



ALBERTA STATUS OF WOMEN ACTION COMMITTEE

May 1986

Vol. 7 No. 4



photo by Sima Khorrami

Eighteen hours



BOARD MEETING MINUTES from the weekend meeting held in Edmonton, April 25 and 26, 1986.

- Present:** Frances Adams, Amanda Le Rougetel
Lisa Walter, Aura Rose, Cathy Bray, Teresa Warencya, Gerry Bailey, Janet Beebe, Eunice Olsen, Irene McRae
- Childcare:** Frances reported that the Edmonton Coalition for Quality Childcare is revamping its bylaws, and these will be presented to the AGM in the fall.
- Process Assessment:** Renate Shearer, our evaluator, presented her final report to the board. Excerpts will be printed in future newsletters, and the entire report will be available to all members. ASWAC is sad to see Renate go.
- Visitors:** Renate Shearer
- Assembly:** Eunice has looked at various locations in Red Deer, and one in Innisfail. Amanda and Frances will be looking in to the rearrangement of the business portion of the assembly.
- Advisory Council:** Amanda reported on the formation of an Ad Hoc group to deal with the weakly constituted council. We discussed the questionable status of the council, realizing that the act to establish the council had not received third reading before the election was called. Further action may take place after the election.
- Finances:** Our request for funds has gone forward to Secretary of State, with some cuts. There have been seven responses to Amanda's letter to Federal Alberta MP's regarding the Secretary of State women's Program (see last newsletter). Lisa will write follow up letters to the MP's who haven't responded, and replies to those who have responded. Judy the Bookkeeper will do a forecast, so that any shortfall prior to the receipt of Secretary of State funding will be unsurprising.
- Pay Equity:** Amanda reported on her successful workshop presentation to the Alberta Girls' Parliament, Frances also spoke to the women's committee of Alberta Culture. Representatives from ASWAC were to speak with the Human Rights Commission, and with labour minister Les Young in May regarding pay equity. As well, letters have been sent to various organizations requesting that they endorse our pay equity policy, as part of an educational and lobbying effort. Workshops have been planned for ASWAC members: in Edmonton on June 12th in the Women's Building, and in Calgary on June 6 at the American Women's Club. Any ASWAC members interested in becoming pay equity workshop leaders are encouraged to attend the June 12 session, as discussion about how to lead workshops will follow.
- Board Members:** We discussed the necessary expected, and actual work of board members this year. In the future it will be necessary to focus on recruiting members for the board well prior to the assembly if the selection process as implemented last year is to be effective.

at a glance

Regional Reps: Janet Beebe and Gerry Bailey have organized an all day meeting on June 21 in Westeros at Gerry's place for regional reps and prospective reps. There is a need for the reps to meet by themselves, in order to discuss how they can continue to facilitate grassroots organizing and contact with local members.

Mair Smith has resigned as a regional rep, but is planning to distribute a women's movement newsletter "Movement", which will report activities in Edmonton. ASWAC will become a contributing and subscribing group.

Election: Aura has prepared a handout identifying party positions on pay equity, childcare and the advisory council on the status of women. This pamphlet was distributed to members prior to the election.

UPCOMING BOARD MEETING

The next Board meeting will be held in CALGARY on June 6, 7 and 8th. We will be meeting in the lovely American Women's Club at 721-15 St. NW, Calgary. The Friday night session will consist of a workshop on PAY EQUITY starting at 7:30pm. If you are interested in attending this workshop - feel free to 'come on down'; if you would like to attend a portion of the Board meeting itself on the Saturday or Sunday, please call one of our Calgary Board or regional rep. members for information.



1985/86 ASWAC BOARD MEMBERS

FRANCES ADAMS	c/o ASWAC office
CATHY BRAY	#706-10135-Saskatchewan Drive, Edmonton, T6E 4Y9
LAVERA CREAMY	Box 1740, Hanna, T0J 1P0
AMANDA LE ROUGETEL	c/o ASWAC office
TERRI-ANNE MARCO	834 - 7 St. South, Lethbridge, T1J 2H6
IRENE McRAE	10928-115 Street, Edmonton, T5H 3L4
SUZAN MORGAN	6423 Laurentian Way SW, Calgary, T3E 5N2
EUNICE OLSEN	Box 124, Innisfail, T0M 1A0
AURA ROSE	9131-74 Avenue, Edmonton, T6E 1C9
LISA WALTER	9525-77 Avenue, Edmonton, T6C 0M3
MARTY WHITE SUN	Box 418, Hythe, T0H 0H1

1985/86 REGIONAL REPRESENTATIVES

GERRY BAILEY	RR 1, Westeros, T0C 2V0
JOAN WHITE CALF	5603-50 Avenue, Camrose, T4V 0T6
ROSEMARY TAYLOR	#3-806-2 Avenue NW, Calgary, T2N 0E5

NAC Conference

National Action Committee on the Status of Women Annual General Meeting: Ottawa, May 30 - June 2

NAC will be holding its annual general meeting the last weekend in May. The theme of the conference is "Organizing for Power: Making Things Happen in 1986".

ASWAC will be represented at the meeting by Amanda Le Rougetel who says she is looking forward to attending her first national women's conference.

Trudy Richardson, the current regional rep for Alberta/NWT on the NAC executive, has been nominated by ASWAC for one of the three vice-president positions open for election.

Rebecca Coulter, well known around the province for her work in developing a women's studies program at Athabasca University, has been nominated for the position of regional rep which Trudy will be vacating. ASWAC is proud to nominate Rebecca who will undoubtedly do a fine job representing Alberta and the NWT if elected.

Kathryn de Bree, delegate for the Newsmagazine for Alberta Women, will be running for a Member-At-Large position.

Norah McRae, representing Options for Women, will also be running for a Member-At-Large position. Unfortunately Norah is not able to attend the conference but will send a speech to be read in her absence by one of the Alberta delegates.

Any of the above listed women will be pleased to share information about the NAC conference and its proceedings upon their return to Alberta after June 2nd. Please feel free to contact them either through the ASWAC office or the organizations they are representing.

Amanda's report on the conference will be published in an issue of the Newsletter following her return.

FUTURE BOARD MEETINGS

July 25-27	Coronation
Sep 12-14	Grande Prairie
Oct 17-19	Edmonton
Nov 14-16	ANNUAL ASSEMBLY

DONATIONS

Since the last Newsletter we have received \$220.00 in donations. We offer the following generous women our heartfelt thanks:
C. Mears, L. Slattery, C.A. Nelson, K. Stefany, J. Ross, Kim Nelson, I. Challborn, D. Daniels, I. Jesswein and H. Raycheba.

