

DOMESTICS' CROSS-CULTURAL NEWS

monthly newsletter of the Toronto Organization for Domestic Workers' Rights

July 1995



(INTERCEDE)

PROTECTION OF RIGHTS OF MIGRANT WOMEN IS INTERCEDE FOCUS AT FOURTH WORLD CONFERENCE ON WOMEN IN BEIJING IN SEPTEMBER

Through its work with the National Action Committee on the Status of Women (NAC), INTERCEDE has been actively involved with migrant women's organizations from around the world so that the urgent concerns of migrant women and workers are addressed in preparations and discussions leading to the fourth United Nations conference on women.

From August 30 to September 15, at least 30,000 representatives of non-governmental organizations (NGOs) from around the globe are expected to come to Beijing, China to pressure the world's governments to commit their actions towards achieving equality for women by the year 2000!

INTERCEDE will be there! We will be working through a Migrant Women's Caucus together with women from the Asia-Pacific, European, Arab, African, and Latin American regions so that the Platform for Action that will be adopted by the world's governments will ensure the protection of the rights of all migrant, refugee, and displaced women.

Not only that - INTERCEDE will be part of the NAC delegation whose central focus in preparing for Beijing is the devastating impact of the globalization of the economy and of structural adjustment programs on the lives of women in both developing and industrialized countries.

"Ending the poverty of women must be the central goal and outcome of the Platform for Action, all

governments must commit to that if they are serious about equality for all women," said Winnie Ng, NAC's regional representative for Southern Ontario and member of NAC's international work committee.

NAC has identified five priorities that must be addressed in Beijing to end the increasing poverty of women. One of them is that governments must eliminate the causes of migration such as arms trade and military conflicts, inequitable as well as unsustainable economic and environmental policies. In the meantime, governments must fully protect all the rights of migrants, refugees and other displaced persons and ratify and implement the International Convention for the Protection of the Rights of all Migrant Workers and Members of their Families.

The rest of NAC's suggested priorities relate just as directly to the causes of migration:

- International financial institutions such as the World Bank and the International Monetary Fund must be made accountable - that is, their policies and requirements must improve, not devastate, women's lives.
- International standards of labour and human rights must be enforced to protect all women wherever they may be working.
- Structural adjustment programs that have increased poverty of women and devas-

Contd. Pg 2

You Are Welcome

DOMESTIC WORKERS AND CAREGIVERS

Live-in or live-out, caregiving in hospitals or senior homes,
on temporary or open permit, immigrant or citizen

at INTERCEDE Meeting, Sunday July 9, 1995
3 to 5 pm, Cecil Community Centre, 58 Cecil St. Cor. Spadina

Topic: **NEW FACTS ABOUT SPONSORING YOUR FAMILY**
Presenter: Flemingdon Legal Clinic

2-4 pm Member Application & renewals of Member ID 94-1279 to 94-1296
CLASP Legal Clinic will be open

From Pg 1

tated their lives in the South and North must be terminated.

- And finally, governments must provide financial and other resources so that the Platform for Action they adopt in Beijing will be implemented and can be monitored by women's NGOs.

"The Beijing meeting signifies that women will no longer allow decisions that affect their lives to be made without their presence and without their consent," said Joan Grant-Cummings, INTERCEDE former president and Board member, and newly-elected Executive of NAC.

"That is why INTERCEDE's participation in the process leading to Beijing has been very important - we have joined our voice and energy with our sisters around the world to ensure that migrant women's concerns will be addressed."

The INTERCEDE conference in Vancouver on Aug. 5 and the monthly meeting at Cecil Community Centre in Toronto on Aug. 13 will discuss participation in the Beijing Conference and the International Day of Action.

An International Day of Action has been proposed for September 6 at which time different forms of actions, big and small, will link together women all around the world with women who are assembled in Beijing as a show of strength and commitment to equality for all women.

DID YOU CHANGE ADDRESS?

Please inform us by phone or mail so that you can continue getting your newsletter and we don't waste postage expenses for returned mail!

