards developing a universal programme of educational leave with adequate time off and income.
- 2B.** That education and training goals be linked with affirmative action programmes. The government of Ontario, in conjunction with the federal government, must vastly expand the range of training opportunities and options for women, particularly in the areas of technology-related training, training for growth industry occupations, and industrial training. A target of a minimum of 50% female participation must be established for the full range of courses in each of these areas. A levy-grant system of funding for training must be established to ensure that all training costs be shared by all industries in proportion to their utilization of skilled workers.
- 2C.** Vastly expanded pre-employment and upgrading training for women must be provided to ensure the success of measures specified above. Adequate training allowances and long-term funding commitments must accompany these programmes.
- 2D.** Skills and apprenticeship training courses must be adapted to the needs of women by being flexible, providing evening programmes, providing training allowances equally to men and women, and realistic child care subsidies.
- 2E.** Counsellors provided by government for their various programmes must be trained to understand the changing role of women and to encourage women into technology and skilled trades. More female counsellors must be hired.
- 2F.** That immediate retraining without loss of income be provided for those threatened with job loss or skill obsolescence.
- 2G.** That women be considered a priority group in all education and training programmes, particularly educationally disadvantaged, native and immigrant women.
- 2H.** A free, universal, publicly-funded child care system for children from birth to age twelve with a variety of delivery models must be available as an essential social right to every family wishing to use the service.
- 2I.** Paid parental leave must be available to either parent for the care of a child up to a joint total of one year after birth, or adoption. Seniority and benefits will be maintained and accumulated during such leave.
- 2J.** Legislation must guarantee parents paid leave up to ten days per year for children who are ill.

### 3. WORKING CONDITIONS

Having surmounted the sizeable hurdles of training and appropriate qualifications, found some chinks in the barriers to access to employment, made it through the interviews and tests, and actually been offered a job, women are then faced with the rude awakening of the conditions of their work lives. The majority of women will find themselves in jobs where their skills and responsibilities are undervalued and underpaid, three-quarters of them will experience sexual harassment, one-quarter of them will have to work part-time and many will have their jobs displaced, completely changed, or lost because of microtechnology. Women at the public forums mentioned these facts of their daily lives more often than any others.

#### 3.1 EQUAL PAY FOR WORK OF EQUAL VALUE

Discrimination which is so deeply imbedded in our society is reflected in the wages paid to women in the sectors in which they have traditionally been employees: clerical, sales, service and health care. Across the province, women at each forum gave testimony of the valuable work they perform, and the gap in wages between their jobs and those of male counterparts. Classification systems and job evaluation programmes were found to perpetuate discrimination by weighing male skills and working conditions such as physical strength and dirty and noisy workplaces, more heavily than female skills and working conditions such as dexterity, stress and the responsibility of office work. In every city women called unanimously for the government to implement equal pay for work of equal value, to begin to redress these historic inequalities.

- *Dissimilar Jobs*

Women came to the forums well documented with examples of unequal pay in their workplaces. Current laws which require men and women to be doing essentially the same work before an equal pay complaint can be made, ignores the reality that most women are employed in job ghettos with few or no male counterparts. Yet women work side by side with men doing very different work, but work that is given higher status and higher wages.

Yvonne Earle made a presentation on behalf of CUPE 771 North York Public Library. She gave concrete illustration of unequal pay in her workplace. Maintenance workers, (predominantly men) require "high school education, good health, chauffeur's licence, ability to use ordinary tools, to conduct mechanical repairs and to perform carpentry, plumbing and other related maintenance" start at a salary of \$1,745.53 higher than library technicians. These technicians (predominantly women) must have "graduation from a two year library tech. programme at a Community College, ability to communicate effectively, work with and train other staff, and perform duties such as

reference work, cataloguing, data base manipulation and staff scheduling with a minimum of supervision." Even the supervisors of these occupational categories have a wage gap of \$1,218.00 even though a librarian supervisor needs an undergraduate degree plus a two year Masters in Library Science.

Mary Straus (UAW 1325) presented a submission to the London forum on behalf of the Citizenship and Legislative Committee of her local. Of 1,010 workers in the soft trim plant she works in, Canadian Fab in Stratford, 855 or 82% are women. Most work at highly skilled industrial machines sewing interiors of cars. Despite the skills required, these workers earn 24¢ less per hour than the sweeper. In another UAW presentation in Toronto, Wendy Johnson reported that the entry level wages at DeHavilland between the office and the plant are far apart. A Group One clerk (female) now earns \$410 a week while a Group I sweeper (male) in the plant makes \$474.80 a week.

CUPE Local 2424, Carleton support staff in Ottawa have estimated that the base salary rate of women workers at Carleton would probably be increased by 32.5% if wages were raised to correspond to wages of the predominantly male maintenance workers on campus. They gave a concrete example of a secretary and truck driver.

The secretary in the university's communications office earns \$6.50 per hour after probation. Job requirements include a Grade 12 education, secretarial training and 3 years of related experience, knowledge of office procedures and filing systems, a knowledge and understanding of the University structure and regulations, typing of 55 words per minute, shorthand at 100 words per minute. The secretary must also transcribe dictaphone, operate a centrex console, perform receptionist functions, process correspondence and schedule appointments for her supervisor.

A truck driver at Carleton is paid \$8.79 per hour after probation. The driver must have Grade 10, class "D" licence and some truck driving experience; the job involves picking up items and delivering to user departments. As the brief points

out, although the secretary's position appears to be at least of equal value, she is paid 38% less than her male counterpart.

- *Classification systems as a means to discriminate*  
Even where women are doing similar work or work with some overlap, employers utilize classification systems to perpetuate job ghettos and wage gaps.

To cite CUPE 771 once again, the male dominated category of clerk caretaker at North York Public Library pays \$3,572 more than the female dominated public service clerk, despite overlaps of clerical functions. The wage differential appears related to opening and closing buildings, handling delivery boxes and setting up rooms for public programmes.

Bette Egri (OPSEU 561) gave examples of sex discrimination in classification of support staff members at Seneca College. Egri pointed out that all men are hired at the custodian (caretaker) 3 level of \$9.12 per hour, yet all the women are hired at the caretaker 1 level of \$8.21 per hour. The jobs are almost parallel: cleaning washrooms, maintaining supplies, picking up garbage, cleaning windows, sweeping, vacuuming.

Seneca artificially classifies light and heavy cleaning thus isolating the women from the male category staff. Similarly, in Seneca's technician series, library technicians are in a lower wage series. The technicians believe that the wage differential is based upon sex, and although they are trying to redress differences at the negotiations table, they believe only equal pay for work of equal value legislation will remedy this wage segregation.

At St. Clair College, Susanne Garant (OPSEU Local 137) indicated a lack of "teeth" in the funding, enforcement and monitoring of their affirmative action programme. At the Sarnia forum, she reported that rather than give a managerial job to a competent available woman, the college will downgrade the position, redistribute responsibilities among the male managers, and then give the job to the woman with less pay and status.

Geri Sheedy (RWDSU) spoke to the Kingston forum about the artificial segregation of women and men in her food chain. Her description of

responsibilities of the Clerk A cashiers (women) indicated their work would be of equal value to the Clerk B stock clerks (men), yet the wage gap is \$26.27 a week. Although women have not had access to the higher paying Clerk B jobs, with layoffs, the men are able to bump into the A jobs. At negotiations the company's response to demands to elimination of classification differences is that it has the blessing of the government.

Women are working in many sectors caring for others in hospitals, nursing homes, daycare centres; in workplaces which are critical to the health and well being of those in society in need of care. Many women are justifiably proud of this work, and the unique blend of talents, skills and responsibilities required to perform it. For these women who prefer to remain in traditionally female fields, and whom the labour market continues to desperately need, providing access to previously closed opportunities is not the answer. What is essential is that the skills and experience required for this work be valued and paid according to their real worth.

The London District Service Workers Union (SEIU Local 220) represents a number of women working in health care and public service sectors, 90-95% of the local's 7,500 workers are women. In a brief to the London forum, Lin Whittaker spoke of the work done by these local members, work that mirrors the roles historically of women in the home: cleaning, cooking, caring for others in sickness and health, and record keeping. Yet the wages of these caregivers—registered nursing assistants, nurses' aides, dietary/housekeeping, laundry aides, cooks and cleaners—do not reflect the value of their work. Despite efforts of the union to close wage gaps at the bargaining table, the 1982 Inflation Restraint Act, by imposing a 5% wage increase, set women in this sector even further behind.

Christine Periard (CUPE 2446) works for Algoma Manor, a home for the aged. She spoke to the Sault Ste. Marie forum about the valuable work caring for the physical and mental needs of the elderly, the very special kind of people who are dedicated to caring for the elderly from the time they enter the

home to the time they die. Yet the wages paid at her workplace do not reflect the importance of this work. Only 9 of 150 workers at Algoma Manor are men, yet these men, in positions such as maintenance men and handymen are paid more than the work done by women in the home, that of Health Care Aide and Registered Nursing Assistant, both direct care givers. As the sole wage earner in a family of four, Christine earns only \$15,140, almost \$1,000 under the 1982 poverty line. By refusing to implement equal value legislation, the work of health care workers, predominantly women, is undervalued. Wage controls imposed by the Ontario government have ensured women will be held back in any effort to close the gap at the negotiating table. She ended her presentation with "it is time to say goodbye to the Russ Ramsays of Ontario and elect persons to office prepared to fight on our behalf."

- *The federal law*

Cathi Hall (CWC Local 50) submitted two specific examples of wage discrimination at Bell Canada to the Toronto forum. The top paid operator, a "female" occupation at Bell makes \$372.15/wk while the top paid material attendant 3 (a "male" storeperson, inventory control, etc.) makes \$443.40/wk—a difference of \$71.15/wk.

The CWC believes these jobs when compared would be equal in value, although they are not at all similar. Two other jobs, house service attendant and building service attendant are both responsible for cleaning offices, washrooms, and on occasion do each other's work. The house service attendant is paid \$84.20 per week less than the building service attendant. No prizes will be awarded for guessing which job is male and which female. The union demanded parity in the last round of bargaining but the company's best offer was \$20.00 increase to the house service attendant. Both of these examples are actual equal pay complaints filed by the union and under investigation by the Canadian Human Rights Commission.

