

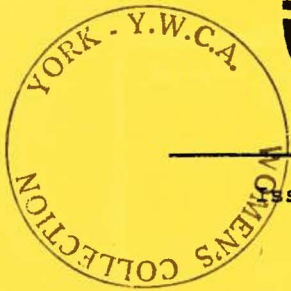
NATIONAL ACTION COMMITTEE
on the status of women

LE COMITÉ NATIONAL D'ACTION
sur le statut de la femme

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MEMO



Issn 0712-3183

November 1983

NAC ANNUAL GENERAL MEETING CHATEAU LAURIER HOTEL, OTTAWA MARCH 16-19, 1984

1984 is a very important year for all of us and we welcome everybody to attend the NAC Annual General Meeting. We hope to make our workshops exciting; we hope to stir up lots of strategies and suggestions for political action for women in what promises also to be an election year. We'll be dealing with the pragmatic, but we'll also be carving our new directions for the future. Suggestions and comments from last year's AGM have been taken into consideration in our planning; if you have other ideas, please send them to me, c/o the NAC Office. The Chateau Laurier Hotel has good facilities for the disabled and we can make child care available, on request. Details on how to apply for special needs, registration forms and final agenda will be sent to you in early January. Please endeavour to stay over for the Monday Lobby of Parliament ... and make this 12th AGM, the most successful ever.

Attention: all Member Groups

Ensure you are ready for the 1984 AGM. Under NAC's new Constitution and Regulations, there are some changes from procedures used in previous years. PLEASE TAKE A COUPLE OF MINUTES TO REVIEW YOUR NEW RESPONSIBILITIES/DEADLINES.

January 16

If you want to propose resolutions on policy to be considered at the 1984 AGM, your proposals must be received in writing at the NAC Office by JANUARY 16, 1984. Otherwise, only "emergency resolutions" (registering concern about an issue or event arising within 60 days of the AGM and requiring action before the next Executive meeting) can be initiated at the AGM.

If you want to propose amendments to the Constitution, your proposals must be received in writing at the NAC Office by JANUARY 16, 1984.

Your organization may select and authorize one (voting/speaking) delegate and an alternate delegate who must be a member of your organization and designated in advance.

February 29

If you are an organization "in good standing" -- entitled to a voting/speaking delegate/alternate -- your membership fee must be paid by FEBRUARY 29, 1984.

March 2

If you wish to propose someone for election to the NAC Executive, nominations must be received in writing at the NAC Office by MARCH 2, 1984. Written consent of the nominee is required.

..... more over.....

Under the new NAC Constitution, the NAC Executive Committee shall consist of:

- Immediate Past President
- President
- Vice-Presidents (3 to be elected)
- Secretary
- Treasurer
- Members-at-Large (5 to be elected)

10 Regional Representatives, once each from:

- Northern British Columbia and Yukon Territory
- South/Central British Columbia
- Alberta and North West Territories
- Saskatchewan
- Manitoba
- Southern Ontario
- Northern Ontario
- Quebec
- Nova Scotia, New Brunswick, Prince Edward Island
- Newfoundland and Labrador

January MEMO will contain nomination forms and a list of those on our current Executive who plan to stand for election again. We would like to see all the Executive positions filled... Please start thinking about new candidates.

May we also remind you that:

ROBERTS' RULES OF ORDER WILL BE IN EFFECT AT THE AGM.

The new procedures for policy resolutions were developed in response to member organizations' concern that they have an opportunity to discuss policy proposals in their groups and thus to send delegates prepared to speak on the issues on their behalf.

Policy resolutions will be circulated to member organizations by mid-February. There is more responsibility placed on NAC Member Groups, then, to discuss issues in order to both formulate their own resolutions and respond to proposals by others.

Watch for our January MEMO which will contain registration forms, nomination forms, travel assistance application forms and full details on our 1984 Annual General Meeting, Chateau Laurier Hotel, Ottawa.

Don't forget the date: MARCH 16-19, 1984. We are looking forward to seeing you there.

-----Dorothy Inglis, 1984 AGM Co-Chair-----

membership

We welcome the following new member groups:

Richmond Women's Resource Centre, Richmond, B.C.
Status of Women Committee, OSSTF, Toronto, Ontario
United Church of Canada, Women's Concerns Committee, Toronto

Attention Member Groups: It is vital that we know how to contact you in emergency and on-going lobby activities.... Please ensure that you advise us of any changes in address, telephone number, NAC Liaison person and President/Officers as soon as possible.

fed · provincial relations · funding

The F-P Committee will make a presentation to the Royal Commission on the Economic Union and Development Prospects for Canada in early December, as part of the NAC presentation. Our topic is The Funding of Social Services for Women in Canada.

We shared a workshop presentation with the Social Services Committee at the NAC Mid-Year Meeting in Saskatchewan, and learned a great deal about the funding situation across Canada, and about the special problems of access to social services faced by rural women.

Our F-P Funding Relations Kit is available from the NAC Office, in French or English, for \$3.00 which includes postage.

-----Chaviva Hosek, Chair-----

justice

Members of the Justice Committee will make a presentation to a sub-committee on Sexually Abusive Broadcasting in Ottawa. The Committee was formed to study the subject matter of Lynn McDonald's Private Member's Bill, Bill C-675, an Act to amend the Broadcasting Act which was brought to the House of Commons on October 5. The amendment was to add the following sentence:

"Notwithstanding paragraph (c), no station, network operator or pay television licensee shall broadcast any abusive comment or abusive pictorial representation of any race, religion, creed or sex."

As well, the committee is working on a brief to the Fraser Committee (the committee set up by the Minister of Justice to study the issues of pornography and prostitution re amendments to the Criminal Code).

-----Kathy Coffin, Chair-----

survival

Ghandi has singled out five qualities that he feels gives women advantages over men in a non-violent society. They are intuition, compassionate heart, endurance, courage and moral power. He says that "if by strength is meant moral power, then woman is immeasurably man's superior... if non-violence is the law of our being, the future is with women."

Ending the arms race will not only reduce the probability of nuclear war, it will reduce a great deal of world suffering which contributes to war. Disarmament has been the priority of the Survival Committee in 1983.

NAC member groups have stressed the importance of ending the arms race and putting the 600 billion dollar expenditure on war towards peace and services to people...services that provide jobs, feed the starving, fund underdeveloped countries and deal with conservation and safety problems.