News from the regions

North East: ★

Judy Moynihan in Fort McMurray has been very busy on behalf of ASWAC and the women's movement in general. She has been contact person for two research projects; attended the provincial Women's Centres Conference (she facilitated a workshop there as well); arranged a community consultation meeting with regard to Athabasca University's Women's Outreach Project; staffed an International Women's Day display table; continued networking with native women; and helped with election-related organizing. Judy is also, along with her local group Women of the North, running regular film nights, forming a local chapter of CARAL (with a municipal plebiscite on a hospital abortion committee in the works) and planning a needs assessment for their planned women's resource centre. If only we were all so active!

Edmonton: ★

Mair Smith has resigned her position as North Edmonton regional rep due to other priorities. She does, however, report plans to produce a networking newsletter for women's groups in Edmonton called "Movement". For more details, contact Mair at 479-0623.

West Central: ★

Gerry Bailey spent from December to mid-March travelling in Asia as well as being an ASWAC rep; she is now a member of "Concerned Women of the Philippines". Upon her return to Alberta, Gerry quickly got into the swing of things, attending meetings of various groups in her area and raising ASWAC concerns at every opportunity. Plans are underway to start a study group in Gerry's district with interested women from Breton, Winfield, Rimbey and Westrose. The regional rep meeting on the June 21st weekend will be at Gerry's farm - anyone interested in being a regional rep is invited to attend. Gerry attended the April 25/26 board meeting held in Edmonton and says she is "still walking on air... [she] was astounded, delighted, amazed by the commitment, zeal, ability, perspicacity, energy and warmth of the members. [She] left the meeting inspired, exhausted & much more knowledgeable."

Calgary: ★

Rosemary Taylor has been active in Calgary, contacting childcare resource people, acting as a local contact for ASWAC, and representing ASWAC at a number of events including the "Women and the Law in Alberta" reception, an Oxfam reception, a film showing of "Killing Us Softly" and Fort Calgary's Mother's Day activities.

East Central: ★

Joan White Calf and Janet Beebe, both of Camrose, are now sharing regional rep duties for East Central Alberta. Activities to date have been on a small scale: attendance at a Red Deer Status of Women meeting in January, a second Central Region members meeting in February, an unsuccessful attempt to organize a Take Back The Night march on International Women's Day, a meeting with the West Central regional rep, attendance at the Camrose Women's Shelter annual general meeting in April, and at the election forum in Camrose in May. Joan has received a number of phone calls both from ASWAC members and others in regard to women's issues and has been active in distributing ASWAC newsletters and brochures.

Regional Rep meeting

A meeting of the regional reps will take place on the weekend of June 20-22nd at Gerry Bailey's farm in Westrose. Board members, staff and of course the regional reps will gather together to discuss their work, events that have taken place, hopes, wishes and dreams. As this is the first year that ASWAC has had regional reps, the weekend will provide the opportunity to all those present to discuss and evaluate the situation so far and maybe plan a little for the next year which is so rapidly approaching!



JUDY MOYNIHAN, regional rep for the NorthEast region, has resigned from this position due to overwhelming commitments. Her letter of resignation is printed below.

Dear Women,

I am writing to resign from my official position of regional representative for the north-east. So, I will continue to be the unofficial ASWAC rep with no guilt (self-imposed) attached to it. It is with much regret that I resign - but, try as I might, I have not been able to create an 8-day week with 36 hours in a day!

I could list all the things that I am involved in - we can all do that - but I'm not much of a list

maker. I find lists are usually endless and therefore depressing. Suffice it to say that I have to set priorities, and having ASWAC as something I do separately from the other things doesn't fit.

I missed the first meeting of regional reps and I don't think I can make the one planned in June. So, to my mind, I'm not able to fulfill the mandate of a rep. This feels much more honest - both to you and to me. I have the feeling that I've definitely taken on too much to do it all well. "Being busy" is not necessarily getting a lot accomplished - and I'm feeling spaced out from all the busyness. I need to do less and I want to do it better.

I will, of course, continue to be closely connected to ASWAC. I will still badger women to join, I will distribute Newsletters, pamphlets etc. But at this time, my energy will have a predominantly local focus - hopefully with a global consciousness.

I hope the regional rep meeting is a good one; I'll be there in spirit.
Love,
Judy M.



Women and the political system

Lethbridge, Alberta
Where the men are men, and the
women are ... persons

On May 5, ASWAC (Lethbridge) and the Public Library co-sponsored an all-candidates forum on women's issues -- er, I mean "people's" issues . . .

It was a well attended forum with seven out of eight candidates and 110 people in the audience. Even the elusive Dick Johnston, all but invisible Minister for the Status of Women, deigned to attend.

"In the last three or four years, the so-called women's issues have become an important item on every government's agenda", said Johnston in his opening statement. It was unfortunate that no one questioned Johnston as to why, if he takes these issues so seriously, no mention of his portfolio as Minister for the Status of Women was made on his campaign literature.

Members of ASWAC (Leth.) went to great lengths to get Johnston to attend. The Edmonton Journal was also interested enough to enquire about his intentions. At the last minute, never having confirmed, he did manage to "show up".

The forum was chaired by Sean Kubara, a local lawyer. She gave each candidate five minutes to present their party's stand on such issues as pay equity, childcare and the new Women's Advisory Council.

John Gogo (now re-elected MLA for Leth West) told us "we should be looking at people as people, not as sexes" and that "... we ought to be dealing with the family, not individuals". He did not specify, and therefore his opening statement was mercifully short, but he emphasized that "there are some fundamental programs we should be looking at if we believe in families."

Nora Galinoski of the Confederation of Regions party speculated that the forum was so well attended because a power outage on the West side precluded watching the hockey game. Not that she took the issues lightly, no ma'am, "I understand what you women want",

Nora proclaimed, and informed us that COR wanted equality for all people.

John Boras, Liberal candidate for Leth East, told the women in the audience "You ought to go in there and fight and I'm all behind you." His attitude was somewhat fatherly. Thanks, Dad! While Boras seemed to have a fair idea of the problems women face in the workforce, and outside of it, his manner was patronizing.

The New Democrat candidate for Leth East, Sylvia Campbell, warned those present that "women in Alberta are not equal and they have had enough". She gave examples of inequities perpetuated by the Conservative government; she expressed concern that the new Women's Advisory Council would not represent women's organizations in the province, and she bought an ASWAC membership after the forum.

Ed Webkking, New Democrat candidate for Leth West, dealt further with the ways in which the Conservative government has created an atmosphere not at all positive in the area of women's issues. "The government pays lip-service to these issues but in almost every meaningful way, in Alberta, the best person for the job happened to be a white anglo-saxon male" and he argued for an affirmative action program in both public and private sectors.

The Representative candidate, Doug Pitt told the audience that this is the 70th anniversary of women's right to vote, and that women have more to contribute than just a vote. He lauded ASWAC and urged the audience to get involved in

the political process, and in so doing, make the government change unfair policies.

The question period could have been more stimulating, but the ASWAC contingent in the audience became suddenly intimidated by the dazzling rhetoric displayed by the hopeful MLA's, and missed any really specific nuts-and-bolts challenges. We'll practice for next time...