Pierre Samson of the Public Service Alliance of Canada made a submission to the Ottawa forum.

The Alliance praises efforts of Ontario women in their fight for equal pay for work of equal value legislation. They have found that these provisions in the Canadian Human Rights Act have strengthened the efforts of unions to achieve fair wages. Citing the examples of pay awards in library sciences and the general services group of the government, PSAC illustrated that the barriers of tough economic times and the complexity of value comparisons are important concepts but quite surmountable obstacles.

Yet, the Women's Committee of the Toronto Area Council of PSAC raised issues about the federal equal pay law that need to be addressed. Many of their co-workers are unaware of section 11 of the Canadian Human Rights Act. Since 1978 only 53 complaints have been filed. Also, the employer can hire token males to negate the "female dominance factor", thus excluding women workers from seeking redress under the law. Such claims have already been made by the employer. In addition, the seven "reasonable factors" used by the commission to justify wage differences; i.e. different performance rating, seniority, red circling, rehabilitation assignments, demotion pay procedures, phased-in wage reductions, temporary training, labour shortage and changes in work performed, give employers a great deal of room to manoeuvre out from under the law, through changes in job descriptions. Also, the union is not a party in determining the value of work and the PSAC feels the legislation should require a Union-Management Committee structure similar to health and safety legislation. It is critical to work to tighten and toughen up the equal value legislation which already exists.

- **Changing Ontario laws**

The Ontario government has for years studied, debated and restudied equal value legislation. The spectre of how do we carry out complex value comparisons is always given for not implementing laws. Yet equal pay for work of equal value legislation in the federal government and Quebec have allowed jobs of different types within the same

establishment to be compared and to be valued for their skill, effort, responsibility and working conditions. Several key awards have resulted from this legislation. In 1981, 470 federal government librarians were awarded a \$2.3 million settlement when their jobs were evaluated at the same level as male historical researchers. In 1982, 3300 primarily female federal food, laundry and miscellaneous service workers received a \$17 million settlement when their jobs were compared to male warehouse workers. Women get lower wages because it saves employers money, not because they are inferior or the work they perform is less important, difficult or skilled. Workers from UE Local 504 told the Hamilton forum:

**Even governments, media and companies occasionally drop their phony reasons for sexual discrimination and admit that the real reason for it is cold economics—spelled profits. This comes about only under extreme pressure of campaigns for equal pay, when they claim equal pay could "break the company" or in the case of the government, "it would bankrupt the economy and bring on a depression."**

Such arguments need to be confronted head on. Fran McFarlane on behalf of the Ontario New Democratic Party (ONDP) Women's Committee best summed up our rejection of the not affordable argument:

**We do not accept the argument that business cannot afford any extra costs in this time of recession. If the price of oil or hydro goes up, employers have to pay it. Why should employers be shielded from the price of fairness between women and men in the labour market?**

The Equal Pay Coalition which has long been fighting for equal value legislation, praised the OFL for integrating equal pay for work of equal value demands with those for mandatory affirmative action. The links are critical to ensuring real equality of women in the workplace.

Janice McClelland of the Coalition told the Toronto forum of an exchange in September 1983 with Sally Barnes, then President of Ontario Status of Women Council when questioned by a legislative

committee about pay discrepancies between switchboard operators and parking lot attendants at Queen's Park. Barnes acknowledged the inequity of pay but rather than advocate equal value, she urged the operators to get parking lot jobs. To quote the Coalition:

**Not only is Sally Barnes putting down skills, effort, responsibility and working conditions of switchboard attendants' jobs, not only is she living in a dream world in terms of all that is needed is for women to apply for a job and magic we are all there, but here she is trying to substitute voluntary affirmative action for equal pay for work of equal value.**

Sally Barnes may be gone, but her views live on. To date, the Ontario government has not realized that both mandatory affirmative action and equal pay for work of equal value legislation are needed to break down sexual segregation of the workplace.

## 3.2 SEXUAL HARASSMENT

Another "condition of work" that anywhere from 75-80% of women experience at some time in their working lives, is sexual harassment. Being forced, often on a regular or even daily basis, to cope with unwanted sexual attention, creates psychological trauma, physical ailments, deteriorating work performance and often job loss to the victims of sexual harassment.

Sexual harassment is an expression of power. The vast majority of victims of sexual harassment are women, primarily because most people in powerful or authoritative positions in our society are men. Women's vulnerable position in the workplace—in jobs that are poorly paid and undervalued, often non-union, with little access to status positions, creates the conditions for sexual harassment to flourish. Including sexual harassment in human rights codes and collective agreements is a step forward, but far from the entire solution. The conditions of women's work must drastically change.

Some of the most difficult briefs to sit through at the forums were those dealing with the issue of

sexual harassment. The depth of intimidation, fear and emotional trauma experienced by victims of sexual harassment was pointedly illustrated in Sault Ste. Marie. A woman there wrote out her story but asked that it be presented anonymously because she did not yet have her job back and feared she would not get another job if she spoke publicly of her harassment.

This woman was confronted with explicit sexual overtures by her immediate supervisor since the day she began working. The coercion included direct and indirect threats of reprisal in the workplace. She writes:

**I was threatened by my employer; if I discussed that matter with anybody I would be fired and if it caused any damage to his business or if it went to court, there would be repercussions for me.**

Despite these threats, she complained to the Human Rights Commission and after seven months, it is still not settled. She has not been called back to her job.

Her comments on her experience make us recognize the intolerable conditions many women are forced to accept due to economic circumstances.

**Women do not come forward with sexual harassment because we do lose our jobs, and I have come forward and if I had to do it again, I would think twice about bringing this allegation to my employer. I would continue taking his advancements like I did for a year hoping I would never have to have sex to keep my job.**

Louise Dempsey, a member of Women in Trades, recounted at the Toronto forum an incredible series of events in which her foreman at Columbus McKinnon in Agincourt sabotaged her work to the point where she was suspended, and hounded her over minor things that other employees did—all because she refused to let him touch or ogle her.

At the Guelph forum, Louise Gilliam (CUPW) brought forward several incidents of sexual harassment within Canada Post between supervisors and employees. One involved four postal workers who were released while on probation. It turned out that all of them had the same supervisor, all refused his

explicit sexual requests although he threatened them with losing their jobs, and all were fired. Through the union they were reinstated with full retroactive back pay.

This case points out several factors common to many sexual harassment incidents: the severe exploitation of women who are the least powerful, who are women on probation and casual workers in a unionized workplace, and non-unionized women generally; the willingness of management to side with supervisors on these cases, and the critical importance for women of having the support of their union and grievance procedure.

At the Ottawa forum, the Public Service Alliance of Canada took issue with the personal harassment policy introduced by the federal government in 1982 which places the onus for resolution on the victim, and permits harassers to continue their supervisory function over victims.

Bonnie Robichaud (UNDE) came all the way from North Bay to recount for the Ottawa forum her 4½-year-long struggle to win a case of sexual harassment against her supervisor and employer—Treasury Board of Canada. Her years of filing grievances, coping with lengthy Canadian Human Rights Commission procedures, struggling with the backlash from co-workers and her local union, and in essence fighting this case of severe harassment alone are a tribute to her courage and stamina, and a terrible castigation of a public employer. Treasury Board and the Department of National Defence failed to act immediately and responsibly to have the harassment stopped and still fail to accept liability in the case despite a CHRC tribunal decision in Bonnie Robichaud's favour.

It is a classic case of victimization of the victim. In her submission, Bonnie was critical of the men in power positions who interpret our laws which sound and look good, but rarely enforce them in women's favour. As she herself rightly points out, her struggle, with its heartaches, stress and financial burdens, never should have had to be waged, but she hopes that other women will find it easier because she has persevered.

### 3.3 MICROTECHNOLOGY

As microtechnology advances into offices, stores and banks, it is the jobs of the two-thirds of working women employed in clerical, sales and service occupations that are being de-skilled, dehumanized or discontinued. Women no longer have the security of relying on traditionally female occupations, and this crisis is already creating havoc for women who cannot find employment and are effectively barred from jobs traditionally reserved for men. If women are not to be drastically victimized by technological advances, several changes must occur. They must be trained and educated in the new and non-traditional fields. They must be protected from the health and safety hazards of new technologies. Innovative methods must be found for relieving the tedium, isolation and stress of being tied to a machine. And affirmative action programmes must be mandated to ensure access to all occupations.

Some of the most devastating effects of the new technologies were brought forward by telephone operators, at Bell Canada, members of CWC. Holly Elliot spoke at the Hamilton forum about job loss due to introduction of video display terminals (VDTs) in 1979. Prior to this time an operator would handle upwards of 40 calls an hour. This has skyrocketed to 1,000 to 1,400 calls a day, eliminating the need for many operators. She estimates that by the spring of 1984, there will be no more non-VDT jobs in Hamilton and asks "then what do we do?"

Patti Abrams, also of the CWC, outlined in detail the working conditions of an operator at Bell at the London forum. She describes VDT work as boring, stressful and a demoralizing change from their former jobs.

**We have been corralled into individual positions, the helpful, thinking and mathematical skills we prided ourselves with taken away and we are now truly the "operator" of advanced machinery rather than a part of a team of job-proud public servants.**

She describes suffering "Future Shock" syndrome: watching office closures, the re-routing

of all traffic through one central office, staff loss of 50%, and never knowing when or what the next step will be in the computerization process.

The loss in pay and jobs through the introduction of word processors, has been corroborated by a study of three departments in the federal public service. As reported by Times Change at the Toronto forum:

**... between 1975 and 1980 employment in the Secretarial, Stenographic and Typing Classification declined from 17,458 to 14,226. The number of word processing operators, a sub-group within the SST classification, doubled from 782 to 1,452. The losses were sustained in the steno and typist sub-groups while the number of secretaries increased slightly. Salary ranges for word processing operators were comparable to junior secretary or senior steno rates, considerably below secretarial pay scales.<sup>1</sup>**

A pointed example of what can happen to women when their jobs are reclassified due to technological change was that provided by Bill Chedore of the Canadian Union of Postal Workers.