ATTENTION ALL APPLICANTS FOR LANDING:

HAVE YOU TOLD THE TRUTH?

You must declare misrepresentations of marital status and number of dependents before receiving your landing documents and even before you apply for landed status.

Remember, you may want to sponsor your dependents in the future and if you become landed without correcting your misrepresentation, you may no longer be able to sponsor them.

If you are landed and are trying to sponsor dependents that you did not declare before you were landed, your permanent residence or citizenship can be taken away from you.

PLANNING TO GET MARRIED?

If you decide to get married to someone here who is not yet a permanent resident or citizen of Canada you may be jeopardizing your own chances of receiving landed status. Your application for landing will be put on hold and should your husband be given a removal order to leave Canada before you get your landed, you will likely be asked to leave the country as well.

Please contact INTERCEDE for further information (416)483-4554

**CALLING PILIPINAS
MAG-USAP TAYO -LET'S TALK**

Educating ourselves about Violence Against Women
Sunday, July 30, 1995 : 1 - 5 p.m.
at Across Boundaries, 641-A Caledonia Road
(north of Eglinton : Eglinton West Subway)
In Pilipino/English - Call Eva 483-4554

TO ALL SUBSCRIBERS since June 1994 (Does not apply to current members)

INTERESTED TO CONTINUE RECEIVING THIS NEWSLETTER? SEND THE FORM BELOW WITH PAYMENT.
IF NO RENEWAL SUBSCRIPTION BY END OF JULY, WE'LL REMOVE YOUR NAME FROM OUR MAILING LIST.

RENEWAL SUBSCRIPTION NEW SUBSCRIPTION CHANGE OF ADDRESS

MAIL TO : INTERCEDE, 234 Eglinton Ave East, Suite 205, Toronto, Ontario M4P 1K5

Please send **DOMESTICS' CROSS-CULTURAL NEWS** to :

NAME : _____

ADDRESS : _____

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POSTAL CODE : _____ TELEPHONE : _____

YEARLY SUBSCRIPTION RATES :

INTERCEDE Members :	FREE	Non-member Domestic :	\$20.00
Non-Profit Organizations :	FREE	Others :	\$25.00

IT'S IN VANCOUVER!!

A CONFERENCE OF DOMESTIC WORKERS

Friday, August 5 to Monday, August 7 (Civic Holiday)

In 1994, INTERCEDE organized a conference of domestic workers that was attended by more than 40 participants, coming from four provinces and other parts of Ontario. We discussed the impact of Immigration Plans, shared our services to domestic workers and caregivers, and presented our varied ways of organizing and education work. As a result of this conference we launched a Points Campaign, that now includes petitions to scrap the \$975 fee.

The participants resolved that in 1995 we would hold a follow-up conference in Vancouver. This time we need to assess where we are at in the Points campaign, what coordination we need to challenge not only the \$975 but also the \$10,000 bond and other discriminatory requirements. We want to share more experiences about services to domestic workers. And we should also discuss what we want to happen in connection with the world conference on women that will be held in Beijing in September and the September 6 International Day of Action!

(416) 483-4554

**CALL NOW IF YOU ARE INTERESTED TO GO TO VANCOUVER
AND ATTEND THIS CONFERENCE.**

Early reservation and Group rates for plane fare and hotel will decrease costs!

Approximate cost per person: \$80 (billet) to \$230 (YWCA) plus airfare.

VANCOUVER CDWCR

Committee for Domestic Workers' & Caregivers' Rights

(an INTERCEDE Affiliate)

Contact Julie or Lorina (604) 874-0649

Q & A: I'VE FALLEN AND I CAN'T GET UP; WHAT ARE MY RIGHTS?

Q. Can working in my employers' home really be hazardous to my health?

A. Yes. In some cases injuries can occur as a result of chemical cleaning products, dusting, inadequate ventilation, cleaning out-of-reach places, heavy lifting, pets that bite, etc.

Q. What injuries am I at risk for as a result of these potential hazards?

A. You may be at risk for allergies, asthma, skin irritations, nausea, headaches, burns, cuts, falls, back pains, joint problems, bites, etc.

