

SISTERHOOD

B.C. Federation of Labour • 3110 Boundary Road, Burnaby, B.C. V5M 4A2 • 430-1421

VOLUME 2. No. 5.

OCTOBER, 1978

One can safely say that this issue has no particular theme. It is a mish mash of various ideas and comments that we who do "Sisterhood" would like to share with you. Hopefully, in the next couple of months our "Sisterhood" Committee will expand resulting in better content, and more interesting issues. If you think this is an appropriate goal, please turn to the article "Sisterhood Meeting". That is the beginning, we hope, of an exciting third year of publication.

STEPS IN FORMING A WOMEN'S COMMITTEE

1. Establish who else feels the need for a Committee.
2. Have an informal meeting of a few (3 - 5)
 - Know your union channels, constitution and by-laws.
 - Discuss reasons for a Committee.
 - What are your goals or objectives.
 - How do you plan to reach your goals.
 - Establish goals, objectives, etc., in unison.
 - If you can't then you are not ready for a Women's Committee.
3. Contact your President or Union Representative.
 - Make an appointment for 2 - 3 to discuss this matter informally.
 - It is best to include people who have already contributed to the union by attending meetings, or those who have acted on committees.
4. Make very clear that in the formation of a Committee you want to be part of the union structure, reporting at the appropriate times to the Executive or general membership meeting.
5. Present your reasons, objectives and programs etc.
6. Ask how best to set up the Committee.
 - Do you write to Executive.
 - Do you have to set up a special or standing committee.
 - Does it go before a membership meeting and when.
 - Ask for advice on support and presentation.
 - Be prepared to take advice
 - Be prepared to negotiate for what you actually want.
 - Ask when and what and how does it go on the agenda.
7. A second meeting may have to be arranged.

STEPS IN FORMING A WOMEN'S COMMITTEE (Cont'd)

8. Have another meeting of your small group.

9. Organize for the approval:

- it may mean lobbying the Executive
- it may mean getting large numbers of people out to membership meetings to support you
- count on and seek out male support.

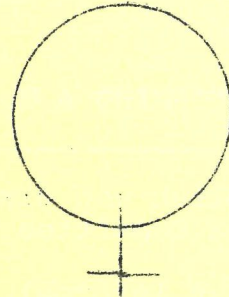
10. Do not include in your presentation a restriction of male participation:

- this is very threatening to most men, accusations of divisiveness will result
- the experience is that most men are not interested or they are supportive. Only in cases where it becomes a major issue has male involvement become a problem.

11. Be assertive and organized rather than defensive and not sure of what you want etc.

12. Work out carefully representation on your committee:

- it is best to have all units represented, if practical.
- other considerations are occupations, etc.
- don't overweigh your committee with feminists.



Obtain "Herstory and Policy" a publication of the N.D.P. Women's Rights Committee, 517 East Broadway, Vancouver, see article "Organizing a Committee". Price \$1.50. Can be obtained from the Fed. office as well.

PLEASE GIVE "SISTERHOOD" CREDIT WHEN REPRINTING ARTICLES.

THANKS TO SHARON SUTHERLAND, AND JUDITH PHILLIPS, WHO EDITED AND/OR PRODUCED THIS ISSUE.

EQUAL PAY FOR WORK OF EQUAL VALUE -
RAISING OUR CONSCIOUSNESS

The issue of equal job opportunities is still new enough to cause some concern among many men and women as to just "what do those women want". For most men and a few women equal opportunity is something taken for granted and if not is thought of as part of an overall class barrier that affects all working people to the degree that one has skills or hasn't got skills to market. To some extent the latter is the case but beyond that women do have less access to job opportunities. For one reason, we've been conditioned since birth to accept little and to expect even less. Statistics show that we women continue to be in job ghettos. Our jobs continue to be the lowest paid, and to have the lowest status. Interesting, though, is the fact that in many cases our jobs are more responsible and more challenging. This fact is quite often overlooked by advocates of equal opportunities.

Realizing we are in low paying and low status jobs we tend to direct ourselves in two directions. Let's get out of the female jobs and into the male jobs, or else, let's move up and up into supervisor's or management positions. For some women this is exactly what they want and exactly where they should be going. However, it is certain that we cannot all go in these directions. So why not change the conditions that exist and make those low paying, low status jobs high paying and important positions?