**In 1972 the Post Office created the classification of coders for postal workers who operated the newly introduced letter sorting machines. The new classification restricted postal coders to read postal codes and key them, with hand movements like those used in typing.**

**The coders who worked the new letter sorting machines were classified at the lowest possible level of P.O. 1. The employer insisted that, since coding did not require the extensive memorization and skill that manual sortation required, it was not necessary to pay coders at the manual sorter rate of P.O. 4.**

**In other words, the Post Office used technological change as an excuse to limit job content and reduce opportunities for women. In this way, it declassified postal workers who were made redundant by the new letter sorting machines.**

**It took a national illegal strike in 1974 to get rid of the coder classification. Eventually, the Union negotiated a new job classification, P.O. level 4,**

<sup>1</sup> Janice Manchee, "The Stagnant Pool and Other Habitats—Word Processing Operators in the Public Service," The Office of the Co-ordinator, Status of Women Canada, January 1982, pp. 17-25.

postal coder-sorter-sweeper, which combined coding and postal clerk functions into one. Combining the functions eliminated the potential for deskilling the work and declassifying the workers.

The coder classification fight amounted to a struggle for wage equality for women since management only hired women for coding between 1972 and 1974. It is now common to see both men and women at coding suites, since workers classified as P.O. 4's rotate between coding, sweeping and sorting tasks.

This creation of lower salary structures was also emphasized in a brief presented by Susan Ward from the University of Western Ontario Staff Association. She stated that video display terminals can cost women in terms of salary, job satisfaction, promotion and responsibility. At the same time as jobs are being deskilled and downgraded, the University is taking advantage of high unemployment levels and requiring University education for many clerical and secretarial positions. Of course, no pay increase accompanies the additional qualifications.

The International Women's Day Committee chilled the Toronto audience by quoting a recent survey conducted for a federal task force on skill development leave. The survey found that employers organized upgrading courses for 30% of their full time workers—but for twice as many males as females. Males were four times as likely as females to have courses operate completely during work hours. Where tuition fees were over \$100 employers paid the fee twice as frequently for males as females.

Several submissions testified to the added stress of working on VDTs. Lynn Spencer on behalf of the Full Employment Committee of the Hamilton and District Labour Council stated that most operators don't find their jobs easier, as employers argue, but rather less satisfying and at the same time requiring higher levels of concentration, higher productivity and create greater stress. She made the point that 24-hour daycare is becoming increasingly necessary as managers start using office equipment

around the clock and turn office workers into shift workers.

CUPE Local 79's Status of Women Committee have found that Metro Toronto jobs affected by tech change are filled by women who discover their work becoming more fragmented, tedious and stressful. Additional concerns are job loss and no opportunity for career development. Solutions they are seeking are notice given to the union prior to the introduction of new technology, and some control by workers over its adoption, implementation and impact on their workload, especially from the standpoint of health and safety.

A very thoughtful brief was presented at the Hamilton forum by Eva Guzowski, an engineer. She observes that women have been largely excluded from the world of science and technology, both as practitioners and as factors relevant to decision-making. "Women have to cope with technology but they do not create it." She feels that the many sociological and psychological forces which channel women away from these disciplines are to blame, e.g. engineering and motherhood are not seen to mix. Equal pay for work of equal value, accessible daycare and affirmative action committees are all measures she feels would assist women to enter technical fields.

Lynn Swanson from the Affirmative Action Program at Fanshawe College, London reinforced the view that societal expectations, and the dropping of math and science options are barriers to women entering technology. At Fanshawe, however, such programs as Introduction to Non-Traditional Occupations (INTO), Women Into Trades and Technology (WITT) and Pre-Technology Intensive Preparation (PIP) have been successful in moving women into technical fields.

While technology can deskill women's work, the opposite can also happen as at the North York Public Library. Yvonne Earle (CUPE Local 771) informed the Toronto forum that clerks who were typists are now data input operators. A whole new range of skills must be learned and constantly updated—such as data bases, coding, a myriad of commands for inputting, and some hardware

maintenance. Library management however has refused to reclassify or increase compensation for these new jobs.

Surely we must beware of making the same mistakes of undervaluing women's work in the new technology jobs as we did with the clerical and secretarial functions. VDT operators are the assembly line workers of the office—with two major differences: added stress because of monitoring and no breaks, and lack of job security or protection from hazards because few are unionized and there is no legislation.

## 3.4 PART-TIME WORK

Many submissions at the forums addressed the growing trend of employers to use part-time, temporary and contract workers to save money, avoid paying benefits and keep unions out.

The majority of these workers are women and their numbers are increasing daily. The practice is widespread in offices, supermarkets, banks, nursing homes and hospitals, the government and many other workplaces.

Times Change Women's Employment Service called this an ominous trend when more and more of their women clients are seeking full-time work. They quote Ray Murray from the Union of Bank Employees who notes that in 1978 fewer than five percent of bank employees worked part-time; today the figure is between 25 and 30%.

CUPE 79 Women's Committee at the Toronto forum see a tendency for nursing home and hospital managements to hire part-time workers for convenience and to avoid paying benefits rather than increase full-time staff. Only recently the union was able to organize casual workers at Metro Homes for the Aged and hopes to negotiate for them contract terms similar to those for full-time workers.

Holly Elliot (CWC) voiced a similar concern at the Hamilton forum. With the introduction of computerized equipment, the workforce at Bell Canada has decreased by about 40% with more part-time workers. These workers' conditions are

second-class: lower pay, less benefits, less chance of promotion and participation in company training programmes; and frequently not entitled to health and welfare benefits. They are only guaranteed one half shift per pay period—or three hours pay a week!

Win Lipman (RWDSU) presented a telling critique of the supermarket industry describing it as a male preserve where sexism dominates and women no longer young and slim and ornamental are pressured into resigning.

**In my workplace part-time cashiers stand next to full-time cashiers and do exactly the same type of work for a lesser rate of pay. In the past I have seen part-time cashiers retire after 25 years with not even a good-bye or thank you for your service. Truly a non-entity.**

A similar castigation of this industry was put forward at the Hamilton forum by Diane Holland (UF&CW), a clerk at Miracle Food Mart. The entire job stratification system there discriminates overtly against women. Men are hired in the highest paying, full-time jobs of grocery clerks on night shift or meat-cutters, while women are hired as part-time cashiers, meat-wrappers or deli clerks.

With the recession and lay-offs, men are actually able to bump down and take the women's jobs and you find meat-cutters are doing the once traditional female work of meat wrapper. So much for the old saw about women taking men's jobs.

Cheryl Parr representing the Ottawa area council women's committee of PSAC pointed to the hollowness of the federal government's commitment to women by their treatment of term employees. These workers, mostly women, are hired for a term of less than six months and get no paid sick leave, money in lieu of vacation at a lesser rate than other employees, no right to file a grievance and no protection under the collective agreement. Worse still, the government also contracts out work to temporary agency personnel.

**Recently in my own workplace I discovered that the employees in the word processing pool had all been gradually replaced by agency personnel. Then the government gave the contract to another**

**agency. And these women were given the choice that they could either lose their jobs or keep their jobs by working through the new agency at a lower rate of pay.**

The Metro District CUPE Council quoted from their national convention policy paper "CUPE Women: Survival in the Crisis" at the Toronto forum regarding contracting out:

**The high concentration of women in the public sector makes them especially vulnerable to the job loss and depressed wages and benefits resulting from the contracting out of their jobs to private, non-union contractors. This practice has become so widespread that it is hitting not just occupations like clerical work, food services, cleaning and laundry services, but even such job areas as nursing.**

The only positive note sounded on this issue was presented by Organized Working Women at the Toronto forum. Sue Craig recalled that when the Canadian Union of Postal Workers negotiated pro-rated pay and benefits for the mostly female part-time workforce, within a few years, men and women were almost equally represented in full and part-time work. This led Organized Working Women to correctly conclude that when pay levels reflect the actual worth of jobs, job ghettos disappear and employers are prevented from exploiting sexism to keep pay low.

The recent Commission of Inquiry into Part-time Work also identified union membership as a means for conferring greater benefits on part-time employees. As long as unions have their hands tied by restrictive legislation however, they are unable to bargain equality in this area, as in many others.

## RECOMMENDATIONS

**3A.** Equal pay for work of equal value legislation must be enacted as part of mandatory affirmative action requirements.

**3B.** Federal equal pay for work of equal value legislation must be strengthened and tightened up to eliminate loopholes and provide for a union-management committee structure for determining value.

**3C.** That more funding and staff be provided to the Ontario Human Rights Commission to carry out its mandate on sexual harassment; that a publicity campaign be undertaken by the Ontario Human Rights Commission on this issue emphasizing that it is against the law; and that educational seminars be undertaken with employers and supervisors regarding the law.

**3D.** That stress resulting from sexual harassment be considered a compensable illness under the Workers' Compensation Act.

**3E.** That legislation be enacted to protect the health of video display terminal operators by regulating the conditions under which video display terminals can be operated and setting standards for their use and operation.

**3F.** That legislation be enacted providing for 180 days notice prior to the introduction of technological change, plus the formation of joint technological change committees at the workplace to be informed of and plan for impending changes (similar to the *Technological Change Act, 1983* introduced by Michael Cassidy, NDP MPP).

**3G.** All levels of government must enact better legislated standards for part-time workers, towards a goal of the same rates of pay and benefits for part-time and full-time workers. This government must find ways to discontinue the exploitation of women which occurs under the guise of part-time work.

## 4. DOUBLE JEOPARDY WOMEN

There are few women in Ontario who are not adversely affected in many ways by overt and systemic discrimination in the workplace. But there are certain groups of women whose possibilities in life are further jeopardized for a variety of reasons: their age, the colour of their skin, their language skills, their economic status, their past record. The plight of these double jeopardy women was highlighted in many submissions to the forums.