The final question of the evening, asked of all candidates, was whether they would support a verifiable nuclear arms reduction. Boras, Campbell and Webkking answered with an unquestionable "yes", while the other candidates gave definite "maybes" at more or less length.

Taken in all, the forum was successful. We were given an opportunity to discuss with candidates issues they rarely address in other forums, and we demonstrated that issues such as pay equity, childcare, counselling/support services and affirmative action programs are serious issues and need to be dealt with in a meaningful, pro-active manner.

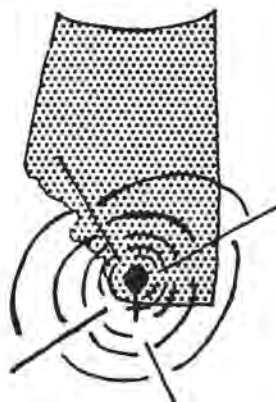
Erin Graham

And now . . . there are ten!

Women made history in Alberta on May 8th -- ten women were elected to the Legislature: six Progressive Conservatives, three New Democrats and one Liberal

This is certainly something to be celebrated! Women hold four more seats than in any previous Alberta legislature. These MLAs will hold some very important positions; Connie Osterman and Nancy Betkowski (both with the PCs) are likely to be in the Cabinet. Osterman held the Social Services and Community Health portfolio prior to the election and Betkowski is one of only four

continued on page 6



Women's Advisory Council

Men again

The Alberta Advisory Council on Women's Issues continues to make news. Friday May 16th was the deadline for applications for membership on the Council. Margaret Leahey, chairperson of the Council, marked this day by talking to the press about how she is looking for "a very strong male" (Edmonton Journal, May 16, '86) to sit on the Council. "I'd like to have a very strong male, a key decision-maker from the private sector. I want someone who has a lot of influence over women's lives, a major employer ... Just one strong male would be fine", she is quoted as saying. Adding "I want to work with men, I don't want to work against them."

These kinds of comments do nothing to alleviate the concerns many of us have with the focus and the chairperson of the Council.

The Provincial Committee for an Alberta Advisory Council on Women's Affairs has asked applicants to the Council to reconsider their application.

This province needs a strong and independent Women's Council; we will have to lobby our newly elected MLAs hard in order for Bill 7, the Women's Secretariat Act, to be amended (before it receives final passage in the Legislature) to provide for the autonomous Council Alberta women have been lobbying for for so long.

Diversity essential

The following letter was sent to Margaret Leahey, chairperson of the Advisory Council on Women's Issues, Premier Don Getty, Minister for the Status of Women, Dick Johnston (or possible replacement), Sheila Wynn, Director of the Women's Secretariat and Pam Barrett, NDP MLA:

"While the Alberta Status of Women Action Committee has not nominated individual women for membership on the Advisory Council, we would like to urge those people making the selections to bear the following things in mind:

not all Alberta women are
married
mothers
white
middle class
heterosexual;

many Alberta women are
poor
single
single mothers
divorced
widowed
native
members on an ethnic
minority

"Remember also that women make up 41% of the workforce in Alberta yet earn only 52 cents for every dollar earned by men. Do not forget that there are, of course, Alberta women who are able to stay at home and raise their children full-time. Remember that young, middle-aged and older women live in Alberta.

Hotline

Use your local Rite line to call the Edmonton office of the Alberta Advisory Council on Women's Issues, or call collect. The number is

422 - 0668.

Make your views on women's issues known to the chairperson of the Council. The address of the office is: Suite 1004 Highfield Place 10010 -106 Street EDMONTON, Alberta T5J 3L8

Cocktails

THE EDMONTON WOMEN'S NETWORK is sponsoring a cocktail party with MARGARET LEAHEY as the main guest.

The event will take place on Friday June 13, 1986 from 4:30pm - 7:00pm, with Margaret making a short speech between 5:30 and 6:00pm sometime.

The location of this gathering will be La Mama Bistro/Dorchester Pub, 10238 - 104 Street, Edmonton. This is a no-host bar, no cover charge event ... come and meet Margaret over a cocktail!

Confirm your attendance with Debi Stone (421-6217 day, 465-7713 pm) or Elizabeth Krywolt (427-8301 day, 482-4473 pm).

When women are chosen to be members of the Council, bear in mind the diversity of issues needing to be addressed by the Council. Above all, we urge the selection committee to recognize the need for members of the Council to understand that freedom of choice on all issues is the key to liberation for both women and men in our society.

And now there are ten! continued from p. 5

Edmonton PCs to hold a seat. Pam Barrett (New Democrat) has recently been appointed the New Democrats' House Leader, Ray Martin's second in command. She will be responsible for developing strategy in the Legislature as well as acting as leader during Martin's absences. The three other women who hold opposition seats will act as critics for a variety of Cabinet portfolios. The importance of their roles is accentuated by the fact that the Opposition remains relatively small.

It's a good start! Ten women in the Legislature should:

- *raise the concept of women's issues more frequently and more powerfully than in previous sittings of the House
- *create more media coverage and potentially educate more people about the situation of women in our society and
- *provide more role models for all women who have, are or may consider entering politics (in one form or another).

This will assist us in our role as lobbyists for change. It is a

good first step. We now should be publicly demanding more action, lobbying actively in the political arena and encouraging more women to run for office next time.

The political process is one of the ways changes can be made in our society. It is therefore essential for more feminist women to become more involved in this area. This can be behind the scenes as researchers, advisors and active supporters or directly, by running for office.

by Aura Rose

Five pages of "Hogwash"

The following article, "Pay Equity: The True Value of Women's Work", was written by Amanda LeRougetel, Frances Adams and Lisa Walter, all ASWAC Board members, for presentation to the Alberta Human Rights Commission on May 7th. We decided to publish it in its entirety to give our members as much information on this issue as possible. We would appreciate your feedback on the contents of the brief and our organizing efforts for pay equity in Alberta.

We are here today to discuss the issue of PAY EQUITY (also known as equal pay for work of equal value) and make a three-part presentation which will be divided into the following portions:

- a) a description and analysis of currently existing provincial legislation concerning equal pay
- b) a description and analysis of the issue of equal pay for work of equal value
- c) a discussion of models of implementation of pay equity legislation currently in place across the country

We would welcome discussion and questions at the close of our presentation.

I [Amanda] would like to begin my portion of the presentation with two statements about women and work, the larger issue into which any discussion of pay equity must be placed:

The ever increasing wage differential between the average earnings of men and women workers graphically expresses the power imbalance between the sexes in our society. We do not compete as equals in the job market. And perhaps nothing else keeps women so "in our place" as a lack of access to a decent income. (Patricia Davitt, Still Ain't Satisfied, p. 195)

What is women's work? Women continue to be in low status, often part-time jobs, without associated benefits and with low wage rates. We continue to do the invisible, unpaid work in the home ... We need to continue to question the value of the work we do, and who benefits from our labour. Perhaps, though, the first step for feminists is to ensure that all work that women do ... is given the validation it deserves. (Sweeping Statements, p. 51)

And that is what we are here to do today - to discuss a system which would provide validation or appropriate value to those jobs

done mostly by women which are currently undervalued and underpaid.