In 1984, one of our major objectives complements the plans of several other peace groups - namely lobbying MP's and election candidates, talking and canvassing. We encourage people to find new ways of working out mutual agreements in families, with friends, with neighbours, with work colleagues and with strangers wherever they meet them. These techniques of conflict resolution must be extended to help solve the problems facing nations today. Efforts towards mutual understanding must replace threats and deterrents which can only lead to war. ONLY THE POWER OF THE PEOPLE -- and THEIR VOTES AND OPINIONS -- CAN CHANGE OUR POLITICIANS' MINDS AND THE COURSE OF HISTORY!

We are now employing (from our Survival Committee budget - which of course welcomes contributions of time, money and energy) BEV LEFRANCOIS (past NAC Executive member and founding member of Port Coquitlam Area Women's Centre) to contact as many of our groups as possible to discuss their concerns and their priorities and to pass on relevant information to other NAC committees.

At the NAC Mid-Year Meeting in Regina, many women exchanged ideas as to how (within existing groups) women can influence the thoughts and actions of colleagues and their local representatives. NAC SURVIVAL KITS can be useful (send \$5 to NAC Office), films can be shown and discussions held. Members can canvass, circulate petitions, write to the newspapers, contact phone-in programs.

The time is getting shorter and shorter. We must change our ways of solving problems, without violence.

Keep in touch..... We can help and support each other....

Our goals -- a world where non-violent solutions replace violence, coercion, threats and wars, and where the world's resources can meet the needs of people and not be squandered on the arms race.

OUR OBJECTIVES..... To work cooperatively with our neighbours, our friends, other citizens and our so-called enemies, to avert the catastrophe which could engulf us all. Women know that women all over the world have objectives, for themselves, their families and children, like ours. We must show that human lives are worth more than missiles.

-----Kay Macpherson, Chair-----

Diana Leis, member of the Women's Peace Camp in Cole Bay, Saskatchewan, wants women to join them in their vigil for peace. In November they are expecting some women from England and Vancouver. The camp is supporting the aboriginal rights to the land now being used as an air weapons range. They believe the land should be used to support and retain life, not as testing ground for weapons of destruction.

They are protesting the testing of the cruise missile and the military mentality which lets people starve in order to build weapons of destruction and condones the use of violence as a way to deal with personal, national and international differences.....

Please write, phone, visit and/or send donations...

Women's Peace Camp, General Delivery
Cole Bay, Saskatchewan SOM 0M0..... Ph: (306) 829-4400

PLEASE KEEP THE NAC SURVIVAL COMMITTEE POSTED ON YOUR ACTIVITIES, IDEAS.....

employment

The Employment Committee has been active this month preparing materials for a meeting with John Roberts, Minister of Employment & Immigration (see report over) and preparing a brief to the Royal Commission on the Economic Union and Development Prospects for Canada. In November, we met with Judge Rosie Abella, Commissioner for the Inquiry on Equality in Employment to discuss NAC's policy on affirmative action for women in the federal public service.

NAC will be appearing before the Royal Commission on December 7 at 9 a.m. Copies of the briefs will be available at the NAC Office in early December.

Action .. Urgent .. Action

WAGE CONTROLS 6+5 The federal government is considering whether or not the 6+5% wage control program should be extended in the public sector. At a meeting with representatives from the business community on November 10, Minister of Finance, Marc Lalonde, was quoted in The Globe & Mail as being "interested" in private sector views on what should happen when the program of wage restraints ends next year.

NAC has written to the Minister assuring him of our views. Wage controls discriminate against workers at the lower end of the wage scale - especially women. Earlier this year, the annual report released by the Public Service Commission indicated that the gap between male and female wages had widened with the introduction of controls. We do not support the extension of wage controls in the public or private sector.

Member groups are invited to send similar letters to Marc Lalonde and your local MP's. This is an election year. MAKE YOUR VIEWS KNOWN!

G&M November 11, 1983

Erola reassures women

The federal Government will not let electronic cottage industries harm women or the family, says Judy Erola, Minister Responsible for the Status of Women.

At the Canada Tomorrow conference, Monica Townson, a consultant, described a case in which a large corporation considered installing computer terminals in the homes of its 9,000 clerical workers.

Mrs. Erola replied that government and industry "must be extremely careful about any electronic cottage industry evolving. Such a situation would result in a woman having one eye on the terminal and one eye on the kids with no benefits to either. This would be unacceptable.

fact that two-thirds of working women are concentrated in three occupations being severely diminished and substantially transformed by automation.

The CAL-ADA TOMORROW Conference on Technological Change, hosted by Donald Johnston, Minister of State for Economic Development & Science & Technology, took place in Ottawa November 6-9. Despite assurances of Judy Erola, participants at the conference were not given any indication that there were concrete plans in the offing by the federal government to control the introduction of technology. This, despite the

fact that two-thirds of working women are concentrated in three occupations being severely diminished and substantially transformed by automation.

NAC has written to the Honourable Ms. Erola requesting further information as to the type of action the federal government plans to take in this area.

election kit

The Employment Committee is considering the preparation of a lobbying kit on the economy and employment issues for the next election. The kit will look at some of the main issues facing women and ways in which we can target specific candidates in the up-coming campaign. Member groups with specific concerns about their communities or regions should contact:

Jennifer Keck, 183 College Street
Sudbury, Ontario P3C 4T9

-----Jennifer Keck, Chair-----

pensions

Louise Dulude, Chair

The Parliamentary Task Force on Pension Reform has now finished its cross-country hearings and is presently deliberating on the contents of its forthcoming report. Although the Task Force announced that its report would be released before Christmas, the more likely date is sometime in January. In any case, NAC will react as soon as it comes out.

In the meantime, rumours of a new proposal to impose a surtax on the old age pension on the basis of both spouses' incomes led us to fire the following last salvo toward Doug Frith, Chair of the Parliamentary Task Force (and copies to members of his Task Force):

Dear Mr. Frith:

I am very concerned by reports that your committee is considering an Old Age Security surtax based on family income. Such a measure would be highly unfair to women. It would mean that a woman with only a few thousand dollars of income could lose all or most of her old age pension if her husband's income was high enough.

Those who have advanced such proposals overlook the fact that spouses have no right to one another's income during the marriage, nor assurance that they will inherit one another's wealth. A husband whose high income has cost his wife her pension could leave his wealth to children by a previous marriage, to a religious organization or whomever.

The National Action Committee on the Status of Women has no objection to the idea of an Old Age Security surtax, particularly if its proceeds are to be used to increase the Guaranteed Income Supplement, as long as the surtax is based on the same individual income concept as our income tax system. Over the years, we have strongly rejected family income tax proposals advanced in various contexts, and we will continue to do so. Taxes levied on the basis of family income discriminate against the lower-income spouse, which, almost invariably, means the woman.

