

the *Manitoba Women's* newspaper

Volume I, Number 3 June 1980

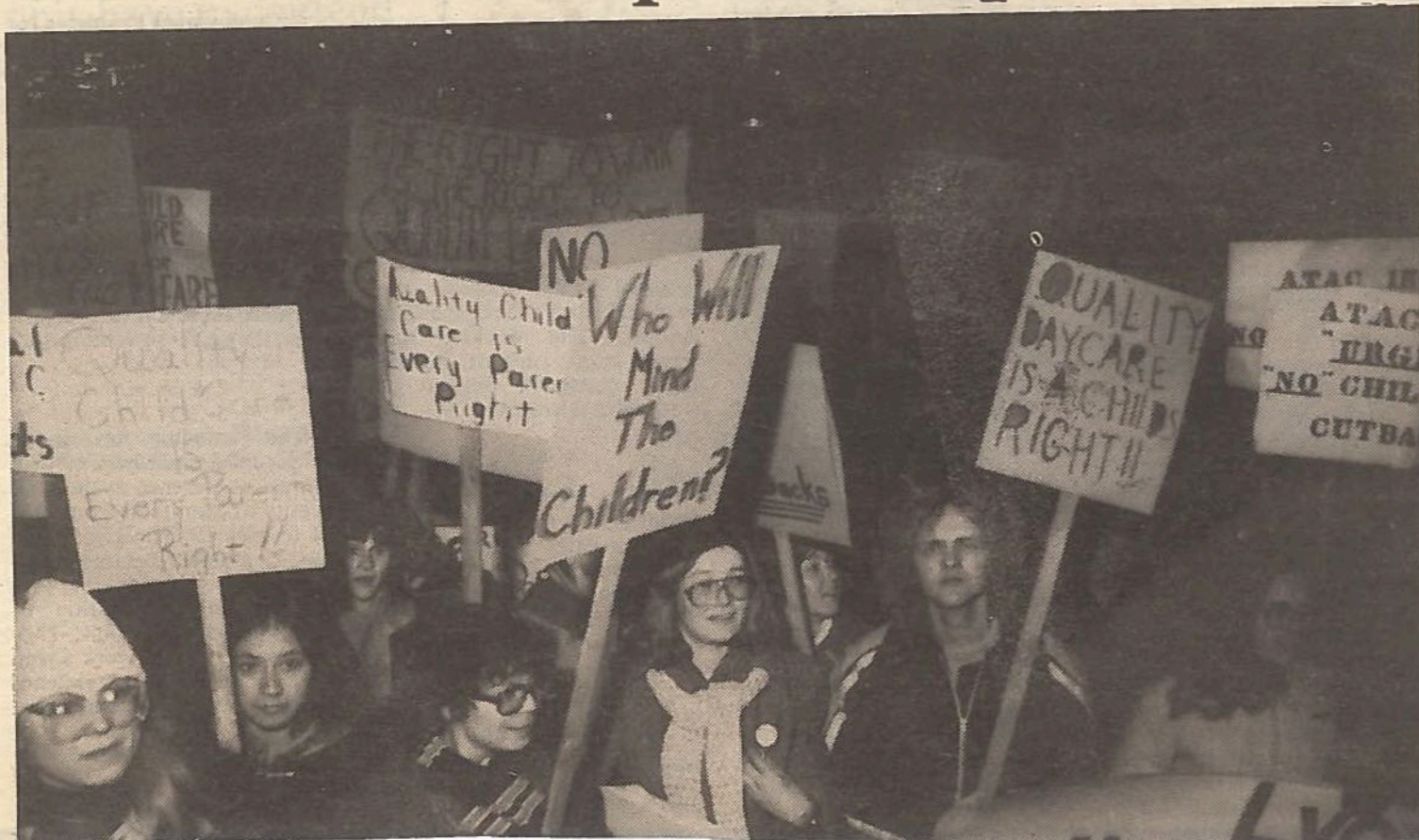
Daycare officials express optimism

Lyon government will increase funding by \$4 million; nearly a 100% increase.

By Mary Jo Quarry

DAY CARE WORKERS and spokespersons for the coalition on day care expressed very guarded but potentially favorable reactions to the Lyon government's addition of \$4 million to its \$5.3 million dollar day care budget.