The notion of equal pay is not a new one; back as far as 1919, the Federated Women's Institutes of Canada, headed by well-known Emily Murphy, passed a motion endorsing equal pay for equal work, an idea that took Alberta until 1972 to entrench in legislation in the Individual Rights Protection Act (IRPA). As you will know, this Act has since been amended to provide equal pay for similar or substantially similar work; it is in paragraph 5, sections 1 and 2 that the details are outlined. And while this provision might seem to do away with the need for further modifications to ensure equal pay, in fact this legislation has had very little impact on the wage gap in Alberta to date.

This province has the highest participation rate of women in the labour force of any province in Canada: women make up 41% of the work force, yet 33.4% of these working women earn their living in clerical occupations, while 27.5% are in sales and service oriented work. These areas are traditionally seen as being women's work and feminists have come to define them as female job ghettos. 1984 national statistics indicate that for every dollar a full-time male employee earned, a full-time female employee earned about 64 cents. In Alberta, it is calculated, by including full and part time workers, that women earn 52.2 cents for every dollar that men earn.

This wage inequity stems largely from the fact that women and men do different kinds of work.

Alberta's farm and oil industry workers are higher profile and thought of as being important indeed the very backbone of the province -- these workers tend to be male; the office workers and the service industry workers to not have the same or even similar status or respect and these workers tend to be female.

The equal pay for similar or substantially similar work legislation that we have in Alberta does not begin to address and counteract the basis of the wage gap that exists between men and women in this province. The facts as I have presented them draw a frighteningly clear picture of the discrimination experienced by women in the Canadian and the Alberta workplace. A body such as the Alberta Human Rights Commission has its work cut out for it given the Commission's mandate to ensure equality of treatment to all.

In reading the Commission's final report for the 1984/85 year, we noted the number of public education officers working to promote the work and the role of the Commission and to educate the general public about the operations of the Commission had been increased from a mere 2 to an inadequate 4; we were surprised to see a decrease in the number of complaints dealt with by the Commission in the 84/85 year, 315 down from 328 in the 1983/84 year. Of greater surprise still to us is the fact that in the 1984/85 year, the Commission dealt with only one complaint about equal pay while in the 83/84 year, 5 were dealt with. We have women walking into our office off the street with complaints of inequitable



“To argue, as some have, that we cannot

treatment in the workplace. Only two weeks ago a woman contacted us in response to an article that had appeared in the Edmonton Journal - a woman who though she was alone in her battle for equal pay until she read about the Alberta Status of Women Action Committee's work on this issue. The need for vastly increased public education concerning the Commission's role and mandate is evident; we see the Alberta Human Rights Commission as being a governmental body whose duty it is to lead the way not only with education but with proactive initiatives and recommendations.

Not only do we urge the Commission to increase its public education work on the issue of pay equity by, for example, developing a special portable workshop on the issue similar to the one developed on sexual harassment, but we also would urge the Commission to amend its complaint procedures. By requiring an individual to sign a complaint form before action can be taken on the complaint, the Commission puts the onus on the individual complainant to shoulder the burden of the discrimination in question. We wonder why the Commission accepts neither third-party complaints nor sees its role as being to

initiate complaints on behalf of an individual or group. The current individualistic approach to counteracting discrimination and discriminatory practices leads to solutions and compensation being meted out on an individual basis. This is neither the most cost efficient nor the most effective way to fight systemic discrimination which is what currently existing pay inequity is in our society.

Allow me to conclude my portion of the presentation in the same way I began, with two relevant quotations:

The flour merchant, the house builder, and the post-man charge us no less on account of our sex; but when we endeavour to earn money to pay all these, then indeed we find the difference. (Lucy Stone, 1855)

I used to work in the fields and bind the grain, keeping up with the cradler; but men doing no more, got twice as much pay ... We do as much, we eat as much, we want as much. (Sojourner Truth, 1867)

ASWAC's goal is to see mandatory and complaint-initiated pay equity legislation passed in the provincial legislature for both public and private sector workers.

The greatest single indicator of a person's income is gender; it is not education, training or experience. Women working full-time in Alberta earn 65% of male earnings primarily because we are women and because so many of us are doing traditional women's work, undervalued and underpaid. Pay equity is a system which bases wages on the value of the work performed regardless of the gender of the worker. Women performing jobs of equal value to those performed by men, in the same establishment, using the composite criteria of skill, effort, responsibility and working conditions will be entitled to receive equal pay. There are, at present, several job evaluation schemes that incorporate these criteria and eliminate much of the sex bias that has been responsible for 15-20% of the wage gap between men and women.

In January of 1980, more than six years ago, ASWAC and a number of other women's groups sat down with the Alberta Human Rights Commission to discuss equal pay for work of equal value. We were told, at that time, that while the Commission agreed in principle with the concept of pay equity, you believed that the arguments against it were too powerful and would prevent its implementation in Alberta. Those arguments were:

Human Rights

Election week was a busy one for ASWAC board members with a presentation to the Alberta Human Rights Commission and a meeting (see separate article) with Les Young, provincial Minister of Labour. Both meetings occurred at the request of ASWAC for the purpose of discussing pay equity. (We have been waiting for two months for a response to a request for a meeting with Dick Johnston.) Lisa Walter, Amanda Le Rougetel and Frances Adams represented ASWAC at both affairs and co-wrote the brief to the Commission. Stanley Scudder, recently appointed Commission Chairperson, made it clear that no formal position would be taken on this issue in the near future. In response to our questions, he said that former positions on the issue, includ-

Commission

ing a qualified 'support in principle' in 1980 and, more recently, outright opposition from former Chairperson, Marlene Antonio, we just that: former positions. What future directions would be taken depended on the outcome of the election and who the next Minister of Labour would be. Mr. Scudder stated. Comments from Commissioners and staff included "I think women are their own worst enemy", "Women will not be hired if employers are forced to increase their wages" and "You'll never get anywhere concentrating on gender". While we felt definite interest and support from a few of the Commissioners, given Mr. Scudder's statement it seems that the Commission will not rock the boat by making recommendations that are unfavourable to the government.

- .the concept cannot be measured or defined
- .the guidelines for Section 11 of the Canadian Human Rights Act were vague, incomplete and inapplicable
- .the concept goes against the free market system
- .it is an impingement on the rights of employers
- .it is generally opposed by and will be fought against by the business community as too expensive and unworkable
- .women are responsible for accepting jobs that require little education and that are not unionized

The arguments against pay equity have changed very little in this time span but with the experience of other jurisdictions and the continuing wage gap, they are more easily refuted.