I hope you will give full weight to those considerations in your further study of the surtax proposal, and look forward to reading the report of your Task Force.

Sincerely yours,

Doris Anderson, President

TELL US IT'S NOT TRUE, JOHN... TELL US IT'S NOT TRUE!

Members of the NAC Employment Committee met with the Hon. John Roberts, Minister of Employment & Immigration, on November 1. Mr. Roberts stated that, indeed, he was concerned about female unemployment and job creation. However, he admitted that unemployment among women was not a top priority and could offer no assurances that he would take any positive action to change what we know are high unemployment rates and low access to job creation programs.

Did we make a mistake.. Did we not hear right... Remember, this is an election year!

Please write to him, House of Commons, Ottawa K1A 0A6.....

TELL HIM THAT YOU WILL VOTE FOR JOBS FOR WOMEN!

Women's Health Conference

In October, the Multidisciplinary Department of Glendon College, Toronto, organized a NAC sponsored Conference on Women's Health Issues. Funding was obtained from the Ontario Ministry of Health. Four main themes were developed and 5-7 workshops held on each:

- Women's Health and Safety in the Work
- Medical Collectives and Community-Based Women's Health Groups
- Women and Reproductive Issues
- Women's Health and Aging

The Honourable Monique Begin, Minister of National Health & Welfare, was guest speaker for the opening of the weekend-long conference. Following are highlights from her speech:

"My own interest in women's health issues is very personal as well as political. Women, as the Chinese say, hold up one-half of the sky. Yet too often the emotional and physical health we require for our tasks is forgotten and ignored. That insensitivity to women's needs is changing, in part due to efforts of groups such as the National Action Committee on the Status of Women."

"Now that I have mentioned some of the health issues in the life cycle... I would like to describe a few of the activities in which my department is engaged.... It is through the understanding of socioeconomic milieus and role expectations and frustrations that programs are designed which will encourage people to change and to choose healthy ways of behaving.... Women's struggles are many! To name a few, women deal with conflicting demands of family and work; the isolation of being new young mothers; and the stresses of job hunting in middle age. Too often alcohol, or pills prescribed by the doctor become easy answers to difficulties encountered as a result of multiple social roles.. My department has released "It's Just My Nerves", a comprehensive education resource which enables women to explore and debate facts and myths about alcohol and minor tranquilizers.. A booklet for professionals, "The Effects of Tranquillizations: Benzodiazepine Use in Canada", is also being distributed across the country... Women and Alcohol has recently been released.... and another booklet will soon be released for people interested in helping to wean themselves from tranquilizers.

".. In Nova Scotia, a Women's Health Education Network is just winding down after a three-year funding period. This project has enabled rural women in Nova Scotia to become aware of the health issues affecting them and their communities... The Women's Health Education Project in Newfoundland and Labrador grew out of the concern that many women had about health issues.... In British Columbia, the Native Women's Society received funds for and have developed a mental health course to be used by and for native women.... called "Native Women - Existing or Living."... More recently my department joined the Alberta Status of Women Action Committee and the Department of Secretary of State to sponsor a summer school for women.. "Kaushee's House". a women's shelter and transition house in Whitehorse has been funded... There are many other programs within the department which will continue to enhance and improve women's health. I think I should stress however that many of these programs would not exist were it not for the leadership and efforts of organizations such as NAC. ... In order to maintain this momentum, I rely on the encouragement and endorsement of groups like the National Action Committee and Organized Working Women. I hope that the graduates of the Women's Studies Program will be moved by your activism and will continue the struggles which bring women closer to full equality. By this, I mean equal opportunity with equal outcome."

Moira Armour of the NAC Executive taped the Minister's speech...../

..... Women's Health Conference.....

Later, Madeleine Gilchrist, NAC Health Committee Chair, met with Madame Begin. The discussion centred around Medicare and Midwifery issues. The Minister was very pleased and encouraged to know that NAC is endorsing the five principles of Medicare. She would like to hear from groups or individuals who are lobbying in their provinces.....
PLEASE LET HER KNOW!

On Saturday evening, NAC Vice President Chaviva Hosek moderated a lively panel entitled "Health, Law and Politics". Dr. Cynthia Carver, general practitioner, talked about women's experience as health professionals, patients and consumers. She also expressed great concern about extra-billing and the impact on women. Linda Silver Dranoff, lawyer, talked about control over our lives, body and childbearing. She pointed out that a consent signed by a husband for a therapeutic abortion is not required by law. Premenstrual Syndrome, she added, is still used as a defense for women's behaviour; men commit more crimes than women and nobody relates it to their hormones. Sheila Copps, Ontario M.P.P. and Liberal Health Critic, talked about the high pregnancy rate among teenagers; a survey has shown that an increase or decrease in pregnancy rates in communities corresponds to the amount of information available on birth control. She said that the Medical Officers of Health across the country are required by law to provide information on reproduction! Ms. Copps also observed that the attitude of men in the legislature towards pregnancy is devoid of the emotional tie; we must elect more women, she stressed. Earlier in the day, in a workshop on Creating and Sustaining Community-based Women's Health Groups, June Callwood, journalist, author, founder of Nellies transition house, spoke of her other creation: Jessie's House in Toronto for teenage mothers.

A highlight on Sunday was Dr. Lynch of the Gerontology Research Council who spoke on Women: Health and Aging. She said that safety and security are essential, particularly for older women, and that preventive measures such as integrating the aging process in high school courses or pre-marital classes should be seriously considered. We must teach our youth the importance of good health habits and lifestyles. Dr. Lynch suggested a new "Foster" program: "Adopt a Granny".

Many resolutions came out of the 34 workshops and will be submitted to the Ontario Health Ministry, Canadian Medical Association, National Health & Welfare, etc., but one resolution is worth mentioning:

"That a similar conference be held next year in October!"

Jean Mackenzie, Saskatchewan/Manitoba Regional Rep, attended a conference, MANAGING CANADA'S HEALTH CARE SYSTEM, October 30-31, in Saskatoon, sponsored by the Financial Post, Saskatchewan Department of Health and Air Canada. Delegates included nurses, doctors, hospital directors, health care administrators, medical suppliers, insurance agents, management consultants, university professors and government officials. NAC appeared to be the only outside group and the only women's group represented. Topics for the six sessions were: Needs versus Demands, Source of Funds for Canadian Health Care, Institutional versus Community Care, Controlling Clinical Expenditures, How Well Do Managers Manage, and Preparing for Change.