### 4.1 SENIORS

Several briefs which discussed the issue of unequal pay and discriminatory wage rates, also pointed out the devastating impact on pensions caused by these low wages, and the much higher percentage of older women living in poverty as a result. Three out of four women over the age of 65 who live alone—widows, divorced and single—live below the poverty line.

Myrna Wood on behalf of the Women's Committee of the Hamilton and District Labour Council stated it succinctly:

**Pensions are inadequate—from layoffs, from being forced out of the labour force during child-bearing years, from lower contributions through lower pay and from lack of maternity benefits generally. Any way you add it up, it's too little to live on. Now, more of us are being forced to take early retirement because of plant shutdowns, runaways, cutbacks and technological change, cutting into our income before and after going on pension.**

Richard Nolet spoke in Sault Ste. Marie on behalf of the North Eastern Ontario Senior Citizens Association. He particularly addressed the poverty of women aged 60 to 65 who are on family service rolls. The Association believes the pension age should be dropped to 60 so that these women will no longer live so far below the poverty level.

At the Toronto forum, Alex McLennan on behalf of the Canadian Council of Retirees (CLC) made an impassioned plea for elderly widows in our society, who are the most ignored and neglected of the one-third of Canada's population living below the poverty line. The Council criticized the wage control legislation which ensures that the cost of living will rise faster than seniors' incomes, forcing them to cut back on necessities of life.

50% of female pensioners over the age of 65 are widowed, and the percentage greatly increases with age. The Council describes their standard of living:

**95.7% of the widows of deceased workers in the private sector have no income other than the Old Age Security pension and the Guaranteed Income**

**Supplement. And it should be added that the number is still further reduced by the absence of vesting and portability in private pensions.**

**When we consider that the amount of the Old Age Security pension is \$254.13, and the Guaranteed Income Supplement is \$255.13, as of April 1983, for a total of \$509.26, it is clear that the widowed population is living much below the poverty level.**

**It is no exaggeration to say that elderly widows in this country are actually dying of malnutrition.**

## **4.2 IMMIGRANT WOMEN**

Teresa Anselmi representing the Unemployment Help Centre Project of the Labour Council of Metropolitan Toronto spoke of immigrant women experiencing the severest employment problems of any of their women clients. Limited English language skills function to the advantage of the employer by limiting the women's access to jobs, often factory work, with low pay, low status and no opportunities for advancement.

The UHC Project submission documented extremely well, the obstacles faced by immigrant women seeking training and upgrading. To summarize: 1) Canada Employment Centres tend to discourage married women in particular from seeking retraining, and stream female applicants into training in other female job ghettos; 2) Canada Employment Centres expect women to know precisely what type of retraining they want—this functions as a real barrier to all but the most motivated and persistent immigrant women, since many do not know what the options are; 3) many women have insufficient English language skills to qualify for upgrading so they then can qualify for retraining. English as a second language courses are offered by Manpower, the Board of Education and community centres during the day and evenings. But in practical terms, the exhaustion inherent in being a wife, mother and fulltime factory worker precludes participation in evening classes, even when motivation is high; 4) at least Grade 10 and often Grade 12 is required for most Manpower retraining courses, necessitating upgrading courses

as well. The maximum amount of upgrading available is one year, and in practice even this is not available, since applicants requiring no or minimal upgrading are given preference.

This maze of barriers puts a secure lock on the ghetto doors for immigrant women.

Janie Cowl representing the Committee for Racial Equality at the Toronto forum reinforced these experiences and spoke to the systemic discrimination which creates such conditions:

**The inequitable treatment of women in employment has been downplayed by the persistence of the notion that women are not "breadwinners". This type of discrimination is further institutionalized against women entering Canada by their designation as "family class" immigrants. As such, married women are officially considered to be dependents of their husbands, rather than as members of the work force, and are thus excluded from Employment and Immigration subsidized English, French language and job training programs. However many of these women want to, and indeed *must* work. Yet they receive little assistance in moving into the labour force. The constraints of child care and other home responsibilities, language problems, lack of marketable skills or of "Canadian experience" reinforce their position as a cheap source of labour and consign them to predominantly non-unionized jobs in (most often) the service sector or the garment industry.**

At the Guelph forum, Mary Ellen Nettle addressed the problems facing implementation of English in the workplace. Among them was lack of access to the courses, since they are not recognized as a right here as they are in England and so funding is always a struggle. These courses are all the more important since many women come to Canada as dependents and this status cuts them off from government sponsored classes. Many workplaces will not provide time off for the classes, but the women are too tired for classes after work. Overtime and slowdowns are also problems, since women never know in advance if they will have to work overtime, and slowdowns often force classes to close. Her submission concluded with the

positive benefits to companies of ESL courses—improved efficiency, productivity, quality and safety standards.

Women Working With Immigrant Women addressed what they described as their triple oppression—as workers, as women and as immigrants—at the Toronto forum. Gladys Klestorney and Maria Theresa Larrain discussed the real world of immigrant women to whom a union is a luxury, when so few are even covered by minimum wage legislation. These women work as cleaners, maids, cafeteria workers, sewing machine operators, domestics and farm workers. More are moving into the lowest level clerical jobs in computerized offices as the need for secretarial and language skills is eliminated. These women face unique problems in the home and on the job: lack of a common language, no support systems, strong economic dependence on the husband, fear of deportation, fear of losing their job, the double day of labour, racism, and employment in workplaces that are difficult to unionize.

Women Working With Immigrant Women recommended many avenues to assist immigrant women: mandatory affirmative action legislation combined with equal pay for work of equal value; unionization and the right to bargain collectively; access to retraining programmes with a language component; English as a second language classes at the workplace; daycare; and extension of minimum wage coverage to all workers. They called on the labour movement and the government to end the exploitation and discrimination against immigrant women.

### **4.3 THE UNORGANIZED AND MINIMUM WAGE WORKERS**

Many unorganized women workers did not make presentations in this campaign because of the very real fear of job loss or demotion and discipline. In several cities, women came up to panel members after the forum or wrote to the Ontario Federation

of Labour about their concerns which they were in too vulnerable a working situation to address publicly. With the media present, the fear of reprisals for speaking out was extremely high.

Those who were able to come forward proved by their evidence that women without unions face a bleak working life. Many, many submissions supported the role of unions in improving the working conditions of women. Even those presentations by union women which were critical of their unions for not doing enough quickly enough, often spoke to the importance of union contracts in protecting their job security and providing avenues of redress for unfair management actions.

Johanna Bischooping on behalf of the Women's Committee of the Algoma NDP Riding Association, presented a very moving and powerful brief concerning minimum wage workers in rural Ontario at the Sault Ste. Marie forum. The rural woman, like the urban woman, has similar pressures to seek employment—economic pressures to subsidize a family income, social pressures (the status of paid work as opposed to housework) and the pressing human need for association. But she faces some unique obstacles in searching for a job: lack of and cost of public transportation (\$30/wk is not uncommon), lack of access to post-secondary education, again because of poor transportation; and lack of daycare facilities.

These obstacles lead her to a limited choice: the small community, she usually knows the owner, and this kind of close relationship often leads to exploitation. She will rarely use the existing legislation and agencies to assert her rights: she may get fired, or word may get around she's a troublemaker, and she'll have a hard time ever finding work in her community again.

**A minimum-wage job in a rural community, then, is a dead-end job, with no prospect for promotion, upgrading, or skill-training.**

**We've heard it said that the economy cannot afford an increase in the minimum wage at this time. My response is that women cannot afford to be exploited at any time.**

At the Guelph forum, Vanessa Hyland documented, with example after example, the discrimination against women in non-unionized workplaces. She made the presentation on behalf of six women who asked not to have their employers named with the media present.

Discrimination is rampant in these workplaces because the workers are so vulnerable—they can be arbitrarily fired at any time, and are therefore at the mercy of any working conditions the boss wishes to mete out. Determining wage inequality is virtually impossible, since workers are convinced by management not to talk about their wages.

In a local department store in Guelph a "part-time" work week is anywhere from 27 to 37½ hours; and a woman must work 3 years on part-time to qualify for the full benefit package. Three or four years ago when the benefit package was introduced, 90% of the workforce was full-time. Today there has been a complete turnaround and 90% are classified as part-time or extra (less than 24 hours per week).

Vanessa addressed many other issues that critically affect non-union women, such as the inadequacy of pregnancy leave legislation. She made the important point of how difficult it is for these women to satisfy the (then) 12 months and 11 weeks continuous employment to be entitled to benefits when local employers hire, lay-off and re-hire to suit temporary needs. She also showed several examples of where limited support services or access to information and advice allowed employers to take advantage of women who were uncertain of their rights.

This submission also recommended reintroducing the law to require employers to provide transportation to all employees at night.

**Women working late night shifts as waitresses for local liquor establishments can attest to their fearful experiences of being followed home by customers at early hours in the morning after they get off work.**

This submission called on the OFL to provide simple resources on labour and human rights legislation in accessible places like libraries and stores. Although they recognize this type of

information and outreach should be done by government, they felt it was not now being done effectively, e.g. the local Employment Standards Branch is in Kitchener and only accessible during regular office hours, forcing women to use pay phones at the end of work shifts in a rush.

The Women's Committee of the Hamilton and District Labour Council also spoke out on behalf of unorganized women at the Hamilton Forum. Myrna Wood from the committee emphasized how these women are caught in a powerless position. Lucky to get part-time work, they cannot even fight for their rights under the law, such as coffee breaks and vacations, when there are thousands looking for work. If they call a government agency, they risk their job when the boss is queried. They are women without rights.

**The greatest strength any group of workers can enjoy emanates from belonging to a union. If this were not the case employers (and frequently, government) resistance to organizing would presumably not be nearly as vehement as it is. The fact of union membership means on average better wages, fringe benefits and working conditions. Making union organizing easier is essential in bringing a greater measure of equality to working women.**

## 4.4 SINGLE MOTHERS

Single mothers experience all the inequalities of other women, but similar to women seniors, they bear a disproportionate share of the burden of poverty. Ninety-five percent of single-parent families are headed by women and one in three raises her family in poverty.