Lets take a look at the Commission's arguments in 1980:

afford the cost of equal pay is to imply that

'The Concept Cannot Be Measured or Defined.'

Pay equity has been measured, defined and successfully implemented in eleven West European countries, Australia, New Zealand and 16 U.S. States. The Canadian Human Rights Commission has ordered \$18 million in settlements since implementing pay equity in 1978. Manitoba is currently implementing mandatory pay equity, Quebec has legislation for both the private and public sector and Ontario is in the process of developing their preferred method of implementation. The concept has been measured and defined and implemented in a variety of ways, some of which Lisa will be addressing her section.

'The Guidelines for Section 11 of the Canadian Human Rights Act were Vague, Incomplete and Inapplicable.'

As I mentioned before, the CHRC has ordered \$18 million in pay equity settlements in the past eight years. The federal Commission's guidelines have been clarified since that time and, as we understand, they are undergoing further revision.

'The Concept Goes Against the Free Market System.'

This argument would preclude grants, loans and tax credits to oil companies, farmers, pulp and paper mills and small business. It would also preclude minimum wage laws and other guaranteed protections for workers that are readily accepted by all but the most right wing Albertans. The free market argument is only used when greater profits may be hindered, not when they are guaranteed or inflated by government policies.

'It is an Impingement on the Rights of Employers.'

Employers do not have absolute rights. Pay equity would not entail the government establishing wage or salary rates, contrary to what some politicians would have us believe. Employers would be required to pay women equitably as compared to his or her other employees. Pay rates would still vary between businesses or organizations.

'It is Generally Opposed By and Will be Fought Against by the Business Community as Too Expensive and Unworkable.'

The Commission exists to protect human rights, not to second guess or represent the business community. There exists, in the business community, opponents to all forms of human rights legislation yet we, as a society, have decided that discrimination is unjust.

On the issue of costs to employers, we do have some answers. In Minnesota, for example, a ceiling of 4% of affected employers' 4 year total budgets was set as the maximum expense required to implement pay equity. The outcome was that employers came in under that margin, at 3.7%. Manitoba is using the same ceiling. Research is required to forecast the potential cost to small businesses which have not yet been affected by pay equity legislation that has, in most jurisdictions, only been required for the public sector. Perhaps the AHRC could recommend that this research be conducted by the Alberta Government.

'Women are Responsible for Accepting Jobs that Require Little Education and that are not Unionized.'

If I [Frances] start to foam at the mouth, you'll understand how angry this argument makes me. It was not very long ago that women were prevented from taking up 'male' occupations. Help Wanted ads were very clearly categorized 'Help Wanted Male' and 'Help Wanted Female' until only a few years ago. It is still very difficult for women to push their way into what we call 'non-traditional' occupations. Even in the training programs women experience a great deal of sexism and sometimes, outright hostility. Looking at this argument in another way, women in traditional female occupations are earning relatively low wages because we are women, not because our work is not skilled or not important or not essential. The image of women working for 'Christmas money', women as 'cakewinners' while men are 'breadwinners' has not changed a great deal from biblical times when women's work

Tales of frustration

Have you ever considered that pay equity is a "seductive term" or that it is "one of these cyclical themes that come up in human rights activists' circles"? It was insights such as these that we gleaned from our meeting with Les Young, Minister of Labour, the afternoon following the election.

Amanda Le Rougetel, Lisa Walter and I represented ASWAC and began the meeting by stating our goal of mandatory pay equity for the public and private sectors. We acknowledged Mr. Young's opposition to pay equity throughout his years as Labour Minister and asked whether his position had altered in any way. It has not. About the only item we agreed on is that pay equity will not solve all the economic problems facing women. Young thought our agreement was an acknowledgement of inherent pitfalls in pay equity legislation, whereas we stated that pay equity, like any other legislation, would not be a panacea but definitely a major step forward.

While Young was adamant in his

opposition to pay equity, he offered no solutions of his own. He pointed out that Alberta had been in the forefront of equal pay for equal work legislation in the seventies, far ahead of federal or other provincial human rights bodies. Unfortunately, Alberta has not kept pace, particularly in dealing with systemic discrimination. He further stated that equal opportunity and pay equity cannot co-exist and he thought we should be researching why women go into low-paying jobs. Obviously Young does not understand or more likely refuses to accept that "women's jobs" are underpaid because they're performed by women.

The meeting was not terribly productive, although Young did take notes from our brief discussion about the Women's Advisory Council. Young may not be Minister of Labour for much longer but, nonetheless, his obstinence made it clear to us how hard we have to work to achieve pay equity in Alberta.

Frances Adams

women have a duty to be paid less until

was deemed to be worth 30 shekels and men's work worth 50 shekels. Certainly we don't deny the fact that women need to look beyond traditional women's work and seek careers in all occupations but to lay the blame at our door is unfair. Everywhere I go, I meet older women who worked as nurses or teachers if they had careers. These were the only careers open to them. I am a young woman but up until the age of 13 or so, everyone asked me "What are you going to be when you grow up - a nurse or a teacher?". It was only a few months ago that a representative from the Red Deer Chamber of Commerce told the federal task force on unemployment insurance that women are taking jobs away from people. I could go on and on...

We are uncertain as to the Commission's current position on pay equity. If you believe, as Marlene Antonio put it, that pay equity is hogwash, then we have an unbridgeable chasm between us. If, as in 1980, you support pay equity legislation in principle, then we urge you to take the extra step and play an active role in our achieving this legislation for the women of Alberta.

What are the essential components of good legislation? What are the critical parts of definition and enforcement that need to be addressed? The following elements represent a good starting point for decision-makers and other involved in the deliberation of policy; it may not be a complete list of the elements and it is certainly not the last word on any of the issues presented. It is, rather, a first round enumeration of the issues with

enough description to make clear the intent and use of each element.

1. Concept of Value as Key. Legislation must clearly articulate that remuneration must be evaluated against the value of the work performed for the employer, and that comparisons between workers to establish the equality of remuneration must be based on a system which measures the value of the work. We must move from restricting comparisons to the same or similar work to measuring different jobs on the basis of value.

2. Separate Agency/Unit for Delivery. The job of monitoring and implementing legislation to cover pay equity is a hybrid of functions now assigned to two provincial agencies and as such we believe that it is important to establish an office or group of workers outside either of the existing agencies (Labour Standards Branch and the Commission). We would recommend that the agency assigned responsibility for pay equity legislation operate separately from existing agencies in order that it can develop an effective approach to the information and adjudication of this legislation. At the federal level, this model of delivery exists within the separate unit of CHRC and the new legislation in Manitoba and proposed for Ontario creates new agencies.

3. Definition of 'Establishment'. Comparisons can only be made across a single establishment but how the establishment is defined can be an important element. We would advocate a definition that provides for the same establish-

ment to be considered across locations, across shops where possible and across provinces as well. Generally, we would like the legislation to define employers in such a way as to prohibit the employers from avoiding the purpose of pay equity.