Alberta Hospitals Minister, Dave Russell reaffirmed Alberta's philosophical commitment to hospital user fees and rejected Monique Begin's contention that direct charges will undermine the universality of health care. He defends Alberta's constitutional right to control health care. Saskatchewan Minister of Finance, Robert Andrew, said that Saskatchewan will not introduce hospital user fees and that extra-billing is at an all-time low.....more/

..continued Health..

..... Jim Macdonald, Canadian Labour Congress spoke out strongly against user fees and extra billing. Herb Breau, Liberal M.P., explained the change from cost sharing to block funding, the per capita payment to the provinces and erosion of Medicare by user fees and extra-billing. CMA President, Dr. Marc Baltzan, argued that under the Medicare scheme, doctors have a right to opt out of the program and that extra-billing accounts for only 2% of doctors' incomes, the lowest in five years. Eliminate extra-billing, he warned, and there would be strikes or withdrawals of service and doctors would have to unionize. A controversial idea from McGill University V-P, Freedman, suggests closing two smaller medical schools to solve the oversupply of doctors. He urged that many services provided by physicians should be handled by nurses and other health practitioners to reduce expense. Underutilization of nurses and others was mentioned often; University of Alberta professor, Shirley Stinson recommended that nurses and doctors take economic management courses, and that public education in self health care and preventive care be given.

(On August 31, the SASKATCHEWAN FEDERATION OF LABOUR held a counter conference, in Saskatoon, with Emmett Hall as the main speaker.....)

***** Action .. Urgent .. Action *****
*
* First reading the new Canada Health Act is scheduled for December or
* January..... PLEASE LOBBY YOUR PROVINCIAL GOVERNMENT (Ministers of
* Health, Deputy Ministers, Policy Advisors, MPP's and MLA's).....
*
* Concentrate on banning User Fees and Extra-Billing.....
*

At the NAC Mid-Year Meeting Regina, the Health Workshop was well attended. Madeleine Gilchrist, resource person, made a presentation on women's health through the life cycle. Discussions centred around Medicare, Midwifery and the Right to Choose. Recommendations from the workshop:

1. That the Saskatchewan Action Committee and Saskatchewan women's organizations urge the provincial government to support the concept of preventative health by funding the Regina Healthsharing Inc., proposal of women's health centres; And further that NAC and Canadian women's organizations urge the federal and provincial governments to actively support preventative health through funding women's initiatives in health education and services.
2. That the Saskatchewan Action Committee support the following resolution: Recognizing that the Canadian public wishes to develop a safe and humane system of maternity care, we unite to support the legalization of midwifery services in Canada.
3. That Saskatchewan Action Committee request the Department of Health to make public the success rate of the government-funded "chastity" pregnancy prevention program.
4. That Saskatchewan Action Committee urge the provincial government to increase funding to Planned Parenthood.
5. The Health Workshop supports the NAC position to remove abortion from the Criminal Code.
6. We recommend that Saskatchewan Action Committee support the reinstatement of abortion services in Prince Albert and Moose Jaw, and support the continuation of existing abortion committees in Saskatchewan.

-----Madeleine Gilchrist, Chair-----

announcements

THE WOMEN'S AID, a Montreal shelter for battered women, is fundraising now. Please send donations to: Women's Aid, Box 82, Branch E, Montreal, Quebec H2T 9Z9

TORONTO WOMEN'S BOOKSTORE, 296 Brunswick Ave, Suite 201, is planning a Xmas sale soon..... They expect to move to their new permanent location at 73 Harbord Street in February 1984..... Phone: 922-8744.

→ Career Opportunities

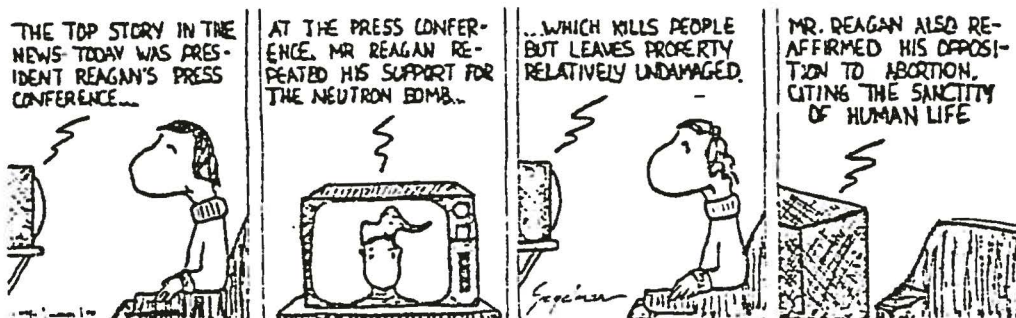
WOMEN'S STUDIES EXTERNAL COURSE AUTHORS

Athabasca University, an open university specializing in distance education, requires well-qualified people to work as external course authors on the following courses:

WOMEN AND WORK COUNSELLING GIRLS AND WOMEN

Successful applicants will normally be expected to work as part of a course team consisting of an instructional designer, an editor, a visual designer and a team manager.

For further information, write to Rebecca Coulter, Athabasca University, 15015 - 123 Avenue, Edmonton, Alberta, T5V 1J7 or phone (403) 452-9990, extension 2436.



Mid-Year Meeting Report

Wife battering emerged as a principal issue during workshops that also discussed legal rights, health, employment and education at the NAC Mid-Year Meeting in Regina. "Society's response has been to ignore, blame the woman or turn the other way," Toni Nelson, member of the Manitoba Committee on Wife Abuse, told 125 women, including 35 from rural areas. All battered women are isolated, she said, but it's worse for rural women. Even if a woman knows how to operate a car, she probably doesn't own one. Others who are beaten can't seek help because they haven't got a phone, or are afraid to call a social service agency because their husband will see the telephone bill, become angry and beat her again. Lack of anonymity in rural areas also keeps many battered women from acting when they abused. A woman who lives in a small community knows her plight will become "public knowledge", specially if she takes the rare action of filing charges against her husband. Marg Gordon, a legal aid lawyer, said existing law in obtaining a divorce on the grounds of mental or physical cruelty is discriminatory against women. "Cruelty must be so bad the person can no longer live in the home," she said, adding that assault "condoned" by a woman over a period of years is not taken into account in divorce proceedings.