These women survive from day to day, unable to control the direction of their lives or plan beyond tomorrow. The Women's Committee of the Hamilton-Niagara Labour Coalition for Jobs stated at the Hamilton forum that the majority of single female heads of households are existing on levels of government assistance two-thirds below the poverty line.

This fact was further emphasized, also in Hamilton, by Single Mothers Against Poverty, a

group of low income single parent women who wish to develop a more positive rapport between the working poor and social assistance recipients, and educate the community about poverty. Their suggestions for change at the forum were based on a questionnaire distributed in April 1983.

Their brief contended that incomes of low wage working women and those receiving family benefits are basically the same, yet poor employed women are not eligible for subsidized daycare and benefits. On the other hand women on F.B.A. are not given the choice of paying into a pension plan or U.I.C., although once off F.B.A. they may not be able to obtain work and will have no security for the future.

Janice Gilmour and Jenny Adams from Single Mothers Against Poverty also addressed the issues of part-time work, and the need for benefits to kick in after a certain number of hours worked; the need of single parents for education and retraining opportunities, and free quality child care which will accommodate irregular hours of work.

Without changes such as these many single mothers remain on the edge of survival.

## 4.5 FEMALE OFFENDERS

A society which condemns women to the conditions so far outlined in this brief—low wages, lack of training or job opportunities, inadequate and often unavailable social services—a society which leaves women with few options and little hope—can expect a proportion of these women (and it's amazing the numbers aren't higher) to come in conflict with the law.

Brigid Hayes of Women for Justice spoke at the Ottawa forum on behalf of the needs of female offenders. This group has filed and won a complaint before the Canadian Human Rights Commission charging the Correctional Service of Canada with sex discrimination. The complaint was upheld because of the lack of educational and training programmes, and substandard medical and psychiatric services for female inmates; because women from across Canada are all housed in one institution far from family and support; and because

all women inmates are treated as maximum security risks, despite individual needs.

Women for Justice asked the question you may be asking yourselves, why should affirmative action programs be concerned with female offenders? Their answer is revealing:

**First, and foremost, female offenders are as trapped by society's stereotyping as they are by their prison cells. Many women who commit crimes do so because they lack viable options—options that could be available if we lived in a society of economic equality.**

**The poorly educated and trained woman who turns to prostitution and drugs. The battered woman, perceiving no other means of support or way of escaping, who murders her husband. The woman lured by promises of wealth, and charged with fraud. These women, and others like them, are the casualties of a system that degrades women. Although their crimes cannot be excused, we must take that important step backwards from the individual situation and ponder the conditions women live under. And what we see is clear—a form of "there but for the grace of God go I" situation—many of us having faced the same lack of options.**

Hayes also discussed the systemic discrimination of the correctional system where there are only 100 female and 6,000 male inmates, and all the accredited training programmes (except for hair-dressing) are available to the men. Women are now being taught to keyboard on word processors but not to programme. The training available prepares them for low-paying female ghettos.

Ex-inmates also face the double discrimination of employers reluctant to provide them with opportunities once they are released. Women for Justice feel affirmative action is the means to making up the difference for former female offenders as long as programmes reflect that some women face barriers in addition to their sex.

## RECOMMENDATIONS

**4A.** That the level of benefits under the Canada and Quebec Pension Plans be increased to 50% of earnings up to the Average Industrial Wage (\$20,300 in 1982); that the Old Age Security pension be increased to 17.5% of the Average Industrial Wage; and that the Guaranteed Income Supplement be increased to 17.5% of the Average Industrial Wage for a single person and 10% of the Average Industrial Wage for each member of a couple.

**4B.** That all public pensions should increase automatically with improvements in the standard of living.

**4C.** That the minimum guarantees produced by Old Age Security and Guaranteed Income Supplement be available to persons aged 60 and over who are unemployed or widowed.

**4D.** Improvements in labour legislation to make it easier for workers to unionize.

**4E.** The minimum wage be increased to \$5.75/hr with regular increases tied to increases in the cost of living. Extension of minimum wage coverage and other employment standards provisions to all workers.

**4F.** Employers must be made to support and sponsor English as a second language courses in the workplace in co-operation with the union and/or employee representatives. Students should be permitted to take courses to the level of fluency required for entry into retraining courses.

**4G.** Training programmes geared to future employment possibilities (and not female job ghettos) must be made available to women in prison.

**4H.** Mandatory affirmative action programmes must acknowledge and accommodate the special needs of double jeopardy women.

## 5. LOSING WORK AND LOSING GROUND

The litany of injustices in the workforce so far described is powerfully damaging evidence. Perpetuating widespread, inherently discriminatory systems against half the population demands responses. The responses this government has to date offered are lay-offs and wage controls. Many women described the facts of inequity in their workplaces in simple and straightforward manner. They mentioned gains slowly but surely being won in each round of collective bargaining. But then wage controls were imposed and then their anger erupted. To wipe out with a stroke of the pen the one hope for some improvement, was a devastating blow for many women. It will not lightly be forgotten.

### 5.1 THE EFFECTS OF THE RECESSION: LAYOFFS AND WAGE CONTROLS

Submission after submission detailed the economic crisis faced by women, and the need for concrete measures and collective strategies.

Times Change Women's Employment Service gave a concise analysis of where women were looking for work, their credentials and very specific measures needed to address the historic injustices of women's work being underpaid and undervalued. In August 1983 in Metro Toronto there were over 44,000 women unemployed in the clerical sector, an increase of 41.7% from the previous year; 18,000 women were unemployed in the service category, up 57.9% from August 1982. There are dramatic increases in levels of unemployment in the occupational categories that women traditionally are employed in.

The brief by the United Auto Workers (UAW) to the Toronto forum illustrated the pattern of women's employment in the metal trades and the critical effects of the economic recession:

**The recession has devastated the already thin ranks of women in the metal working industries. They have suffered an overall employment decline more than five times as severe as men.**

Women metal trades workers have been first to be laid off because of lack of seniority. In other cases they have lost work in low-wage marginal operations that have died during the recession.

From 1980-1982 total employment in the Canadian metal industry declined by 10%: for men, the decline was 6% but for women working in the industry the decline was 33%. A look at individual industries tells the tale. In auto-assembly women's employment dropped from 12.3% of the total workforce to 0.5%, in aerospace women dropped from 15.7% to 4.9%, and in farm machinery from 5% to 2.3%. Where women were making concrete gains by moving into non-traditional jobs, the recession has ensured women workers are further behind than ever.

After long years of struggle to move women into traditionally all-male departments at Westinghouse, Hamilton, several women from that plant spoke of the devastating impact of recent layoffs. At most 40 women finally made it to the transformer division and now only 10 are left. Most of these women are middle-aged with long years of service.

**One woman has 33 years with the company. She has been laid off. Another woman fought to keep any job, so she could make her pension in 3 or 4 years. She said she'd clean the washrooms to keep working. At first, the company transferred her to that job. Then, overnight, they laid her off and contracted out the cleaning to another company (one that no doubt pays minimum wage).**

In our society, these women are "too old" for other work and so will remain on UIC until eligible for a company pension cut so small they won't be able to survive. The Westinghouse women say this injustice must not happen to their daughters and granddaughters.

Jeannette Easson spoke to the Hamilton forum on behalf of Women Back Into Stelco. The courageous efforts of these women in 1979, using the combination of human rights complaints and a public pressure campaign resulted in 185 women being hired in 1979-81. Stelco had not hired a woman for a production job for almost 20 years prior to that, yet Stelco admitted that 10,000 women had applied over those years. Today all the women are laid off, and only 10 have recall rights.

Easson questioned whether women would be hired again in an economic revival, or whether new women's campaigns would have to be launched. The Ontario Human Rights Commission failed to award an affirmative action programme when it found Stelco guilty of discrimination. Without this programme women are not guaranteed: training in the trades, toilet facilities, or opportunities to work on shift with other women. Without affirmative action programmes, there is no planning for women's equal participation in non-traditional jobs when the steel industry experiences an economic upturn.

OPSEU's submission at the Toronto forum

condemned the lack of substantial change in the occupational distribution of men and women in the public service since 1975. In fact, women in many cases are worse off due to job loss. The brief states:

**Government programmes of cutbacks, closures and automation are doing away with jobs in this time of record unemployment. Bill Davis stands in the Legislature and claims to care about the unemployed and to be committed to job creation, but statistics obtained just two weeks ago show that from September of 1982 to September of this year [1983], 1,800 full-time jobs have been cut from the Ontario Public Service. Over 1,200 of these jobs belonged to women. They were clerks, typists, data entry operators—most of whom have lost their jobs due to office automation.**

Metro District CUPE Council described the nature of women's work in their union as low-paid, part-time or temporary job ghettos. Their brief presented at the Toronto forum emphasized the disproportionate impact of wage controls on women. Because women earn less, the same percentage limit gives them substantially less in dollars and cents than their male co-workers in higher paid categories.

**While we are fighting for collective bargaining to be restored and for jobs, it is crucial that notice be served to governments and to employers that women will not wait until "after the recession". We need equality now and we can not be forced back into our homes or continue to work in job ghettos.**

The Ottawa-Hull Area Council of PSAC condemned "6 and 5" percentage wage controls for the same reasons—women get less because they make less. No affirmative action measures these.

The Toronto Area Council Women's Committee of PSAC described the imposition of wage controls as "adding insult to injury". The restraints escalate and exaggerate the already existing wage disparity of their women members, 70% of whom earn less than \$20.00 a year. The curtailment of bargaining rights has meant the curtailment of contract protection for women, such as protection against the hazards of VDTs and technological change, improved maternity, educational and career leave.

These last items may seem insignificant but the Women's Committee pointed out that educational leave is a necessity because it is the only path that will enable women to break out of support-staff ghettos. And wage controls prevent them from bargaining even that.

The Wage Restraints Act uses public sector employees as scapegoats for failing economic policies, and is a discriminatory and sexist piece of legislation. Until it is removed, women can only label as shams, frills and window-dressing, the carrots thrown at them by government in the name of equality for women.