4. Definition of 'Gender Predominance'. Legislation in other jurisdictions gives us different examples of this needed definition, generally in the form of a percentage figure. The problem is that where the number of total employees in a group ranges from very few to many the use of percentage cutoffs creates different impacts. Also, the use of a static percentage figure does not allow for consideration of historic or transitional patterns. For example, an occupation may be 'male dominated' for the first years of its existence and then change over time with technological innovation or changing trends in the labour market. Hence, the remuneration offered may be influenced not only by which gender now dominates the occupation but who has historically been dominant.

5. Size of Firm. The firms over whom the province has jurisdiction vary in size but a great number of them are small-some having as few as 10 employees. We also know that a good number of women work in small firms (more than 1/3 of the women in Ontario's labour market). We would advocate that all firms in the provincial jurisdiction be held in compliance, that there be no minimum number of employees established for the legislation.

Closing the wage gap

we recommend
Sima Khorrami

freelance photographer
468-4822

other financial priorities are accomodated.

6. Compulsory Compliance with Penalties. Voluntary programs for pay equity do not result in changes for women in the labour market. Among employers, there is some conviction that pay equity means changes to their policy that would create administrative inconvenience and additional costs. Employers historically have not advocated or complied with programs seeking to adjust the way business is done and we do not expect that pay equity would be different. We would recommend that the employers be held liable for retroactive settlement to the date the legislation is passed, and that, further, penalties are provided for in the legislation to ensure compliance.

7. Complaint Component. We favour the Ontario proposal that allows for action to be initiated by complaints as well as investigation by the agency of government charged with enforcement. Especially in the longer life of such legislation, the provision for individual initiation will ensure continuing compliance.

8. Both Public and Private Sectors Should be Covered. While we believe that the public sector should be a model for just and equal employment measures in the labour market, we believe the responsibility for unprejudiced employment practices also rests with the private sector. Where public sectors are primarily covered through union contracts, there is some room already for redress of inequitable wage offerings, but in much of the private sector, especially the small business sector, there is not in place a system for redress. Therefore, we consider it imperative that legislation be applied to both sectors if women's working lives are to be improved.

9. A Variety of Evaluative Systems. In evaluating the value inherent in different positions, different systems of according values to criteria have been used successfully. There is good reason to permit employers and the enforcement agency to use a system that works best for the particular comparison, and we do not feel

there is significant variance in results.

10. No Wage Reductions. We believe the legislation should preclude employers implementing widespread wage reductions for persons in positions or occupations that are evaluated to determine comparative value. This means that when comparing the earnings of two groups of employees the wage adjustment may not be accomplished by devaluing one group to achieve parity with another group whose work is seen to be of the same value.

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(Work) Shopping for value

Pay equity workshops were held in Grande Prairie and Peace River at the end of April. They were the first of four public sessions that ASWAC is conducting with the Canadian Human Rights Commission. The latter two workshops were scheduled for mid-May in Red Deer and Lethbridge but had to be postponed due to the blizzard and power failures. Barbara Richardson, Public Programs Officer for the CHRC outlined the definition of pay equity, the reasons why we need it and the role of the federal commission. Frances Adams addressed the specific economic and political context for women in Alberta, ASWAC's goals and work to date, and strategies for achieving pay equity.

We found that many people attending the workshops had a basic understanding of pay equity as differentiated from equal pay for equal work but many did not

know that comparisons between male and female jobs will be limited to comparisons within the same establishment or firm with the value being determined as value to the employer, not society.

Other workshops have been conducted by ASWAC Board members for the 'All Girls Parliament' (Girl Guides and CGIT), the Calgary YWCA Women's Centre, Alberta Culture staff and Lethbridge ASWAC members. Further workshops are planned for various parts of the province and more invitations to speak are welcomed. Workshops designed for members who want to assist with our public education campaign are scheduled for Calgary on June 6th, American Women's Club at 7:30 p.m. and in Edmonton at the Women's Building on June 12th, 7 p.m.



ASWAC gets good review

What follows is reprinted from pages 33-35 of the PROCESS ASSESSMENT done by Renate Shearer between January and April of 1986. The review is the culmination of three years worth of negotiations between ASWAC and Secretary of State around the review of both organizations. Renate lives in Vancouver and spent the 3 months of the review process flying between there and Edmonton and then bussing around the rest of the province interviewing women and women's groups about their perceptions of and interactions with ASWAC and the Secretary of State department.

The excerpt below consists of the written analysis of the demographic data collected from the questionnaire which was sent out to all Alberta ASWAC members in February of this year.

1. The return rate for the questionnaire was significantly high. Our expectation was for between 6 and 10%. The actual return was 38.9%. This indicates to me a great commitment to the organization. Those who are cynical can interpret this as a result of the evaluation; however, even if this is the a factor, the return indicates that a significant number of ASWAC members are concerned enough for the organization to answer the questionnaire and return it even though there was no self-addressed stamped envelope.

2. ASWAC members range in age from 81 to 18 years of age. 37 of them are over the age of 60; predicatably the largest number are in their 20's. This would indicate that ASWAC members are all ages.

3. As expected the majority of ASWAC members are Canadians, however, there is also representation from individuals from all over the world.

4. Immigration data does not tell us much except that it coincides with general immigration patterns of the country, that there is a significant post-WW II immigration and during the period 1960 to 1980.

5. The education level of ASWAC members appears to be high. This may be ... due to the fact that persons with higher education tend to respond to questionnaires. It also may mean that persons with higher education tend to have the time to become involved in movements, while other women are struggling with survival.

6. As expected the majority of responses came from urban areas, particularly Edmonton. This may be a result of the office being in Edmonton, it may also mean that it is easier to be involved with women's iddues in a larger city than in a small rural community.

The definition of urban and rural was not consistent from the respondents, therefore this section has virtually no meaning. It is significant however, that responses came from all over the Province, indicating that ASWAC is not just an urban phenomenon. To underline this, a number of respondents from rural and farm communities, indicated that ASWAC was their only contact with other women who had similar concerns.

7. The majority of members became interested in women's issues during the 1960's and 1970's. However, a significant number have been involved long before (Surprise, the women's movement did not begin in 1960).

8. Economic issues, violence, choice, and life in general were the major issues which began women's involvement in the "movement". It cannot be ignored that some members have been involved for such a long time that their involvement came through the suffragette movement.

9. Economic issues, violence, choice and child care are the major issues affecting women today.

10. The respondents include members ranging from new members to ten years or more.

11. Involvement varies from active and involved in many activities, to only purchasing a membership in the organization. What should be noted is the high number of Newsletter readers, and the notation that 34 members indicated that they were unable to have greater involvement for health, career or family responsibilities.