In the budget tabled May 13, Finance Minister Don



Directors hadn't established the additional \$1 charge because many parents couldn't afford it.

two-tier fee structure within a centre. Directors of several centres contacted said they had not established the additional \$1 charge because they knew many of the parents could not afford it. Norma McCormick, director of the Day Nursery at the

making cuts in essential spending on food and shelter."

The February announcement of fee increases also raised the basic income level at which full subsidies are available for one child by eight per cent, to \$9,550 for a two-parent family from \$8,840.

waiting lists. Norma McCormick, of the Health Sciences Centre Day Nursery, said she could close out her entire enrollment, fill the centre from her waiting list and still have children waiting. (Hers is the only centre which accepts children under two).

Dorothy Keith, director of the Broadway Avenue unit of Day Nursery Centre, estimated that she could accept an additional 100 children over the course of a year if she were able to say "yes" to every parent at the time of their requests for their children's use of the facility.

The critical factor about the shortage of spaces, according

a service for other children, which their own children don't have access."

Members of the Coalition met in early May to protest the shortage of Day Care spaces and other problems with the program. It was an evening session to which all three major political parties were invited to send representatives.

Conservative Minister of Community Services George Minaker sent word that he had a prior commitment, and had no one appear in his place. June Westbury (Ft. Rouge) the only Liberal in the Legislature and one of two women MLA's, attended. Russ Doern (Elmwood) represented the NDP.

Did the premier take note of young demonstrators?

Both Westbury and Doern expressed support in principal with the major recommenda-

tions of the Coalition, which generally follow those contained in a study completed for the United Way in 1978.

Under the cover:

- women candidates line up for nominations p. 3
- confessions of a cocktail waitress p. 5
- the latest in films about women p. 7
- a shocking look at what the future holds for secretarial and clerical work in the office p. 8

and more . . .

NelliGrams

Helen Slater, Ottawa's Employment Opportunities Director, was fired March 3, without being told the reasons for her dismissal. Ottawa mayor, Marion Dewar, was out of town when the firing took place, but subsequently said she supported the decision. It seemed that Slater was taking her job too seriously. As a result, the National Action Committee on the Status of Women has asked its Ottawa members to boycott filling the job.

★ ★ ★

Warner Jorgenson, provincial Environment Minister, says he is planning to seek a ban on the chemical 2,4,5-T, even though there is no evidence of it causing health problems in Manitoba. The U.S. Environmental Protection Agency discovered an unusually high number of miscarriages about six weeks after spraying the chemical in an Oregon town. The chemical is used as a brush-killer on Manitoba highway allowances.

Jorgenson qualified his statement by saying that he is conducting a survey to find out how many government departments plan to use 2,4,5-T, and how many already have the chemical on order. It seems Jorgenson is concerned that the provincial government will have a problem disposing of the chemical if it is

not used. Perhaps with this logic in mind, it has recently been announced that Jorgenson is presently allowing use of the chemical in northern Manitoba.

★ ★ ★

MP Evelyn Gigantes thought the high incidence of women being convicted for perpetrating fraud in Ontario resulted from insufficient mother's allowance incomes. (In Ontario, a mother with two children receives \$6,000 annually. This is about \$3,000 below the government established poverty line). When she suggested Keith Norton, Ontario Minister of Community and Social Services, look into changing policies in this area and raise the amounts to poverty levels, he replied that he didn't believe the matter was one that ought to be a pre-occupation of his ministry. He felt, because there were more criminal offences being committed, that it was a simple matter of administering justice.

★ ★ ★

At the Canadian Labor Congress held in Winnipeg in early May, a woman from B.C. Government Employees union silenced the noisy convention floor with her account of an incident of sexual harassment in the workplace. She spoke of a woman who

had been a victim of sexual harassment when a man placed his hand under her dress and felt her genitals. After thinking about it for a couple of days, the woman made signs condemning this sexual harassment and distributed them throughout the office. No woman in that particular office has ever been bothered again.

★ ★ ★

The first collective agreement ever negotiated with Radio Shack, a subsidiary of the Texas-based Tandy Corporation, was recently signed in Barrie, Ontario after a year-long strike. The one-year contract gives the workers (mostly women) a 7% increase immediately and a further 5% in August. The workers had strong public support, including a consumer boycott of Radio Shack stores.