## 6. MANDATORY AFFIRMATIVE ACTION

Ontario women do not want either equal pay or affirmative action. Ontario women do not want either child care or access to retraining programmes. Ontario women do not want either technological change protection or English as a Second Language courses. All of these are and must be components of strong affirmative action programmes. Affirmative action is not "women into management"—it is a systematic programme which roots out discriminatory practices, puts in place training programmes, support systems, targets for hiring and promotion and aims at economic equality. In its analysis of the workforce and identifying of barriers a programme should encompass all of the issues outlined in this brief.

Which is why governments and employers must be prepared to respond to the existence of systemic discrimination and acknowledge the traditional values and power structures which support it. They must be prepared to affirmatively act.

We received overwhelming support for mandatory affirmative action legislation in the briefs submitted at the forums, and agreement with labour's definition of affirmative action:

**Action designed to remove barriers to equality, overcome past and present discrimination and improve the economic status of women.**

Both the federal Canada Employment and Immigration Commission and the Ontario Ministry of Labour's voluntary approach to affirmative action have failed because of a predictable lack of "volunteers". We also believe the effectiveness of the few programs in place has been seriously hampered by preventing unions or worker representatives from being full and equal participating partners in the entire process. The recent announcement by the federal government regarding a mandatory affirmative action policy in the federal public service is a timely example of how not to proceed. In its dual capacity as government and employer, the federal government clearly signalled its perception of union involvement, i.e. after the fact. As a model for other public and private sector employers this approach is a prescription for confrontation with workers and their representatives.

Affirmative action can no longer be cosy consultations between government and managements. Working women of Ontario who are affected by decisions which result from that process find it unacceptable. They want an open, accountable process in which they are involved. These are their views.

## 6.1 THE VOLUNTEER APPROACH NOT WORKING

**If you surveyed all the companies in Ontario that have registered with the Women's Bureau of the Ministry of Labour, most companies have adopted a "Policy Statement" and have conducted some consciousness raising seminars. That is the extent of their programme—a soft shoe shuffle for appearances.**

### **Alida Burrett, K-W Status of Women**

Burrett gave a summary of her four years at BF Goodrich Canada Inc. in Kitchener, firstly as a participant, then co-ordinator of that company's voluntary programme. They studied, reviewed, analyzed and established timetables to achieve corrective action. Then with the economic downturn she was laid off. On the government books, the programme is in place, but Alida told the forum there is a huge gap between programme and implementation. Without mandatory affirmative action, the programme can mean an exercise in public relations without any public scrutiny or accountability.

Linda Hargrove (UAW Local 1967) condemned voluntary affirmative action programmes as not working. She works as a Bench and Structural Assembler at McDonnell Douglas. Her employer was one of 26 companies out of 700 approached by the federal government in 1979 to set up affirmative action programmes. Seventy-five women were hired in non-traditional jobs such as bench and structural assembly, machine operators and metal bonders. Linda believes the corporation agreed to hire women only to secure a \$5 billion contract from the Canadian government for the F18 military aircraft. After the contract was secured McDonnell Douglas laid off the 75 women and 3,000 workers in total in 1981. Since November 1982, 1,200-1,300 workers have been recalled but only two women.

Malcolm Buchanan of OSSTF told the Toronto forum that although the Ministry of Education has for 10 years urged school boards to establish affirmative action programmes, fewer than 20% of the boards have done so. He said "the time for gentle persuasion has passed; the time for legislation is here". OSSTF cited statistics: women comprise almost one-third of secondary school teachers in Ontario yet 97% of principals and 93% of vice-principals are men; and men comprise 80% of other positions of responsibility. Yet a full 37% of women are clustered as grade 9/10 teachers, in lower grade levels of secondary schools.

OPSEU Local 137 made an important point at the Sarnia forum. Support staff in St. Clair College are encouraged to seek lateral rather than upward movement in the workplace, making the programme only "a token step toward affirmative action designed to keep our goals much on the same plateau".

Karen Pilatzke made an excellent presentation on behalf of the Women's Committee of the Ontario Hydro Employees Union (CUPE 1000). Among Hydro's 17,000 workers, 40% are weekly salaried employees. 40% of these workers are women. The wage gap between the median job for women and the median job for men is \$11,000 per year. This gap has more than doubled in the past ten years. Women at Ontario Hydro lack promotion and training opportunities. Almost half of the women have no posting rights to job vacancies or seniority rights for selection. Only 12% of union women are in jobs where there is full posting and seniority rights, 85% of the men have full rights.

Hydro's Equal Opportunity Program is a professed corporate philosophy of "provide equal opportunities to all employees consistent with the skills and aspirations and the needs of the corporation". The programme includes a questionnaire developed in 1981 which has yet to be published. Career planning seminars focus only on individual development and the annual report for the programme hasn't been published in two years. Union requests for training positions, bridging and access to information have all been with no result.

CUPE 1000 ended their submission with an appeal for mandatory legislation as a support to collective bargaining demands.

**Our situation demonstrates why CUPE 1000 supports legislated mandatory affirmative action. We must wait to bargain but legislation would give us a joint committee, programming, monitoring, information and management accountability. It would strengthen our position for bargaining and assist our members. It is clear that Ontario Hydro will never alone guarantee equality in the workplace. Legislation would direct them. It is time for Hydro women to make up the difference.**

At the Kingston forum both teaching staff and support staff at Loyalist College, Belleville, members of OPSEU, soundly condemned the ineffectiveness of the equal opportunity advisor position in the college. The position is a token one with no power to effect needed change and no time to investigate complaints. The position is a part-time, contract, non-union one. The person is contracted for 14 hours a week, just under the limit that would allow her to collect UIC upon termination. There is no active programme, monitored in terms of results, no union input, and consequently no positive change in the position of women at the College.

Susan Stylianos, who presented OPSEU's brief at the Toronto forum, confirmed the lack of power of affirmative action programme managers to be true of the entire voluntary affirmative action programme within the Ontario Public Service. She states the programme is underfunded, understaffed, with no real power and clout, and cites the statistics to prove it. Over 80% of the women are working in the female-dominated job areas such as nursing, office and clerical, and service work. Women make up 75% to 90% of all employees in salary ranges below \$15,000 per year and only 7% to 12% in ranges over \$32,000 per year.

The acid test of the government's commitment to equality is its position as employer in collective bargaining. In 1980/81 bargaining, the government refused the demand of equal pay for work of equal value. In the last round of bargaining, barriers to a

negotiated settlement included paid maternity leave; a pilot project setting up four workplace daycare centres; rights and benefits for part-time workers; tech change protection; and VDT health and safety language. Arbitration finally achieved victories on paid maternity leave and health and safety. Then came wage controls which rolled back 11 and 12% wage increases for the lowest paid classifications to 5%.

Government employees needless to say are somewhat jaundiced about the government slogan "Keeping the Promise".

Sharon Newman and Bonnie Biteen (CWC Local 50) spoke of the enormous barriers for women operators trying to move into the higher paying craft and services category at Bell Canada. Since 1982 Bell Canada has imposed a freeze on transfers, promotions and hiring. In 1982, prior to the freeze 6 male operators were transferred into craft and services, no female operators were. This despite the fact that Local 50 has 1,500 members 96.8% of whom are women. Barriers include snide remarks and intimidation by management, lack of information about available jobs and misinformation about job requirements, biased interviews, and lack of access to electronics training offered by Bell. Whereas women were told they needed the electronics training, the six men transferred were not; and in fact, the men had none of the skills that were demanded of the women. Similarly the union negotiated a transfer process to give dining service workers in the bargaining unit, (the majority are female immigrants and visible minority workers) access to operator jobs. Bell Canada retaliated by instituting an operator test that does not reflect the job requirements, but rather serves as a barrier. CWC recommended the federal government implement mandatory affirmative action programmes to stop employers using these practices.

The Region 5 Women's Caucus of OPSEU presented a sardonic and humorous view of the affirmative action programme in the Ontario civil service.

**"As we struggle with 'burn out' they (affirmative action) discuss how to dress for job interviews."**

**Sheran Johnston, president of Women's Caucus**

"I recently was out to a one day seminar on affirmative action. The two women in the affirmative action programme showed us a very expensive video cassette on success stories for our Ministry over the last year. Four women out of 932 had made it into management jobs. At that rate of success, it's going to take 233 years. I really don't think I can wait that long! They taught us how to write resumes and how to act on job interviews, practice muscle relaxation. Take deep breaths . . . I've been following their instructions but still haven't been called for a job interview."

Phyllis DePoe, OPSEU 579

Their witty presentation was concluded with a very sober thought:

**We may have presented this brief with some sarcasm, some attempt at humour. We want everyone to know this is our life and we are deadly serious. The Davls government, our employer, is not only cutting away our future by layoffs, and cut-backs, they are also disguising their inadequacies by a superficial, ultimately insulting programme which asks us to relax, exercise or dress better to compete in the marketplace.**

The University of Western Ontario Staff Association was one of many briefs which strongly criticized the right of their employer to advertise as an "equal opportunity employer" with no programme whatsoever in place. Since 1975 Susan Ward claims there has been no improvement in the low salary levels of women, no career planning and training, no unisex mortality tables or paid maternity leave. She says what is needed is a firm commitment to affirmative action.

Similar sentiments were expressed by Felicia Houtman on behalf of the CUPE Local 79 Women's Committee. Their submission at the Toronto forum described the Equal Opportunity Program in the City of Toronto as a "bustling bureaucracy of good intentions with numerous meetings and much discussion". They claim negligible advances will be made unless affirmative action is included in the legislative process and negotiated into collective agreements.

In Hamilton workers from CUPE 1344 employed by the Hamilton Board of Education stressed that union solidarity on the issue of equality is not enough. In 1981 the local went on strike, one of the most critical issues was men and women in the local had separate contracts. They won a contract but as they told the forum:

**"It is not one contract but two in one. It reads like . . . the ladies even pages and the men odd."**

Men in the local have a guaranteed 40-hour work week, women have absolutely no guarantees of any. After two years of service on the Board a man earns \$2.22 more than the average woman regardless of her years of service. Women get eight fewer days a year sick leave than the men. Even more outrageous is the fact that after the fourth sick call-in, a woman loses two days pay for each additional illness during the year; no such restriction is imposed on the men. Contracting out, protection, pension plan supplements, job postings all blatantly discriminate against the women in the local.