12. Lobbying is considered the most important work for ASWAC. This must be considered, however, in relationship to other areas of work. 90% of those who agreed

with lobbying as a major focus also included education, media or information. There was general consensus that lobbying should not be done in isolation from other work.

PERCEPTIONS OF ASWAC

"ASWAC is the 'mother'. It has the experience which new groups such as ours lack. It is there for us to turn to for help and information."

"ASWAC is the umbrella"
"ASWAC is our source of information"

"ASWAC is the feminist voice in Alberta"

"ASWAC is the cutting edge, it pushes other women to understand issues"

"ASWAC takes the risks"

"ASWAC gives us the nudge we need to do the work in our community"

"ASWAC is our resource"

"ASWAC is an educational organization"

"ASWAC is a political organization"

ASWAC is the network for women"

"ASWAC should be more mainstream"

"ASWAC doesn't push hard enough"

"ASWAC should do more research, be more exact in their responses"

"ASWAC is the media voice in our rural community"

"They inform me--I look forward to the newsletter"

"They don't give members enough information"

"They make me feel like I'm not alone"

"As the lone feminist in a small community, they make me feel like I have support"

"They have been too low key, we don't hear about them anymore"

"THEY ARE THE FLY WHICH BUGS THE ELEPHANT"

Motherhood: feminist issue

It's time to come out of the closet: motherhood is a feminist issue. Often, because of the media attention which is given to feminist issues such as pay equity and reproductive choice, it is forgotten that feminists have always voiced the needs of mothers who work solely in the home. Spokespeople for the neophyte "pro-family" movement would have the public believe that feminists are against women who are able to work solely in the home, unwaged, while married to a wage-earner. However, there is much evidence to the contrary.

For instance, the National Action Committee on the Status of Women (NAC), a democratic, umbrella organization for women across Canada has many policies concerning motherhood. Some examples, summarized by Margrit Eichler in her recent publication "The Pro-Family Movement: Are They For or Against Families?" are:

a) Rights of Mothers
NAC endorses the right to acquire citizenship for alien wives and husbands of Canadian citizens, the ability of mothers to transfer citizenship to children born outside the country, the ability of mothers to apply for citizenship for minor children, to transfer citizenship to an adopted child, and to apply for admission to Canada (Eichler p. 5).

b) Marriage and the status of the wife
Resolutions have called for governments to remedy the inequities in existing matrimonial and property laws, to make sure that contributions in the form of services, prudent management, and care of the home and family are assessed. NAC and feminists in general support the recognition of the partnership between husband and wife. They demand that the unpaid work which the wife performs in the home be recognized.

c) Maternity, Paternity, Pregnancy and Adoption
NAC has recommended that pregnant women be eligible for

regular or maternity benefits upon unemployment regardless of the timing of pregnancy, and that the two week waiting period required of nonpregnant unemployed persons before receiving benefits is inappropriate in maternity leave situations. NAC has underscored the fact that there is a need for a comprehensive maternity leave scheme which is flexible and protects pension, security and fringe benefits. Such changes help to allow women to choose to work solely in the home, caring for their families

d) Introducing Housewives into the CPP, credit splitting and opting out provisions
NAC's 1982 resolution: That the Canadian pension system be reformed in the following ways:
. . .to include all homemakers (whether or not they have young children) in the Canada and Quebec pension plans if the homemaker is taking care of a child less than seven or a dependant disabled family member: this inclusion should be subsidized by all participants to the C/QPPs. If there are no young children or dependant disabled family members, this should be paid for by the homemakers spouse. . . .

Feminists have worked very hard to improve conditions

for the wife, housewife and mother in Canada. This years' ASWAC board remains concerned with mothers in the home. We focus on pay equity because all women should have the choice to work for a fair wage in the paid labour force or in the home. Quality daycare (our second major focus this year) provides back up assistance to any childcarer, regardless of her circumstances. More importantly, good childcare can enhance children's development through group socialization, which all children need.

Do you have any specific concerns related to mothers who work solely in the home? Perhaps a discussion or action group on this issue needs to be formed. Perhaps some briefs need to be written. What else has to be done? Please send any comments or suggestions about how ASWAC could support mothers who work solely in the home. to Cathy Bray c/o ASWAC.

Motherhood is a feminist issue.

Eichler's pamphlet is obtainable from CRIAW, 151 Stater St. #408, Ottawa Ont. K1P 5H3

Knowledgeable women earn contract

Mariette Tremblay and Bonnie McEwen, both of Hinton, were chosen from a group of very well-qualified applicants for the short-term contract which entails preparing ASWAC's brief for the federal task force (in Alberta in early June) as well as an overview and introduction to the myriad of child care issues for our June Newsletter.

Mariette is a long-time ASWAC member and mother of two. She has been an instructor for three years with Grant MacEwan's Early Childhood Development outreach program, serving Hinton, Edson and Grande Cache. She is a member of the Alberta Association

for Young Children, the Nat'l Association for Young Children and the Hinton Child Care Society. Bonnie works as a volunteer with the parent relief program in Hinton, a free service to parents who need temporary child care. A mother of five, Bonnie is also a member of the Hinton Child Care Society, the A.A.Y.C. and the Early Childhood Professional Association. She is a graduate of the Early Childhood Development outreach program.

Cathy Bray and Frances Adams, ASWAC Board members, formed the hiring committee and will work with Mariette and Bonnie on this project.

Breaking the Pattern

Reviewed by Janet Beebe

An excellent new resource has been published by the provincial government's Office for the Prevention of Family Violence. Breaking the Pattern is a book which explores the cycle of violence and what we can do to help break that cycle.

Authors Shirley Philippe and Bonnie Hutchinson introduce the book on a personal note, acknowledging both the feelings the topic evoked for them, and the help of people in communities around the province who provided material for the book. The tone of the book is optimistic and its approach down-to-earth, even while the authors recognize the depth of the problem.

I'm pleased that Breaking the Pattern addresses urban and rural situations equally. The idea for the book originated with a Banff woman, and the book never loses sight of the reality of smaller communities (perhaps not surprising, as writer Bonnie Hutchinson is from Camrose).

I would recommend this book to anyone thinking or working at the ground level on this issue, for Breaking the Pattern is definitely a book the average person can relate to. Those I think could benefit from reading this book include concerned people with as yet little exposure to the issue, people who are in violent situations, and community workers who need to incorporate awareness of the issue into their daily work.

As an interested community member, but one not directly involved in work with battered women, I found Breaking the Pattern a very useful overview of the dynamic of battering. It helped me understand what is most frustrating for many - why women go back to violent situations.

The 73-page book has three parts: Understanding the Problem; What's Needed; and What We Can Do. It's well-organized and well-thought-out, and the emphasis on a combination of theory and organizing is heartening from a social change point of view (though I also see how well it ties into the government's push for volunteerism in the social services sector).

