
CREATING FAMILY-FRIENDLY WORKPLACES

WHAT UNIONS CAN DO

Did you know?

- *That a woman will spend more years looking after her elderly parents than she will caring for her children.*
 - *That a father has 1.75 hours more leisure hours a day than a mother.*
-

THE NEW RELATIONSHIP BETWEEN CANADIAN WORK PLACES AND FAMILIES

The most striking new reality of the Canadian workforce in this decade is that a large and growing proportion of workers are parents of young families.

- It takes families a lot more working hours to maintain their standard of living than it did twenty years ago. Most families do not have a choice about whether the adults work.
- 68% of women with a youngest child between 3 and 5, and 62% of women with a child under 3 were in the workforce in 1991. Over two thirds of these women are working full time.
- When adults are working, child care, elder care and coping with illness or disability, not to mention just keeping the household fed and clean, can become very stressful.

Workers, mostly women workers, find it harder and harder to juggle their home and work responsibilities.

- Women take more leave for family responsibilities than men. 32% of mothers in dual earner families say they experience high levels of conflict between their work and family responsibilities, compared to 23% of men in similar situations.

The pressures felt by individual workers are in part created by changes in our economic and social policy environment.

- Social services that might make caring work easier have been cut. For instance, 1.1 million children under 6 have parents who work: there are licensed full time spaces for only 333,000 children. Child care problems are three times more likely to affect mothers' productivity or workforce participation than men's.
- Jobs are more precarious, and workers are being pressured to reduce their demands.
- There are even pressures for women to leave the paid workforce and return to unpaid work at home.

These tensions do not improve the quality of work or family life. They affect relationships, job satisfaction, access to promotions and sometimes, concentration on the job.

We all pay if we don't recognize that workers have two jobs.

ARE THERE SOLUTIONS?

*The OCBCC is sponsoring a **SYMPOSIUM ON WORK AND FAMILY RESPONSIBILITIES**. In preparation for the SYMPOSIUM, the Coalition is collecting information about existing family - friendly provisions in legislation and innovative collective agreements across Canada and in a number of other countries. The SYMPOSIUM will equip union negotiators with the information they need to fight at the bargaining table for family-friendly workplaces. It will take place early in 1994.*

I am interested in more information about the
SYMPOSIUM ON WORK AND FAMILY RESPONSIBILITIES.

NAME

ADDRESS

PHONE HOME:

WORK:

FAX:

UNION

LOCAL

ARE YOU A MEMBER OF A BARGAINING COMMITTEE? Y N

IF YES, AT WHAT LEVEL? LOCAL __ REGIONAL __ PROVINCIAL __ NATIONAL __

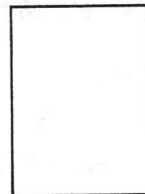


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