Initially, to do so would require that we all examine the concept of equal pay for work of equal value. Human rights legislation has so far failed to provide equal pay for equal work, simply because

few women work at the same jobs as men. Present legislation is inadequate though and must be expanded so that the language therein is more explicit, improved and so that equal work of equal value can be defined and argued. Under equal pay for work of equal value we just might be comparing our work to work being done on the same sight or in another workplace altogether. Job evaluations would be done by the point system giving equal points for equal education, job experience, responsibility, stress and risk factors. The concept opens vast potential for increased pay and status. Caution should be exercised in expecting changes overnight. Legislation or collective agreements would only be a first step in obtaining equal pay for equal value.

Attitudes would have to change as well. No more, "I'm just a secretary" comments. When we realize that the work being done by women is important and necessary; when we expect fair enumeration and fight for it then we'll be well on our way to achieving equal opportunities.

DO YOU HAVE A CONTRIBUTION?

(Article, etc.) Please send to "SISTERHOOD", c/o B.C. Federation of Labour, 3110 Boundary Road, BURNABY, B.C. V5M 4A2. Or call 430-1421. You may remain anonymous in print - but all correspondence must be signed. We reserve the right to edit any material.

WHERE ARE THE NEW HIGHWAY SIGNS?

The Ministry of Highways is still dragging its heels over implementing changes to highways signs to remove discriminatory wording, reports the Provincial Executive of the B.C. Government Employees' Union.

In a 1976 letter to the Chairman of the Government Employee Relation Bureau, the employer body responsible for collective bargaining, the Union recommended that "information signs be revised to reflect the significant change that has taken place over the past few years towards the employment of women in those areas that have been historically male-dominated."

For example, recommendations included changing "Flagman Ahead" signs to read "Flagging Ahead", or "Men and Equipment Working" signs to be "Equipment Working".

The result was a commitment by the Ministry "to review the wording and make recommendations for changes to all appropriate signs."

To date, no changes have been made to the offending highway signs. However, further commitments have been made by the Highways Ministry to have the necessary changes phased in over a period of time.

Now that so many more women are working on highways road crews, particularly in flagging jobs, the Ministry must take responsibility for correcting these blatant examples of discrimination.

B.C.G.E.U. News Release

SISTERHOOD MEETING

A meeting of all those interested in working on "Sisterhood" will be held on November 9th, 1978, 8:00pm at 3110 Boundary Road, Burnaby. The meeting will be open to all people from affiliated locals to the B.C. Federation of Labour.

A brief run down of past issues will be given and ideas for future issues discussed. We want more input from the rank and file, input from rural areas, articles about women in different occupations, history of trade union women etc., etc. We need reporters, contacts, writers, people with opinions, ideas and fact finders. Come out if you are at all interested in being a part of this group.

WOMEN'S RIGHTS CONFERENCE

The Women's Rights Committee of the B.C. Federation of Labour held their Women's Rights Conference September 15th, 16th and 17th, 1978, at the Holiday Inn in Vancouver. Trade union women from all over the province attended. A total of 290 were registered. The Conference theme was "Towards full Participation". The goal was to encourage new trade union members to become more actively involved and make them aware of the potential for change for working women in the trade union movement.

How the Conference was Planned.

The initial planning began right after the B.C. Federation of Labour's Annual Convention in November of 1977.

Members of the Women's Rights Committee went over ideas for the Conference from the input they received from women in their own unions, past Conference evaluations, letters and phone calls received. Last year at the B.C. Federation of Labour Convention a survey was taken among delegates asking for their ideas on needs, ideas on how to have more women involved, etc. That survey was also taken into consideration.

1978 Conference Evaluations

Approximately, 80 evaluation forms were received back from participants. The results of tabulating show that most rated the Conference excellent to good. Criticisms were in many instances valid and helpful. Good suggestions for improvements were made and they were highly appreciated by members of the Women's Rights Committee. The overwhelming impression that we received was that the conference was successful for new or previously uninvolved women. For women who had attended Conferences in the past it was a disappointment.

Criticisms

Most of the criticisms dealt with facilities and food. Your Committee agreed with these, however, here is the problem: Better facilities exist in the colleges around the city, but in these locations there are no hotels, and transportation for out-of-town delegates would be negligible. Moreover, there is only one union caterer available on week-ends. The Holiday Inn was the best possible choice when considering location, facilities and cost. The food (sandwiches and fruit) received high criticism, not only because people found lunches were stale, but because people had to stand up and eat it. Because of the number of delegates it was not

possible to have a sit-down lunch. We think that in future the best thing to do would be to let delegates go out for lunch on their own. One of the reasons we had long lunch breaks was so that delegates would have more time to visit and meet one another.