Q. What rights do I have should I become injured while working for my employer?

A. Since April 1, 1985 full-time domestic workers in Ontario have been covered under the Workers' Compensation Act. This Act allows domestic workers who have been hurt or injured as a result of an accident while working to apply for compensation from the Workers' Compensation Board (WCB) while recovering from the injury. You may also apply for benefits if you become sick as a result of your work.

Q. How do I apply for benefits?

A. Any work related accidents should be reported immediately to your employer and to your doctor if necessary. Your employer and your doctor are then supposed to file a written report within 3 days of any occupational injury or disease that disables you from earning full wages or results in you seeking medical attention.

If neither of them report the accident, contact the WCB directly to file a claim yourself (416)927-9555.

Q. What obligations does my employer have under the Workers' Compensation Act?

A. Any employer who employs a domestic worker full-time is required under Ontario law to register them with the WCB. Premiums paid by your employer are not to be deducted from your salary.

Q. If my employer does not register me with the WCB, does it mean I cannot receive Workers' Compensation?

A. You are still entitled to benefits even if your employer did not have you registered. Once your application for benefits has been approved, the WCB will collect unpaid premiums from your employer.

Q. Why should I report these kinds of injuries?

A. Certain injuries left alone can get worse over time or be re-injured outside the workplace and prevent you from working in the future. It would be very difficult to show to the WCB that it was a recurrence of an accident that took place at your workplace if you did not report the original injury.

Q. Should I still file a claim even though I think the accident at work was my fault?

A. Yes. As long as the accident occurred while you were working for your employer you have the right to claim for compensation.

Thank you to Sebastian Spano, a legal worker with the Industrial Accident Victims Group of Ontario for his presentation at INTERCEDE's May monthly meeting and to Nita Chaudhuri for facilitating the discussion.

Mark your calendars:
MONTHLY MEETINGS
Sunday, August 13, 1995 3-5 pm Topic: Meaning of the U.N. Conference on Women in Beijing INTERCEDE Caregivers Cooperative, Inc. will receive applications and explain the benefits derived through a Coop
Sunday, September 10, 1995 3-5 pm Topic: Money Management - How to Budget and Save on Our Salary
ANNUAL GENERAL MEETING All INTERCEDE members are invited to attend Sunday, October 1, 1995 : 3 - 6 p.m.

We wish to thank the Citizenship and Immigration Canada (Immigration Settlement and Adaptation Program); Canadian Heritage; Multiculturalism and Citizenship; Ontario Ministry of Citizenship; Ontario Ministry of Health; Ontario Ministry of the Environment; Ontario Women's Directorate; the Municipality of Metropolitan Toronto (Community and Social Services); the City of Toronto Grants Review Board and United Way of Greater Toronto for their financial support.

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c/o INTERCEDE
234 Eglinton Ave. East, Suite 205
Toronto, Ontario
M4P 1K5

FIRST CLASS

CARIBBEAN GROUP MEETING
Sunday, July 16, 1995
Call Carol for time and place - Tel. 483-4554

COMBINED FIRST AID AND CPR CLASS

Saturday, July 22, 1995 9 - 5 p.m.
OR
Sunday, July 23, 1995 10 - 6 p.m.

Space for each class is limited
Register early and pay \$50 to INTERCEDE
For more information call 483-4554

NOTES FROM MEMBERS, CLIENTS AND FRIENDS BRIGHTEN UP OUR DAY!

Staff of INTERCEDE often receive cards and notes from friends, members and clients. Sometimes these are accompanied with flowers and fruits and other goodies.

They are expressions of appreciation for the work that INTERCEDE is doing and they make staff feel valued and recognized. Here are some examples:

"Thanks a lot for helping me. I received my landed status on March 7, 1995 and I appreciate what you did for me. More power to you and to all of your staff. Keep up the good work and regards ... Rowena Carpio."

"Thank you all from the bottom of my heart. May God bless you all...Habiba Dramani."

"With all sincerity and honesty, thank you so much for your great help to me and may God's love and peace be with you and your family all the days of your life...Linda Gayoso."

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