Breaking the Pattern is available free of charge from: Office for the Prevention of Family Violence, 9th Floor, South Tower, 10030 - 107 Street, Edmonton T5J 3E4 (telephone 427-7599). The book was deliberately not copyrighted in order that the contents may be freely copied and shared. As well, a pocket in the back of the book contains a set of sheets listing services, programs and other resources throughout the province. The Office hopes in this way to be able to update the Resource Kit without affecting the currency of the book itself.

A letter that accompanied my copy of the book mentions that the Office also publishes a newsletter focussing on provincial research and action relating to the abuse of women, children and the elderly. If you would like to be on the newsletter mailing list, write to the above address.



OSSOMM women in court

The military wives organization OSSOMM (Organizational Society for Spouses of Military Members) finally has a court date for their Charter of Rights Challenge against Erik Nielsen's Department of Defense. On July 11th, 1986 in Calgary the 'discovery' hearing will take place. Another breakthrough has been achieved with Liberal Senator Aorna Marsden's initiation of a Senate investigation into the matter.

happenings

Maintenance Enforcement: Update

Well, the computerized system which should enable a much larger percentage of women to collect their court-ordered support payments from their ex-spouses has been operating since February 1st of this year. And it hasn't solved all the problems yet!

While no official figures have been released by the Department with regard to the success rate of the program, if the calls we are getting in the office are any indication some finetuning needs to be done. Most of the women calling are concerned that they are not receiving quality and in-depth attention from the officers working in the program. Affidavits from ex-spouses continue to be taken at face value rather than being investigated for accuracy and truthfulness. Arrears continue to be forgiven.

The name of the director of the Maintenance Enforcement Program is Gerry Libel, the "2nd in command" is Mr. Kroy. Call them with your concerns if your needs have not yet been met.

Toll free number:
1-800-642-3803

Edmonton number:
422-3803

Garage sale

Saturday June 14...EDMONTON WORKING WOMEN... GARAGE SALE from 9 a.m. to 5 p.m. at the Women's Building, 10055 110 Street. DISHES...UTENSILS... CLOTHING...FURNITURE...TOYS. AND MORE. This is a fundraiser for Edmonton Working Women. If anyone has any items to donate, please call 424-6685 and leave a message on our machine. Hope to see you there!

Women's Pub

GIRL'S NIGHT OUT, Saturday June 7th, at the Edmonton Women's Building, 10055 110 St. Doors open at 8 p.m. This a relaxed evening of dancing and conversation for Edmonton Women. Free childcare is available on site. For more information call 424-6685.

happenings happenings happenings

feminist entertainment

ARLENE MANTLE, wonderful feminist songwriter and performer will be singing at a coffeehouse at the Edmonton Women's Building on Sunday, June 22 at 8 p.m. The Positive Images slide show that Arlene wrote and recorded the music for will also be shown. Come and hear her - there is no admission fee but we will pass the hat for Arlene, so bring lots of money. For more info, contact Mair at 479-0623.

W.I. convention

The annual convention of the Alberta Women's Institute is being held June 16-19 at the Highway Motor Inn in Edmonton. The convention is called 'Decision: The Key to the Future'.

Lesbian Gathering

Members interested in lesbian visibility within ASWAC and the women's movement in general are invited to meet Sunday, July 20 at noon in Camrose. Bring a picnic lunch. Phone Janet at 679-0268 for details.

Questions answered

PLANNED PARENTHOOD ALBERTA has the "Ask Us" line, staffed by volunteers, Monday and Wednesday evenings from 5 to 9 p.m. Questions about birth control, pre-menstrual syndrome and sexuality can be answered and it is hoped that the organization can help people in rural areas, particularly young people, who don't have access to Planned Parenthood's services otherwise. Also, on the rural theme, Planned Parenthood is available to provide workshops on topics ranging from birth control, PMS, menopause and how to talk to your children about the facts of life. Audio visual reinforcements are available, as well as pamphlets and brochures for free distribution. Contact Planned Parenthood at 205, 223 12 Ave. SW, Calgary, T2R 0G9 or call 265-3360.

Films in Fairview

FAIRVIEW AND DISTRICT WOMEN'S Centre Film Series presents: May 30th - "This Borrowed Land". Made in the Peace River Valley of British Columbia, this film is about land and women who farm it. It makes the work of farm women visible and exposes a threat to their way of life. June 6th - "Speaking our Peace". This film presents the views of women passionately committed in both their personal and professional lives to social justice and permanent peace. June 20th - "The Burning Bed". This is a highly acclaimed film on battering. Also, on June 13th, Jackie Gaboury, Director of Odyssey House in Grande Prairie will be discussing wife battering and family violence.

All events are on Friday nights at 7:30 p.m. and free childcare is provided.

Pay Equity workshops

Calgary:

**721 - 15 St. NW
Friday June 6, 1986
7:30 pm**

Edmonton:

**10055 - 110 St.
June 12, 1986
7:00 pm**



University of Alberta
Edmonton

Director Women's Program and Resource Centre Faculty of Extension

Assistant Professor \$30,316 - \$43,780
a two year term beginning November 1, 1986 with the possibility of renewal.

Nature of Duties:

Develop and direct a wide range of university-level non-credit courses, conferences and public forums in the areas of applied women's studies, issues of relevance to women, and personal development for women. Supervise the Women's Resource Centre. Undertake social animation, advocacy, consultation and research relevant to women's learning and to issues of importance to women. Obtain grants to support activities and services.

Qualifications Required:

Masters or Doctorate in Women's Studies, Adult Education, Community Development or other related disciplines. Minimum of three years experience in providing innovative educational programming for women. Demonstrated knowledge of current women's issues and the women's movement. Demonstrated commitment to the creation of opportunities for women's learning from a feminist perspective. Experience in social animation and research preferred. Familiarity with women's organizations in Alberta an asset.

Forward applications, curriculum vitae, and names and addresses of three references by June 30, 1986 to Dr. D. Foth, Dean, Faculty of Extension, University of Alberta, Edmonton T6G 2G4.

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Are you out of date? Read on!

ASWAC's membership runs from conference to conference, November to November (with a "generosity" period beginning in September).

This means the following:

if you bought or renewed your membership on or after September 1st, 1985 you are up to date and ok and you will have a little 86 in the top right corner of your address label. HOWEVER if your membership dates from BEFORE September 1st, 1985 you will have a little 85 or even 84 in the top right corner of your address label AND YOU NEED DESPERATELY TO RENEW YOUR MEMBERSHIP!!

SO . . . if you and your membership are out of date, please take a minute and send in your renewal to the office. We suggest a membership fee of \$10.00 but will of course accept less. Donations of any variety are always received with squeals of delight!



NAME _____

ADDRESS _____

PHONE - home _____

work _____

**suggested membership fee is \$10.00
please make cheque out to:
ASWAC, Box 1573, Edmonton, Alta T5J 2N7

Membership: NEW / RENEWAL

Donation

In your opinion, what are the three most important women's issues of day?

Where did you come across the Newsletter?