Another criticism was that the workshops were too short. Each year workshops are extended in time; however, one of our goals has always been that women would leave hungry for more information and thus enroll in future labour council schools and C.L.C. winter schools where the subjects are dealt with in full detail.

Another criticism received was that more time should have been spent on discussing issues, policies, etc. Committee members at the Conference heard these comments often, but the evaluation forms seldom reflected these opinions. It should be pointed out that the B.C. Federation of Labour is structured in such a way that new policies must originate in the local unions. Our Conference cannot make policies. Another problem that the Committee must deal with is the fact that we do have good policies on women's issues already in the books. What your Committee feels is needed is the more active involvement of women to press for implementation. To discuss anything one must have adequate time set aside so that everyone has the opportunity to discuss the subject. To do this we would have to cut down in workshop time.

Positive Comments

It appeared that our key note speakers, Mary Eady, C.L.C.; Dr. Jane Hastings, Artha Adair, J.P. Stevens Boycott; and Tom Fawkes, of the I.W.A. were the most popular items on the agenda. Many

commented on the workshops as being the most positive aspects and meeting other trade union women rated very high. Here are some other comments:

- "the awareness gained of others problems"
- "gained a new sense of confidence"
- "opened up new fields and directions"
- "I learned things I can immediately use as a shop steward"
- "Everyone friendly and helpful ... the enthusiasm"
- "learning about things I knew nothing about before"
- "putting the mind in motion" and
- "the boost psychologically".

The Future

After the B.C. Federation of Labour's Convention the Women's Rights Committee will be discussing directions for the coming year. The feedback we have received from the Conference delegates will be most helpful in directing our course of action. We hope that we will continue to hear from you, through "Sisterhood" and your letters and phone calls. Your input is important.

PLEASE GIVE "SISTERHOOD" CREDIT WHEN REPRINTING ARTICLES.

Bring Back Dr. Jane Hastings

One of the most popular workshops at the recent Conference of the Women's Rights Committee was the Assertiveness Training one run by Dr. Jane Hastings. All through the evaluation forms was the comment "Bring back Dr. Jane Hastings". We wrote to Jane relating this response and thanking her for her excellent talk of Friday evening, and her time and effort given to the workshops.

Here is her reply:

"I want to thank each of the women who participated in the assertiveness training workshops at the Women's Rights Conference for contributing to the best weekend I have had all year. I have decided that I prefer working with union women over all other clients because you are politically and personally aware and informed and are willing to open yourselves readily and to take risks. This makes for good use of the short time and limited space we usually have at conferences, and I left both workshops with the feeling that you would be returning to your work strengthened with new understanding. Workshops like those "work" only when everybody involved puts out a lot of energy. I think we all had energy left over at the end of the workshops, which tells me you will continue developing your assertiveness in whatever ways you can over the coming months.

I will try to collect a list of paperback books on assertiveness to send to Sisterhood for those who want to read.

In solidarity,

Jane Hastings"

COMMENT ON THE CONFERENCE --
THE C.L.C. - SORWUC BANK WORKERS'
ISSUE

At the recent B.C. Federation of Labour's Women's Conference I was amazed at the audacity of certain SORWUC supporters (non affiliates) who attempted to use the Conference as a platform to air the dying gasps of a small self-interest group.

No - SORWUC is not "the only union for working women". I have been in the work force ten years and have been a member of three different unions each representing mostly women.

No - We don't want to hear any more whimpering from a few people representative of an organization which proved, as some predicted, that it didn't have the financing nor the capabilities required to negotiate a collective agreement.

No - We don't want to listen to any more propaganda, especially at functions meant to be a constructive vehicle for labour education.

No - We don't want to hear any more malicious attacks on the Canadian Labour Congress made solely for effect in the media from a group seeking to reinvent the wheel.

I read with interest in the newspaper reports on three collective agreements signed by the Canadian Union of Bank Employees (C.L.C.). It is noteworthy that these three branches were first certified in 1977 when the Canada Labour Board ruled that unions could organize branch by branch. The C.L.C. was able to gain first certification,

and now has made history by signing the first collective agreements. I'm thankful we have capable negotiators at last to make some sense of all the hysteria in the past.

Sister Debby Ward,
B.C.G.E.U.

FIRST CONTRACTS FOR BANK EMPLOYEES

OTTAWA -- The memorandums of settlements signed today between the Bank of Nova Scotia and the Canadian Union of Bank Employees on behalf of the employees in three branches in Simcoe, Jarvis and Port Dover, Ont., were today described by Laraine Singler, National Director of the C.L.C. Bank Workers Organizing Committee, as a "major breakthrough in the Canadian Labour Congress campaign to help bank employees build their own union.