Most farm women don't wish to move off the land. The lifestyle of rural women is very important to them, but it has its drawbacks, Liz Willick of Oxbow told the conference. Saskatchewan rural women share many problems in common with their Third World sisters, she said. They lack security of tenure, cannot obtain credit without their husband's signature, lack access to agricultural training and worry about the security and welfare of their children. Only one-fifth of farm women surveyed by the NFU are being paid, and even that can be "a lot of paper shuffling". They are excluded from pension plans and are dependent on their husbands. Women on the farm work a double or triple day. They work an average of 100 hours per week and don't have a lot of spare time. But they derive satisfaction from a sense of independence, exposure to the fresh air and a feeling of the family working together on the same operation.

The Saskatchewan Action Committee on the Status of Women, which co-sponsored the meeting, will focus its attention on rural women and violence, and urban women in the labour force, during the next year.

Delegates ended their meeting with a number of resolutions for cooperative action. SAC plans to put pressure on governments to ensure women receive equal employment and property rights. The Committee will make a submission to the Macdonald Commission and hopes to convince governments to improve cost-sharing formulas for social services. Included was a condemnation of the B.C. restraint program, which abolished the Human Rights Commission and reduces or eliminates social service funds allocated to agencies which provide services to women (see B.C. report).

Action .. Urgent .. Action

IN THE CURRENT ISSUE OF MACLEAN'S (NOVEMBER 21, 1983), BARBARA AMIEL HAS WRITTEN AN ANTI-CHOICE COLUMN THAT IS BOTH A VICIOUS ATTACK ON PRO-CHOICE ACTIVISTS AND A COMPLETE MISREPRESENTATION OF THE CHASE FOR CHOICE ON ABORTION. PLEASE ASK YOUR MEMBERS TO READ THE COLUMN AND TO PROTEST TO MACLEAN'S MAGAZINE.

Regional Reports

saskatchewan/manitoba

The Saskatchewan Action Committee has been very active over the past months. In October they met with the Minister of Education for Saskatchewan, Pat Smith, who is also the Minister Responsible for the Status of Women. She asked the group to submit names to fill the vacancies on the Saskatchewan Advisory Council. Later in the month, SAC presented a brief to the Ministers of Justice, Social Services and Education on the need for more and improved support services for battered women, especially rural women. The brief recommended counselling services for wife batterers and advocacy and counselling services for the women and children, laying of charges by the police against the batterer, and training programs and educational services for people who deal with family violence.

Countless hours were spent by members of the Saskatchewan Action Committee Board and office staff in preparing for the NAC Mid-Year Meeting. Members of the Regina Status of Women have also given their invaluable assistance. Their planning and organization resulted in a very successful conference attended by over 120 women.

-----Jean MacKenzie-----

newfoundland/labrador

The pornography issue has taken off in Newfoundland as more and more community groups put it on their agenda. In Grand Falls and St. John's, citizen coalition groups are being formed; the Newfoundland Teachers' Association are studying the question with a view to alerting teacher interest, input and resolution; The Early Childhood and Development Association has asked the NAC rep to speak, as did organizers of a public meeting in Port-au-Basque, the Canadian Federation of University Women and CMHC. As well, she will participate in a CBC "Dialogue" debate on pornography/censorship in November and write a forum for the Newfoundland & Labrador Arts Council magazine. The United Church declared support for a citizen coalition against pornography, and much discussion is taking place in universities and schools. Teachers in Newfoundland & Alberta are finding evidence of the effect of pornography on students through the images in their assignments. The NAC Rep is urging for research at provincial levels and worries that the evidence of damage to our society already exists amongst high school students. The Mokami Status of Women Council, Newfoundland Status of Women Council and the Corner Brook Status of Women (who bought Maud Barlow to Newfoundland, and won many new supporters) have all been actively lobbying against pornography.

-----Dorothy Inglis-----

québec

1200 women from across Quebec attended a two day conference sponsored by the Quebec Council on the Status of Women, Women And the Economy, on October 29-30. Minister of Finance, Jacques Parizeau, delivered the closing address during which the audience expressed its dissatisfaction with his government's economic policies. Mr. Parizeau was presented with an old shoe containing a petition which attacked a litany of government policies which have had an adverse effect on women.

In October, the Human Rights Coalition, made up of women's groups, ethnic associations and gay liberation groups, held a press conference to denounce the arbitrary and sloppy investigation procedures used by the Quebec Human Rights Commission. They presented a list of demands which would bring Commission procedures in line with the Quebec Charter of Human Rights; the demands are to be presented to the Commission on November 25.

CLOW is sponsoring a one day conference on Women and Power, November 26, in Montreal. NAC Vice-President, Chaviva Hosek, is keynote speaker. Rank & File is organizing activities for the week November 14-20, designed to inform women of their rights and recourses in sexual harassment cases. They plan to picket workplaces where sexual harassment complaints have been reported.

-----Carole Wallace-----

update

B.C. WOMEN UNITE

At the Mid-Year Meeting in Regina, NAC Executive members, Jon Leah Hopkins and Jane Evans, and Carol Gordon (Cranbrook Women's Resource Centre) reported on the B.C. situation at special workshops and to the conference as a whole. They are extremely concerned that they are fighting a battle which will spread beyond provincial borders if not stopped now. The

The British Columbia Government is slashing social services by:

- Eliminating the Human Rights Branch and Commission
- Closing the Rentalsman's Office
- Closing Consumer Services Offices
- Eliminating a wide range of human resource programs
- Cutting student aid
- Cutting special education programs
- Cutting agricultural land protection
- Reducing funds to compensate victims of crime
- Cutting services for seniors
- Cutting spending for transit
- Cutting women's programs
- Cutting safety services in the labour industry
- Cutting employment training programs
- Cutting funds to Ombudsman's Office
- Eliminating safety tests for cars
- Cutting legal Aid
- Cutting revenue sharing with municipalities
- Cutting the provincial share in municipal water and sewer programs

Action .. Urgent .. Action

The B.C. Women ask that you write, telephone, telegram and urge their government to withdraw Bills 5 (tenancy) and 27 (human rights), restore social programs and provide adequate funding for education. Communications can be sent to:

The Honourable William Bennett
Legislative Buildings
Victoria, B.C. V8V 1X4 (604) 387-1715

The Honourable Robert McClelland
Minister of Labour (address above) (604) 387-1986
(responsible for human rights)

It will be useful if you send a copy to: Solidarity Coalition, 6th Floor
686 West Broadway, Vancouver, B.C. B5Z 1G1.

PLEASE INFORM PEOPLE THROUGHOUT CANADA THAT IT CAN HAPPEN IN OTHER PROVINCES.
LET'S WORK TOGETHER IN "SOLIDARITY" ACROSS THE COUNTRY TO STOP THE ATTACK
ON OUR HUMAN RIGHTS IN THE NAME OF "RESTRAINT".