According to Madeliene Healey who presented the brief, there are no restrictions on women posting for other positions in the system. However, they found that the two categories immediately above the one all women are in, have no job posting rights. Then, to move into the positions above those you need experience in these excluded positions. The list goes on in this workplace:

**What we are left with is a sizeable workforce (more than 50% of the local) that is underpaid for the work they do, has inferior benefits, has little protection from contracting out, has no guaranteed work week and hence very little union security; and to add insult to injury, these 275 women have no mobility. Does this qualify as a job ghetto?**

No matter how supportive a union is, without the back up of legislation employers can always find ways to discriminate against women.

A similar problem exists in Sault Ste. Marie which suggest this is not an isolated situation and must be dealt with through forceful legislation.

Community organizations undertaking valuable support work to help women gain access to employment, stressed the need to have that work

strengthened by legislation. The YWCA's Focus On Change Program has for many years helped sole support mothers trying to leave government assistance; other programmes lend support to teens and immigrant women seeking employment.

**While we recognize the value to women of our specialized programs, which are tailored to meet individual women's needs for daycare, for confidence building, for access to community resources and skill development, we as an association, also recognize that we have a role to inform the community and its decision makers of the need for changes in legislation . . . we see effective legislation affirmative action programs accompanied by penalties for non-compliance as an essential part of an effective employment strategy for women.**

**Wendy Wynn**

If all of this is not convincing on the need for legislation—here is the final proof: results. It is revealing to compare one company's behaviour in the United States and Canada. The Ontario NDP Women's Committee informed the Toronto forum of the clout of legislation in the United States which won from General Motors a \$42.5 million settlement arising out of a discrimination complaint. GM has promised to hire and promote more women and minorities over the next five years and spend millions on training, minority education and college scholarships for GM employees and their families.

By contrast, the UAW pointed out at the same forum that the only affirmative action programme at GM in Canada right now is that management is considering banning girlie pictures from the plants.

Legislation works.

## RECOMMENDATIONS

**6A.** The Ontario and federal human rights legislation must be amended to provide for mandatory affirmative action programmes in the private and public sectors and education system. A contract compliance policy would require that governments only purchase from and contract with those employers who have an effective government approved affirmative action programme as part of their policy. Such a programme must meet the guidelines established by legislation.

**6B.** This affirmative action legislation must set up uniform guidelines and criteria by which affirmative action programmes can be judged and approved. At least some of the necessary criteria for approval of a programme would be:

(a) To develop the programme, the establishment of a joint affirmative action committee at the workplace, at least half of which shall be workers, and of these a portion be women workers at least in proportion to their numbers in the workplace. The labour members of the committee to be selected by the union, or employee representatives where no union exists. Such a committee will have the power to implement and monitor the mutually agreed upon programme.

(b) A detailed audit of the workforce and of all aspects of the recruitment, selection and promotion process must be undertaken by the committee. All relevant workforce data, employer records, etc. must be made available to all members of the committee. Any practices that have an adverse impact on women must be identified.

(c) Special measures must be developed to remedy the discriminatory practices discovered. These to include: active outreach and recruitment programmes through community colleges, newspaper and media advertisements, women's networks, unions; provision for training, upgrading, on-the-job training for women; establishment of targets and timetables for the employment of

women at all levels and in all job categories; provision of child care, policies against sexual harassment, and other support services; equal pay for work of equal value.

(d) Guarantee of the right for unions to negotiate any or all parts of affirmative action programmes into their collective agreements.

(e) A rigorous management accountability system for progress of the programme.

(f) In the event of a dispute during the life of a collective agreement, the parties must have access to a dispute resolution mechanism: either arbitration or the appeal board, as set out below.

(g) A government department responsible for affirmative action must have the power to approve and monitor affirmative action plans, and institute a separate board of appeal in the event of disputes between the parties.

**6D.** Where complaints of sex discrimination are proven against employers, remedial measures should include much tougher penalties than currently exist; and provision of back-dating of seniority to the time of application with the company as well as back pay for the victims of discrimination.

**6E.** Human rights legislation must be amended to allow for class action complaints; human rights commissions must be provided with increased staff and budgets to ensure effective and rapid processing of complaints.

**6F.** This legislation must include provision for equal pay for work of equal value.

**6G.** The Ontario public service affirmative action programme must be strengthened and fall under the jurisdiction and guidelines of the equal employment branch of the Ministry of Labour. It must be a joint union-management programme: the affirmative action programme managers must be taken out of personnel departments and placed in positions with power and clout; and the financial resources must be made available to make sure the programme is serious and able to succeed.

# SUMMARY OF RECOMMENDATIONS

- 1A.** That Ontario human rights legislation be amended to provide for mandatory affirmative action programmes in all workplaces including school boards, colleges and universities.
- 1B.** That the Ministry of Education sponsor workshops on affirmative action and the role of education for guidance counsellors. The Ministries of Education and Colleges and Universities must develop new career counselling materials with up-to-date labour market information and analysis of the long-term employment consequences of course choices. Courses should be planned to reflect changing labour market needs and screening of young women away from math and sciences and technical training should be eliminated.
- 1C.** That non-sexist language and curriculum materials be mandated.
- 2A.** That in conjunction with the federal government, the Ontario government move towards developing a universal programme of educational leave with adequate time off and income.
- 2B.** That education and training goals be linked with affirmative action programmes. The government of Ontario, in conjunction with the federal government, must vastly expand the range of training opportunities and options for women, particularly in the areas of technology-related training, training for growth industry occupations, and industrial training. A target of a minimum of 50% female participation must be established for a full range of courses in each of these areas. A levy-grant system of funding for training must be established to ensure that all training costs be shared by all industries in proportion to their utilization of skilled workers.
- 2C.** Vastly expanded pre-employment and upgrading training for women must be provided to ensure the success of measures specified above. Adequate training allowances and long-term funding commitments must accompany these programmes.
- 2D.** Skills and apprenticeship training courses must be adapted to the needs of women by being flexible, providing evening programmes, providing training allowances equally to men and women, and realistic child care subsidies.
- 2E.** Counsellors provided by government for their various programmes must be trained to understand the changing role of women and to encourage women into technology and skilled trades. More female counsellors must be hired.
- 2F.** That immediate retraining without loss of income be provided for those threatened with job loss or skill obsolescence.
- 2G.** That women be considered a priority group in all education and training programmes, particularly educationally disadvantaged, native and immigrant women.
- 2H.** A free, universal, publicly-funded child care system for children from birth to age twelve with a variety of delivery models must be available as an essential social right to every family wishing to use the service.
- 2I.** Paid parental leave must be available to either parent for the care of a child up to a joint total of one year after birth, or adoption. Seniority and benefits will be maintained and accumulated during such leave.
- 2J.** Legislation must guarantee parents paid leave up to ten days per year for children who are ill.
- 3A.** Equal pay for work of equal value legislation must be enacted as part of mandatory affirmative action requirements.
- 3B.** Federal equal pay for work of equal value legislation must be strengthened and tightened up to eliminate loopholes and provide for a union-management committee structure for determining value.
- 3C.** That more funding and staff be provided to the Ontario Human Rights Commission to carry out its mandate on sexual harassment; that a publicity

campaign be undertaken by the Ontario Human Rights Commission on this issue emphasizing that it is against the law; and that educational seminars be undertaken with employers and supervisors regarding the law.

**3D.** That stress resulting from sexual harassment be considered a compensable illness under the Workers' Compensation Act.

**3E.** That legislation be enacted to protect the health of video display terminal operators by regulating the conditions under which video display terminals can be operated and setting standards for their use and operation.

**3F.** That legislation be enacted providing for 180 days notice prior to the introduction of technological change, plus the formation of joint technological change committees at the workplace to be informed of and plan for impending changes (similar to the *Technological Change Act, 1983* introduced by Michael Cassidy, NDP MPP).

**3G.** All levels of government must enact better legislated standards for part-time workers, towards a goal of the same rates of pay and benefits for part-time and full-time workers. This government must find ways to discontinue the exploitation of women which occurs under the guise of part-time work.

**4A.** That the level of benefits under the Canada and Quebec Pension Plans be increased to 50% of earnings up to the Average Industrial Wage (\$20,300 in 1982); that the Old Age Security pension be increased to 17.5% of the Average Industrial Wage; and that the Guaranteed Income Supplement be increased to 17.5% of the Average Industrial Wage for a single person and 10% of the Average Industrial Wage for each member of a couple.

**4B.** That all public pensions should increase automatically with improvements in the standard of living.

**4C.** That the minimum guarantees produced by Old Age Security and Guaranteed Income Supplement

be available to persons aged 60 and over who are unemployed or widowed.

**4D.** Improvements in labour legislation to make it easier for workers to unionize.

**4E.** The minimum wage be increased to \$5.75/hr with regular increases tied to increases in the cost of living. Extension of minimum wage coverage and other employment standards provisions to all workers.

**4F.** Employers must be made to support and sponsor English as a second language courses in the workplace in co-operation with the union and/or employee representatives. Students should be permitted to take courses to the level of fluency required for entry into retraining courses.

**4G.** Training programmes geared to future employment possibilities (and not female job ghettos) must be made available to women in prison.

**4H.** Mandatory affirmative action programmes must acknowledge and accommodate the special needs of double jeopardy women.

**5A.** That wage control legislation be removed and government anti-inflation policies be replaced with labour's alternative economic policy (see Appendix III).

**6A.** The Ontario and federal human rights legislation must be amended to provide for mandatory affirmative action programmes in the private and public sector and education system. A contract compliance policy would require that governments only purchase from and contract with those employers who have an effective government approved affirmative action programme as part of their policy. Such a programme must meet the guidelines established by legislation.