"These tentative settlements will be the first contracts in Canada with individual bank branches. They certainly won't be the last."

Singler noted that negotiations have also started with the Bank of Montreal for an Ottawa unit and notice to bargain has been served with the Canadian Imperial Bank of Commerce for a unit of employees in St. Catherines, Ont.

"The very fact that we have been able to reach a settlement proves that results can be achieved by bank employees through unionization and the collective bargaining process. It will greatly encourage the thousands of bank employees who

FIRST CONTRACTS FOR BANK EMPLOYEES
(Cont'd)

would like to achieve the same status in terms of job security and other advantages, which can only come through a collective agreement."

Both parties have agreed not to divulge the terms of the proposed settlement until ratification by the principals, which is expected to take place within the next two weeks.

C.L.C. News Release

HERSTORY

Johanna Den Hertog, Legislation and Political Education Director to the B.C. Federation of Labour, while reading The Woman Suffrage Movement in Canada* came across the following:

"Three events occurred in 1912 to give at least a small measure of encouragement to the suffrage forces. The first of these came in January when the British Columbia Federation of Labour, following the tradition laid down by the labour movement of Great Britian in earlier years, endorsed woman suffrage. ..."

"One quarter which was anything but quiet on the suffrage question during the first two war years (WWI) was the radical weekly, the British Columbia Federationist, official organ of British Columbia Federation of Labour. Apart from editorial comment favouring equal rights, the Federationist ran a weekly column devoted exclusively to suffrage topics, under the editorship of Mrs. J.A. Clarke.

" Items ranged all the way from simple notices of suffrage meetings, through news of activities in all parts of the world, to sharp exhortations to women of the province to press their demands more aggressively. Above all, the Federationist warned women not to put their trust in the Liberal party, which in 1915 was beginning to court openly the support of the suffrage forces."

"While dealing with the attitude of the press towards the subject of woman suffrage in the later war years, it is interesting and somewhat instructive to note the changed attitude of the British Columbia Federationist, once so vociferous in its support of the project. In an editorial of April 14th, 1916, the Federationist pointed out that women by the thousands were invading jobs held by men before the war and would not willingly give up this newly acquired economic independence. The editorial concluded by asserting that the capitalist, anxious to exploit cheap labour, would see that women got the vote in order to keep men from getting back their jobs. Whatever one may think of the soundness of such reasoning, the Federationist from that date on took no notice of the suffrage controversy, not even mentioning the passage of the Bowser and Brewster suffrage bills in 1916 and 1917".

"This argument was repeated in heavy type on the front page of the August 11th, 1916 issue of the Federationist."

*The Woman Suffrage Movement in Canada, Catherine Cleverdon, University of Toronto Press, 1950 (1974, 1975).

FROM THE MINUTES

The Women's Rights Committee of the B.C. Federation of Labour has endorsed a questionnaire to be used to find out the extent of sexual harassment on the job. Meetings will be held shortly to proceed with the next step. The Women's Rights Committee has also completed their report to the Convention which will propose a policy paper on sexual harassment.

A second policy paper will deal with the question of women having the right to control their own bodies.

Recently, the Committee met with a group of women from Working Women Unite to discuss the concerns of working women outside the B.C. Federation of Labour.

Discussions are taking place as to how best we can celebrate International Womens' Day next March, 1979. Our major problem is in doing something that will include all women all over the province. We would like your suggestions.

The Women's Rights Committee is putting on the course, "Contract Clauses Concerning Women" for the second time this year.

Finally, our major efforts are being geared towards completing a report on affirmative action.

WOMEN'S PINS

"A women's place is in her union" says the pin, which can be ordered from the Women's Bureau, C.L.C. 2841 Riverside Drive, Ottawa. Cost 50¢ each.

FOR WOMEN OUTSIDE THE LOWER MAINLAND

From time to time we endeavour to inform our readers of new books and publications of interest to trade women unionists. We realize that in some rural areas, it is almost impossible to obtain these books. (It is hard enough to get them in Vancouver.) Please write to us for these books, we will obtain the books for you and will bill you for the cost, plus postage. If there is a demand for any one of these books we might be able to stock them here at the Federation.

THOUGHT FOR THE DAY

If all the women from the Women's Rights Conference (290 registered) were to attend the B.C. Federation of Labour's Annual Convention (November 20th - 24th, 1978), we would be equally represented. (28% of all B.C.'s unionists are women, 28% of 1,000 delegates is 280). Problem: why are we only 28% and not 50%.