THIS TABLE AND THE ONE OVERLEAF, PRODUCED BY HANNE JENSEN, FORMER HEAD OF THE B.C. HUMAN RIGHTS BRANCH, DEMONSTRATE THE IMPACT BILL 27 WILL HAVE ON HUMAN RIGHTS IN BRITISH COLUMBIA.

SUBSTANTITIVE PROVISIONS

| EMPLOYMENT | HUMAN RIGHTS CODE OF B.C. (1974) | BILL 27 | COMMENTS |
|---|--|---|---|
| JOB ADVERTISEMENTS | PROHIBITS ANY AD WHICH EXPRESSES DIRECTLY OR INDIRECTLY A LIMITATION, SPECIFICATION OR PREFERENCE BASED ON SEX, AGE, OR MARITAL STATUS (AND OTHERS FACTORS) Section 7 | NO PROVISION SEX SEGREGATED HELP WANTED COLUMNS NOT ILLEGAL | A GENERAL SECTION (lifted from Section 2 in Code) PROHIBITS THE PUBLICATION OF AN INTENT TO DISCRIMINATE. |
| JOB APPLICATION FORMS | PROHIBITS THE USE OF ANY FORM WHICH REQUIRES CERTAIN INFORMATION, OR WHICH EXPRESSES A LIMITATION, SPECIFICATION OR PREFERENCE BASED ON SEX, AGE OR MARITAL STATUS. Section 7 | NO PROVISION | ANY AND ALL QUESTIONS LEGAL |
| JOB INTERVIEWS | PROHIBITS ANY INQUIRY THAT EXPRESSES A LIMITATION, SPECIFICATION OR PREFERENCE BASED ON SEX, AGE, OR MARITAL STATUS. Section 7. | NO PROVISION | ANY AND ALL QUESTIONS LEGAL |
| HIRING & FIRING | PROHIBITS ANY FORM OF REFUSAL OR DISCRIMINATION UNLESS BASED ON BONA FIDE OCCUPATIONAL QUALIFICATIONS; IN ADDITION, CLEARLY PROHIBITS DISCRIMINATION BASED ON SEX, AGE, AND MARITAL STATUS. SEX DISCRIMINATION ONLY ALLOWED WHERE RELATED TO PUBLIC DECENCY (i.e. lingerie clerks) (Section 8) | NO REFUSAL "BECAUSE OF SEX, AGE OR MARITAL STATUS". (Section 7) NO VIOLATION IF REFUSAL BASED ON PROHIBITED FACTORS IS RELATED TO BONA FIDE OCCUPATIONAL QUALIFICATIONS. Section 7 | ONLY DIRECT, INTENTIONAL DISCRIMINATION CAN BE ADDRESSED; NO FOCUS ON INDIRECT, SYSTEMIC DISCRIMINATION. HEIGHT & WEIGHT RESTRICTIONS WHICH DISCRIMINATE AGAINST WOMEN MAY NOT BE CHALLENGED. INVITES EMPLOYERS TO JUSTIFY DISCRIMINATION AS A BONA FIDE OCCUPATIONAL QUALIFICATION. |
| DISCRIMINATION IN WAGES | REQUIRES EQUAL PAY FOR SIMILAR OR SUBSTANTIALLY SIMILAR WORK. (Section 6) | PROVISION UNCHANGED (Section 6) | CONSIDERED INEFFECTIVE AND INADEQUATE IN TERMS OF ACHIEVING FAIR PAY FOR WOMEN. |
| DISCRIMINATORY WORKING CONDITIONS | NO DISCRIMINATION BASED ON SEX, AGE, OR MARITAL STATUS ALLOWED. (Section 8) | DISCRIMINATION BASED ON MARITAL STATUS IN PENSION PLANS OR OTHER PLANS APPEARS UNAFFECTED, PROBABLY LEGAL. Section 7 | DEFINITE SET-BACK FOR WOMEN. |
| SEXUAL HARASSMENT | COMPLAINTS ACCEPTED AND RESOLVED UNDER CLAUSE "NO DISCRIMINATION UNLESS REASONABLE CAUSE EXISTS, CONSISTENT WITH DEVELOPING CASE LAW ON TOPIC. (Section 8) | NO SPECIFIC PROHIBITION AGAINST SEXUAL HARASSMENT. COUNCIL APPEARS FREE TO DECIDE DEFINITION OF PROBLEM AND WHETHER AND HOW IT WISHES TO ADDRESS IT. | TO BE TRULY EFFECTIVE, HUMAN RIGHTS LEGISLATION MUST SPECIFICALLY PROHIBIT THE PRACTISE OF SEXUAL HARASSMENT IN THE WORKPLACE. |
| PREGNANT WORKERS | COMPLAINTS ACCEPTED AND RESOLVED AS ABOVE. | NO SPECIFIC PROHIBITION. AS ABOVE. | AS ABOVE |
| SEXUAL ORIENTATION | COMPLAINTS ACCEPTED AND RESOLVED AS ABOVE | NO PROTECTION WHATSOEVER. | REMOVES THE LIMITED PROTECTION FOUND IN CODE. |
| UNION MEMBERSHIP ETC. | REQUIRES TREATMENT BASED ONLY ON BONA FIDE OCCUPATIONAL QUALIFICATIONS AND SPECIFICALLY PROHIBITS A UNION FROM NEGOTIATING A COLLECTIVE AGREEMENT WHICH WOULD DISCRIMINATE BASED ON SEX, AGE, OR MARITAL STATUS. (Section 9) | PROHIBITS ONLY DIRECT DISCRIMINATION RELATED TO EXCLUSION OR EXPULSION. NO REQUIREMENT TO NEGOTIATE A NON-DISCRIMINATORY COLLECTIVE AGREEMENT. Section 8. | SECTION 50 OF PRESENT LABOUR CODE OF B.C. INVALIDATES ANY COLLECTIVE AGREEMENT WHICH VIOLATES THE HUMAN RIGHTS CODE OF B.C. |
| PROTECTION OF COMPLAINANT AGAINST RETALIATION | CLEARLY PROHIBITED (Section 10). | QUESTIONABLE WHETHER RETALIATION IS ACTIONABLE. (Section 18). | |