**6B.** This affirmative action legislation must set up uniform guidelines and criteria by which affirmative action programmes can be judged and approved. At least some of the necessary criteria for approval of a programme would be:

(a) To develop the programme, the establishment of a joint affirmative action committee at the workplace, at least half of which shall be workers, and of these a portion be women workers at least in proportion to their numbers in the workplace. The labour members of the committee to be selected by the union, or employee representatives where no union exists. Such a committee will have the power to implement and monitor the mutually agreed upon programme.

(b) A detailed audit of the workforce and of all aspects of the recruitment, selection and promotion process must be undertaken by the committee. All relevant workforce data, employer records, etc. must be made available to all members of the committee. Any practices that have an adverse impact on women must be identified.

(c) Special measures must be developed to remedy the discriminatory practices discovered. These to include: active outreach and recruitment programmes through community colleges, newspaper and media advertisements, women's networks, unions; provision for training, upgrading, on-the-job training for women; establishment of targets and timetables for the employment of women at all levels and in all job categories; provision of child care, policies against sexual harassment, and other support services; equal pay for work of equal value.

(d) Guarantee of the right for unions to negotiate any or all parts of affirmative action programmes into their collective agreements.

(e) A rigorous management accountability system for progress of the programme.

(f) In the event of a dispute during the life of a collective agreement, the parties must have access to a dispute resolution mechanism: either arbitration or the appeal board, as set out below.

(g) A government department responsible for affirmative action must have the power to approve and monitor affirmative action plans, and institute a separate board of appeal in the event of disputes between the parties.

**6D.** Where complaints of sex discrimination are proven against employers, remedial measures should include much tougher penalties than currently exist; and provision of back-dating of seniority to the time of application with the company as well as back pay for the victims of discrimination.

**6E.** Human rights legislation must be amended to allow for class action complaints; human rights commissions must be provided with increased staff and budgets to ensure effective and rapid processing of complaints.

**6F.** This legislation must include provision for equal pay for work of equal value.

**6G.** The Ontario public service affirmative action programme must be strengthened and fall under the jurisdiction and guidelines of the equal employment branch of the Ministry of Labour. It must be a joint union-management programme; the affirmative action programme managers must be taken out of personnel departments and placed in positions with power and clout; and the financial resources must be made available to make sure the programme is serious and able to succeed.

# APPENDIX I

## PRESENTATIONS MADE AT AFFIRMATIVE ACTION PUBLIC FORUMS

### HAMILTON

Service Employees International Union, Local 532  
Hamilton Union of Unemployed  
Hamilton Federation of Women Teachers' Association  
Canadian Union of Public Employees, Local 2151  
Retail, Wholesale and Department Store Union, Local 719  
Women Back Into Stelco  
Eva Guzewski  
Oakville and District Labour Council  
Ontario Public Service Employees Union Women's  
Committee, Hamilton  
Single Mothers Against Poverty  
United Auto Workers, Local 1967  
Amalgamated Clothing & Textile Workers Union  
Brampton and District Labour Council  
United Auto Workers, Local 1915  
St. Catharines Labour Council and Amalgamated Transit  
Union  
New Democratic Party Municipal Caucus  
Full Employment Committee of Hamilton  
Ontario Secondary School Teachers Federation, District 8  
Ontario Secondary School Teachers Federation, Halton  
United Electrical Workers  
Norfolk Women Teachers  
Ontario Public Service Employees Union  
Marg Hewitt, on behalf of Ford Glass Workers, Niagara Falls  
United Auto Workers, Local 1421  
Paradise Corner Children's Centre  
Hamilton/Niagara Labour Coalition for Jobs  
Communication Workers of Canada  
Canadian Union of Public Employees, Local 1344  
Hamilton Labour Council, Women's Committee  
Diane Holland (United Food & Commercial Workers)  
Women Workers from Westinghouse

### GUELPH

Vanessa Hyland—Situation of Women in Non-Union  
Workplaces  
Elementary Teachers Federation  
Centre for Employable Workers  
University of Guelph, Staff Association  
United Auto Workers, Local 1524  
Central Students Association  
Women Against Violence Against Women  
Alida Burrett—Kitchener-Waterloo Status of Women  
Mary Ellen Nettle representing Immigrant Women  
Federation of Wellington Teachers Association of Ontario  
Communication Workers of Canada

### OTTAWA

Public Service Alliance of Canada  
Fédération des Femmes Canadiennes et Françaises  
Women's Career Counselling Service  
Canadian Human Rights Commission

New Democratic Party Women's (Caucus) Committee  
Patricia A. Finn  
Bonnie Robichaud  
Canadian Union of Postal Workers  
Retail, Wholesale and Department Store Union  
John Smart, Trustee, Ottawa Board of Education  
Women Teachers' Association of Ottawa  
Ottawa-Hull Women's Committee, Public Service Alliance  
of Canada  
Sexual Assault Support Centre  
Public Service Alliance of Canada, Local 70044  
Federation of Separate School Board Teachers  
Ottawa Women's Lobby  
Bonnie Diamond, Equal Opportunities for Women,  
City of Ottawa  
Red Rose Review

### SARNIA

Women Into Trades and Technology  
United Auto Workers, Local 2098  
Lambton County Teachers' Association  
Ontario English Catholic Teachers Association  
Communications Workers of Canada, Local 48  
Ontario Public Service Employees Union, Local 137  
London & District Service Workers, Local 220  
Ontario Secondary School Teachers' Federation, District 1  
Women's Interval Home  
Lambton County Board of Education  
Women in Science & Engineering  
Ontario Secondary School Teachers' Federation, District 3  
Women's Resource Centre

### LONDON

Ontario Secondary School Teachers' Federation, District 4  
United Auto Workers, Local 1325  
Womenpower Inc.  
Fanshawe Students Union  
Affirmative Action Co-ordinator, Fanshawe College  
Service Employees International Union, Local 220  
University of Western Ontario Staff Association  
Caucus of Women, University of Western Ontario  
Communications Workers of Canada, Local 46  
Letter Carriers Union of Canada, Local 4  
United Auto Workers, Local 27  
London Women Teachers' Federation  
London Status of Women Action Group  
Ontario Public Service Employees Union, Local 111  
Canadian Union of Postal Workers  
International Women's Day Coalition  
United Auto Workers, Local 27, Women's Committee  
Fanshawe College Introduction to Non-Traditional  
Occupations

## **KINGSTON**

Ontario Secondary School Teachers' Federation, District 20  
United Electrical Workers Union  
Ontario Secondary School Teachers' Federation, District 19  
Job Sharing—St. Lawrence Faculty  
Ontario Public Service Employees Union, Local 345  
Ontario Secondary School Teacher's Federation,  
Peterborough  
Ontario Public Service Employees Union, Local 420, Loyalist  
College  
Frontenac Women Teachers Status Representative  
Kingston and the Island New Democratic Party  
Canadian Federation of Students, Ontario  
Status of Women Committee for Lennox and Addington  
Ontario Secondary School Teacher's Federation, District 52  
United Auto Workers  
Queen's Law Student

## **SAULT STE. MARIE**

Northeastern Ontario Senior Citizens Association  
Women's Committee, Algoma New Democratic Party  
Riding Association  
Terry Davey (on behalf of Women, Canadian Union of Public  
Employees, Local 16  
Anonymous Brief on Sexual Harassment  
Federation of Women Teachers' Association of Ontario  
Congress of Canadian Women  
Women's Resource Centre  
Canadian Union of Public Employees, Local 2446  
Canadian Union of Public Employees, Local 16

## **TORONTO**

Alliance of Canadian Cinema, Television & Radio Artists,  
Women's Committee  
York Region Teachers  
Times Change  
Ontario Public Service Employees Union, Local 561  
North York Women Teachers  
Peel Board of Education Women Teachers  
Canadian Airline Flight Attendants' Association  
United Auto Workers  
International Women's Day Committee  
Canadian Union of Public Employees, Local 1000  
United Auto Workers, Local 303  
Confederation of Ontario University Staff Associations  
Canadian Union of Educational Workers  
United Steelworkers of America  
Ontario Secondary School Teacher's Federation, District 10  
Women Working with Immigrant Women  
Action Daycare  
Communications Workers of Canada, Local 50  
(three presentations)  
Writers Union of Canada  
Association of Concerned Guyanese

Labour Council of Metropolitan Toronto  
Ontario Public Service Employees' Union, Region 5,  
Women's Caucus  
Canadian Council of Retirees  
Ontario Public Service Employees Union, Local 560  
Dixon Hall Community Centre  
Young Women's Christian Association  
Ontario Coalition Abortion Clinics  
Communist Party of Canada  
Congress of Canadian Women  
Hotel and Bartenders Union  
Organized Working Women  
Women in Trades  
Women in Theatre  
Ontario New Democratic Party Women's Caucus  
Gudrun Hartman  
New Technology Work Group  
Ontario Public Service Employees Union, Local 588  
Committee for Racial Equality  
Ontario Public Service Employees Union  
Canadian Union of Public Employees, Local 79  
Ontario Secondary School Teachers Federation  
Equal Pay Coalition  
Public Service Alliance of Canada Women's Committee —  
Toronto Area  
Unemployment Help Centre Project of Metro Toronto  
Labour Council  
Ontario Federation of Students  
Federation of Women Teachers' Association  
Canadian Union of Public Employees Metro Council  
Energy & Chemical Workers' Union  
Canadian Actors' Equity

# APPENDIX II

## MEMBERS OF AFFIRMATIVE ACTION CAMPAIGN PROVINCIAL PLANNING COMMITTEE

- Canadian Congress of Learning Opportunities for Women
- Canadian Union of Educational Workers
- Elizabeth Fry Society
- Equal Pay Coalition
- Federation of Women Teachers Associations of Ontario
- International Brotherhood of Teamsters
- International Women's Day Committee
- National Action Committee on the Status of Women
- Ontario Committee on the Status of Women
- Ontario English Catholic Teachers Association
- Ontario Federation of Labour Women's Committee
- Ontario Federation of Students
- Ontario NDP Women's Committee
- Ontario Secondary School Teachers Federation
- Organized Working Women
- Times Change
- Women in Trades
- Women Working with Immigrant Women