FACTS ON THE WOMEN IN THE WORKFORCE

IN B.C., 74.3% OF LOW WAGE EARNERS EARNING LESS THAN \$2.75 PER HOUR WERE WOMEN (1975).

- 67.8% OF THE LOW WAGE EARNERS (B.C. 1975) WORKED IN CLERICAL, SALES OR SERVICE TYPE JOBS.

NEXT ISSUE

Deadline for the next issue - December 1st, 1978.

1978 - 1979 LABOUR EDUCATION
CALENDAR FOR B.C.

- Oct. 15-16/78 - S. CARIBOO & DISTRICT LABOUR COUNCIL SCHOOL
- Oct. 18-19-20/78 - ECONOMICS FOR CANADIAN LABOUR, PARKSVILLE
- Oct. 21-22/78 - KAMLOOPS AND DISTRICT LABOUR COUNCIL SCHOOL
- Oct. 28-29/78 - PORT ALBERNI AND DISTRICT LABOUR COUNCIL SCHOOL
- Nov. 4-5/78 - NANAIMO, DUNCAN & DISTRICT LABOUR COUNCIL SCHOOL
- Dec. 9-10/78 - NELSON-TRAIL & DISTRICT LABOUR COUNCIL SCHOOL
- Jan. 6-7/79 - PRINCE RUPERT LABOUR COUNCIL SCHOOL
- Jan. 13-14/79 - QUESNEL AND DISTRICT LABOUR COUNCIL SCHOOL
- Jan. 21-26/79 - WINTER SCHOOL - FIRST WEEK

LABOUR ECONOMICS

LEADERSHIP TRAINING

PARLIAMENTARY PROCEDURE & PUBLIC SPEAKING

LABOUR ARBITRATION

STEWARDS' TRAINING

OCCUPATIONAL HEALTH AND SAFETY

B.C.G.E.U. LEADERSHIP

LABOUR LAW

I.W.A. LEADERSHIP

COLLECTIVE BARGAINING

Jan. 28-Feb.2/79 - WINTER SCHOOL - SECOND WEEK

- LABOUR ECONOMICS
- LEADERSHIP TRAINING
- PARLIAMENTARY PROCEDURE AND PUBLIC SPEAKING
- C.U.P.E. COLLECTIVE BARGAINING
- C.U.P.E. ADVANCED STEWARDS' TRAINING
- TIME MANAGEMENT
- INSTRUCTORS' TRAINING
- OCCUPATIONAL HEALTH AND SAFETY
- STEWARDS' TRAINING

Feb. 4-9/79 - WINTER SCHOOL - THIRD WEEK

- LABOUR ECONOMICS
- LEADERSHIP TRAINING
- PARLIAMENTARY PROCEDURE & PUBLIC SPEAKING
- LABOUR LAW
- INSTRUCTORS' TRAINING
- INTERNATIONAL AFFAIRS
- C.B.R.T. & G.W. LEADERSHIP

- UNION COUNSELLING
- COLLECTIVE BARGAINING
- LABOUR ARBITRATION

B.C.G.E.U. LEADERSHIP

Feb.11-16/79 - WINTER SCHOOL - FOURTH WEEK

- PARLIAMENTARY PROCEDURE & PUBLIC SPEAKING
- PUBLIC RELATIONS AND LABOUR JOURNALISM
- BUILDING TRADES B.A. SEMINAR

- Feb. 11-16/79 - WINTER SCHOOL - FOURTH WEEK (Cont'd)
UNION COUNSELLING
TRAINING OF VOLUNTARY COMMUNITY ORGANIZERS
DEMOCRATIC SOCIALISM IN THE 21ST CENTURY
WOMEN IN THE WORKFORCE
U.S.W.A. LEADERSHIP TRAINING
LABOUR ARBITRATION
JOB EVALUATION
B.C.G.E.U. LEADERSHIP
- Feb. 24-25/79 - E. KOOTENAY & DISTRICT LABOUR COUNCIL SCHOOL
- Mar. 3-4/79 - CAMPBELL RIVER, COURTENAY AND DISTRICT LABOUR COUNCIL SCHOOL
- Mar. 10-11/79 - B.C. LABOUR COUNCIL OFFICER TRAINING SEMINAR
- Mar. 17-18/79 - VICTORIA LABOUR COUNCIL SCHOOL
- Mar. 24-25/79 - SOUTH OKANAGAN BOUNDARY LABOUR COUNCIL AND OKANAGAN AND DISTRICT LABOUR COUNCIL SCHOOL
- Mar. 31-Apr. 1/79 - KITIMAT-TERRACE AND DISTRICT LABOUR COUNCIL SCHOOL
- Apr. 7-9/79 - PEACE RIVER DISTRICT LABOUR COUNCIL SCHOOL
- Apr. 21-22/79 - LABOUR HISTORY SYMPOSIUM