B.C. HUMAN RIGHTS

ADMINISTRATIVE PROVISIONS

| ENFORCEMENT: | HUMAN RIGHTS CODE OF B.C. (1974) | BILL 27 | COMMENTS |
|-----------------------------|--|--|--|
| WHO MAY COMPLAIN? | INDIVIDUAL ON BEHALF OF SELF AND/OR OTHERS; THIRD PARTY (WOMEN'S GROUP OR UNION); or DIRECTOR; OR HUMAN RIGHTS COMMISSION. | ONLY VICTIM MAY COMPLAIN ON HER/HIS OWN BEHALF (Section 10) | COUNCIL MAY BE UNABLE TO ADDRESS PATTERNS OF DISCRIMINATION, I.E. UNEQUAL PAY, UNLESS EVERY WOMAN AFFECTED COMPLAINS. |
| FORMAT | NO SIGNED FORM NECESSARY. STAFF ASSISTED WITH INITIAL INFORMATION GATHERING. | COMPLAINANT MUST PROVIDE "PARTICULARS" | NO TRAINED STAFF APPEAR READILY AVAILABLE TO ASSIST A PERSON WHOSE RIGHTS HAVE BEEN VIOLATED. |
| WHO HANDLES COMPLAINTS: | DIRECTOR AND STAFF (public servants) CALLED THE HUMAN RIGHTS BRANCH. HUMAN RIGHTS COMMISSION'S MANDATE LIMITED TO EDUCATION. | NO PROVISION FOR STAFF. A CABINET APPOINTED COUNCIL OF MAX. FIVE PEOPLE ARE RESPONSIBLE FOR ALL ENFORCEMENT. | ALL EXPERIENCED INVESTIGATE STAFF WERE TERMINATED ON JULY 8, 1983. |
| DUTY TO ACT: | DIRECTOR REQUIRED TO AT ONCE INQUIRE INTO, INVESTIGATE, AND ENDEAVOUR TO SETTLE ALL ALLEGATIONS OF DISCRIMINATION. (Section 15) | PRIOR TO ANY INVESTIGATION, COUNCIL MAY REFUSE TO ACT IF THEY DEEM A COMPLAINT TRIVIAL, FRIVOLOUS OR VEXATIOUS OR MADE IN BAD FAITH; OR THEY MAY REFER IT. | MINISTER OF LABOUR HAS PUBLICLY STATED HIS OPINION THAT BLATANT DISCRIMINATION AGAINST WOMEN IN PUBLIC FACILITIES AND SERVICES SHOULD BE LEFT TO THE MARKET PLACE TO DECIDE ON ITS OWN. |
| INVESTIGATION | BROAD POWERS TO OBTAIN RELEVANT INFORMATION; DIRECTOR GIVEN POWER OF A COMMISSIONER PURSUANT TO THE INQUIRY ACT. Section 12 | NARROW SCOPE OF INVESTIGATIVE POWERS; NO APPARENT PENALTY FOR FAILURE TO CO-OPERATE WITH COUNCIL. | ALTHOUGH NEVER ACTUALLY USED, DIRECTOR'S POWERS PROVED PERSUASIVE AND HELPED ACHIEVE CO-OPERATION. |
| BURDEN OF PROOF | EMPLOYER REQUIRED TO DEMONSTRATE CAUSE FOR REFUSAL AND FOR PROVING REASONABLE CAUSE. | COMPLAINANT MAY HAVE TO PROVE REASON FOR REFUSAL, AND RESPONDENT MAY REMAIN SILENT. | EMPLOYERS RARELY EXPLAIN WHY THEY REFUSE TO HIRE A PERSON; APPLICANT RARELY KNOWS HOW AND WHERE TO FIND "PROOF". |
| CONCILIATION | DIRECTOR REQUIRED TO ENDEAVOUR TO ACHIEVE A SETTLEMENT THRU CONCILIATION AND EDUCATION. NO POWER TO DISMISS A COMPLAINT | COUNCIL HAS NO ROLE OF CONCILIATION. MAY EITHER DISMISS A COMPLAINT, OR RECOMMEND TERMS OF "SETTLEMENT" TO PARTIES. | MINISTER OF LABOUR HAS STATED PUBLICLY THERE'LL BE NO PROCESS OF CONCILIATION. |
| UNSETTLED COMPLAINTS | IF PARTIES UNABLE TO AGREE, UNSETTLED COMPLAINT MUST BE REFERRED BY DIRECTOR TO MINISTER OF LABOR. MINISTER DECIDES WHETHER CASE GOES TO HEARING | IF ONE OR BOTH PARTIES REFUSE TO RESPOND TO SPECIFIC SETTLEMENT RECOMMENDATION, THE MATTER IS PLACED BEFORE THE MINISTER. | MINISTER OF LABOR'S ROLE IN INDIVIDUAL COMPLAINTS, WIDELY RECOGNIZED AS DETRIMENTAL AND DAMAGING TO FAIRNESS AND DUE PROCESS, HAS BEEN RETAINED AND EXPANDED. |
| BOARD OF INQUIRY | MINISTER OF LABOUR APPOINTS FROM A PANEL OF ELIGIBLE PERSONS. | MINISTER SELECTS HIS OWN PERSON. | TREND TOWARDS ONE PERSON LAY BOARDS WITH NO BACKGROUND OR EXPERTISE IN HUMAN RIGHTS JURISPRUDENCE. |
| HEARING | DIRECTOR (by custom) A PARTY TO THE COMPLAINT; HAS CARRIAGE OF CASE AND PROVIDES LAWYER FOR COMPLAINANT. | INDIVIDUAL COMPLAINANT IS ON HER OWN; COUNCIL WILL NOT BE A PARTY; LAWYER NOT PROVIDED. | DENIES HELP AND ASSISTANCE TO THOSE WHO MOST NEED IT TO OBTAIN STATUTORY RIGHTS. |
| REMEDIES | BOARD EMPOWERED TO AWARD DAMAGES FOR INJURY TO DIGNITY AND SELF RESPECT, IN ADDITION TO DIRECT LOSSES. | NO SUCH AWARD POSSIBLE, EVEN IN CASES WHERE INDIVIDUAL HAS BEEN HUMILIATED OR WHERE THE DISCRIMINATION HAS TAKEN PLACE KNOWINGLY OR WITH WANTON DISREGARD. | LITTLE IF ANY INCENTIVE FOR A REPEAT OFFENDER TO COMPLY WITH THE ACT; LITTLE INCENTIVE FOR A COMPLAINANT TO PROCEED AT OWN EXPENSE TO A HEARING IF MAXIMUM OUTCOME IS LIMITED TO NON-MONETARY ORDER. |
| COSTS OF HEARING | MAY BE AWARDED AGAINST EITHER PARTY (DIRECTOR OR RESPONDENT) | MAY BE AWARDED AGAINST EITHER PARTY (I.E. COMPLAINANT OR RESPONDENT) | REAL DISINCENTIVE FOR COMPLAINANT TO PROCEED TO A HEARING. |
| APPEAL | APPEAL BY EITHER PARTY TO THE SUPREME COURT OF BRITISH COLUMBIA - ON A POINT OR QUESTION OF LAW OR A QUESTION OF JURISDICTION. | NO PROVISION FOR APPEAL | AN APPLICATION FOR JUDICIAL REVIEW MAY BE POSSIBLE. |
| ALTERNATIVE | ACCESS TO COURTS IS AN OPTION (Section 24) | NO ALTERNATIVE ACCESS TO COURTS | IF COUNCIL REFUSES TO ACT, THE INDIVIDUAL WILL HAVE NO RECOURSE. |
| AFFIRMATIVE ACTION PROGRAMS | HUMAN RIGHTS COMMISSION HAS POWER TO APPROVE SUCH PROGRAMS | NO PROVISION FOR ANY SUCH PROGRAM. | AN EMPLOYER WANTING TO IMPLEMENT AN AFFIRMATIVE ACTION PROGRAM WILL BE IN VIOLATION OF BILL 27; THIS PROBLEM LIKELY TO BE REMEDIED |
| EDUCATION AND PROMOTION | HUMAN RIGHTS COMMISSION HAS SPECIFIC MANDATE TO PROMOTE HUMAN RIGHTS PRINCIPLES AND FUNDAMENTAL FREEDOMS, AND TO CONDUCT EDUCATIONAL PROGRAMS AIMED AT ELIMINATING DISCRIMINATION. | NO MANDATE WHATSOEVER. | BRITISH COLUMBIA WILL BE THE ONLY JURISDICTION IN CANADA WITHOUT STATUTORY VOICE ON HUMAN RIGHTS |