For more information please write or call:

The Canadian Labour Congress,
4925 Canada Way,
BURNABY, B.C.
V5G 1M1

294-6405

PUBLICATIONS

- Labour Research Bulletin, May, 1978
Occupational Health Hazards to Women, (feature article)
free from Research and Planning Branch:

Ministry of Labour,
Parliament Buildings,
VICTORIA, B.C.

- "Upstream" - A Women's Publication

Suite 207 - 227 Laurier Ave., W.
OTTAWA, ONT. KIP 5J7

One year subscription \$6.00
Supporting subscription \$12.00
Institutional subscription \$15.00

Make cheques payable to:

Feminist Publications of Ottawa.

- Shocking Pink Paper
This paper may be used for two purposes:

1. to provide a list of questions to ask candidates
at a public meeting
2. as a study group paper - to raise awareness of
issues concerning women.

Free from:

Advisory Council on the Status
of Women,
Box 1541,
Station B,
OTTAWA, ONT. KIP 5R5

- Women's Work, Women's Health
soft cover book by Jeanne Stellman

Can be obtained from the Federation - Cost \$4.00

- Up Date - On the Status of Women in B.C.
Everything one needs to know about legislation
concerning women in B.C., or how far have we come
since the recommendation made by the Royal Commis-
sion on the Status of Women. (March, 1978)

- Up Date - On the Status of Women in B.C. (Cont'd)

Cost \$1.50 from the :

Vancouver Status of Women,
2029 West 4th Ave.,
VANCOUVER, B.C.

POLITICAL ACTION SCHOOL

Sunday, November 19th, 1978 - Hyatt Regency Hotel, Vancouver, B.C.

Registration Fee: \$15.00 including lunch.

Registration starts at 9:00 a.m.

The agenda includes presentation on films, slide shows, speakers on various political issues from "Right-to-Work" and the "tax revolt" to the Economy. There will be classes as follows:

A. How do you get your local politically ACTIVE?

How to form a political action committee in your local; what to do to make it effective. How to get speakers to union meetings. How to introduce politics to the local.

B. How do you become involved in the N.D.P.?

Affiliation to the N.D.P.: how and when to do it. Membership drives: how do you make them successful. How to become active and effective in your constituency. How to have influence at the policy levels of the party.

C. What are the POLICIES of the N.D.P.?

What does the N.D.P. stand for? What kinds of issues is it concerned with? What are its proposals for solving our economic problems? What kind of policies are important to tell our memberships about?

D. How does the PARTY APPARATUS of the N.D.P. work?

What is its structure? How are provincial and federal sections related? What is the Provincial Council, and what does it do? Convention? Constituency? Constitution? Committees? Candidates?

POLITICAL ACTION SCHOOL (Cont'd)

E. How to be effective in ELECTIONS.

How to nominate your candidate. How an election works.
 What you and your local can do in the next election to help the campaign.

This Conference will be of interest and value to those of you who have not been politically active.

For more information call your local union office or Johanna Den Hertog, Legislation and Political Education Director at the Federation of Labour, 3110 Boundary Road, Burnaby, B.C. telephone 430-1421

FACTS ON WOMEN IN THE WORKFORCE

1. British Columbia Union Membership by Sex, 1977

	<u>Union Membership</u>	<u>Relative Distribution</u>	<u>Paid Workers</u>	<u>Membership as a Percentage of Paid Workers</u>
Total	439,730	100.0	976,000	45.1
Men	313,065	71.2	615,000	50.9
Women	126,665	28.8	361,000	35.1

2. Canadian Union Membership by Sex, 1975

	<u>Union Membership (a)</u>	<u>Paid Workers (b)</u>	<u>Membership as a Percentage of Paid Workers</u>
Total	2,736,266	8,448,000	32.38
Men	2,025,164	5,318,000	38.08
Women	711,102	3,130,000	22.71

3. Unemployment (Actual), 1977

	<u>Canada</u>	<u>B.C.</u>
Women	9.5	10.4
Men	7.3	7.3
Total	8.1	8.5