publications

MIDWIFERY..... Anyone interested in getting a complimentary catalogue of books and "whole Life" products related to midwifery, please write to AVA VOSU, WHOLE LIFE, COMMANDA, ONTARIO POH 1J0, Ph: (705) 729-2891
(Ava is a Regional Rep of the Midwives' Alliance of North America (MANA))

WOMEN IN TRADES, TORONTO, was formed in 1980 to provide contacts for women wanting to enter a trade, find employment after training and to give support and encouragement to women already working in trades. They meet once a month and publish a quarterly newsletter... For more information, phone (416) 434-8440.....

WOMEN IN TRADES CALENDAR..... Terrific... get your 1984 calendars now \$5 each, \$4 if you order 5 or more... Write to W.I.T., 22 Davisville Ave, Toronto M4S 1E8, or phone Karen Imrie, (416) 654-6033.....

"YOU CAN SAY NO" is a report on a project to control the display of pornographic magazines in Grande Prairie, Alberta an excellent action manual. Send \$3.00 to Pornography Action Committee, Box 1395, Grande Prairie, Alberta T8V 4Z2.

LA VIE EN ROSE, for those who read French, has in their most recent issue the theme: Women and the Union Movement. Subscriptions available from 3963 St. Denis, Montreal, Quebec H2W 2M4..... \$11 per year.

WOMEN'S COMMUNITY STANDARDS ON SEXUALLY-EXPLICIT MATERIAL PUBLICLY AVAILABLE AND PROMOTED AS ENTERTAINMENT: report on survey undertaken by B.C. Public Interest Research Group, Simon Fraser University, Burnaby, B.C. V5A 1S6, Ph: (604) 291-4360. Send \$5.00.

FRESH START, a booklet written for women who are in abusive relationships, offers guidance on what to do in a crisis, where and how to get legal and financial help, housing and finding a job. Available from YWCA of Canada, 10th Floor 1901 Yonge Street, Toronto M4S 2Z5. \$2.00 plus postage.

WOMEN AND EDUCATION Special Issue, Update on Women's Studies Courses, Programmes in schools, colleges & Universities, Book Reviews, Filmography, Women's Educational Networks, and much more.... Only \$5.00 from RDR/DRF, OISE, 252 Bloor Street West, Toronto M5S 1V6.



"I'm sick of your feminist attitudes. I'm going home to mother."

Federal Consultation with Women's Groups

At the end of October, a joint meeting sponsored by Secretary of State, Women's Program, and the Canadian Advisory Council on the Status of Women was held in Ottawa, and attended by women's groups from all across Canada. Among the topics on the four-day agenda were the status of women at the United Nations, the Voluntary Fund for the U.N. Decade for Women (a letter was sent from the group urging that Canada increase its contribution to the U.N. Voluntary Fund), affirmative action in CIDA, preparations for the 1985 World Conference on Women in Nairobi, the Canada Health Act, the Canadian Charter of Rights and Freedoms and its implications for women. Delegates were also invited to the Persons Award ceremony at Government House.

One of the most important results was a meeting with Judy Erola, Minister Responsible for the Status of Women, and Serge Joyal, Secretary of State, where a thorough discussion of problems of staff, funding and reporting in the Women's Program of Secretary of State took place. Delegates were assured that there would be on-going meetings on a regular basis, that applications for funding and reporting would be more stream-lined, and that the staff vacancies in Women's Program would be filled as soon as possible.

President Doris Anderson attended on behalf of NAC.

Kay Macpherson, NAC Executive member, was one of a small group of Canadians invited by the Greek Government to attend ceremonies in November marking the 10th anniversary of the revolt in 1973 of the Polytechnic Students which led to the eventual fall of the dictatorship in Greece. The anniversary was marked by a huge demonstration and march (close to a million people) in which the government's 200 guests from many countries participated.

While there, Kay learned of the progress made by the Women's Union of Greece from Margaret Papandreou, wife of the Prime Minister and founding member of the Union, spoke with the Canadian Ambassador on Canada's response to the Cyprus situation and discussed Greece's policies regarding NATO and Nuclear Free Zones. She took with her the following letter to the Women's Union:

"The National Action Committee on the Status of Women sends warmest greetings and best wishes to the Women's Union of Greece.

We share your joy in celebrating the 10th anniversary of the restoration of democracy in your country and salute your determination to work for equality and justice for women and a peaceful world for our children."

GREECE THROUGH NEW EYES... a unique tour organized by The Women's Union of Greece. "We tour Greece and we stop at places where Greek Women have been struggling for centuries against injustice, tyranny, foreign occupation and for equality, liberty and human dignity... Tour starts June 17, 1984 through July 1.... For further information contact: Women's Union of Greece, 8 Ainianos Street, Athens, Greece, Tel. 82 34 937 T.T. 104.