★ ★ ★

Shelley Acheson, of the Ontario Federation of Labor, told delegates at the recent Canadian Labor Congress convention in Winnipeg that there are still 62.3 per cent of women in the Canadian workforce who hold jobs in the clerical, sales and service jobs historically occupied by females. She said the average wage for women workers in Canada is \$8144 as compared with \$15,180 for men. But

about 15 per cent of the female workforce are single, divorced or separated and must support themselves and their families on these low wages. Despite this, from 1974 to 1976 in Ontario, only \$71,000 was won in equal pay settlements involving 190 women.

★ ★ ★

"Employment Problems for Women" was dropped from the agenda of the proposed provincial premiers' conference last December. The premiers had requested that the item not be included on the agenda even though the wage gap between men and women is widening, and women's unemployment rate continues to be high. Do the premiers intend to discuss it this August when they meet in Winnipeg?

★ ★ ★

The Canadian Association of Sexual Assault held its fifth annual conference at the University of Manitoba from May 16 to May 19. The association has 35 member centres working collectively for the prevention and eradication of rape and sexual assault. They have a lot of hard work ahead because statistics on violence against women are still staggering.

● a woman is raped every seventeen minutes in Canada

● one out of every four women is sexually abused before the age of eighteen

● 75 per cent of the assailants are known to the women, 35 per cent are male family members

● in 1979, sexual assault centres worked with 4000 women and children who had been sexually abused

● women who are raped and become pregnant have difficulty obtaining abortions in rural areas of Canada

● women and children who have been sexually assaulted still find themselves to be victims of police, hospital, and court systems that do not believe women when they report rape

● many members of the public still believe women who have been raped 'asked for it'

★ ★ ★

Two Quebec Rape Crisis Centres, one in Sherbrooke and the other in Trois Rivières, had to close in December for lack of funds. Other centres in the province will have to cut back on services by as much as 75%, because a grant of \$200,000 was not received from the Ministry of Social Affairs to help keep the centres going.

Compiled by Irene Todd

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The Native Women's Transition Centre

will be holding its first annual meeting on Thursday, June 26 at 266 Patrick Street from 11:30 P.M. to 2:30 P.M.

Speaker: Emma LaRoque, professor of Native Studies Dept. at the U. of M. and author of *Defathering the Indians*.

Topic: The needs of Native Women and Children

Luncheon is \$3.00. Tickets available by calling 786-1297, 783-5237, or 582-8387.

Social Evening sponsored by Native Women's Transition Centre will be held at the Women's Building, 730 Alexander Avenue on June 13, 1980 at 8:00 P.M. Admission: \$4.00

Wanted

Volunteers for The Manitoba Women's Newspaper

We still need writers and contacts from areas in Northern Manitoba, Brandon, rural Manitoba and Winnipeg. Input from these areas will establish us as a true Manitoba voice on feminist issues.

Also need are volunteers interested in fund-raising, advertising, distribution, photography, and production.

For more information, please contact:

Debbie Holmberg 772-8170

or

Tanya Lester 453-7576



Muriel Smith of the N.D.P. (left) will seek nomination in Osborne constituency. Tory Norma Price is not expected to be opposed in Assiniboia.



Women candidates line up for party nominations as provincial election nears

by Mary Jo Quarry

More women may take seats in the Manitoba legislature following the next provincial election (expected anytime between June, 1980 and late 1982) if some of the women who have already announced their candidacy are elected.

The New Democrats are ahead numerically, with six women announced for or actively seeking a nomination. Norma Price, the present Minister of Tourism and Cultural Affairs for the Progressive Conservatives, is the only PC woman officially in the running. June Westbury, who retained the Fort Rouge seat for the Liberals in last fall's by-election, is the only Liberal woman to announce her candidacy so far.

Seven women have said they intend to seek nominations for the New Democrats. They are: Doreen Dodick, Riel; Mary Beth Dolin, Kildonan; Terry Gray, Tuxedo; Maureen Hemphill, Logan; Ruth Pear, St. Norbert; Myrna Phillips, Wolseley; and Muriel Smith, Osborne.

Doreen Dodick, in the 1979 election, ran second behind Don Craik in Riel. She is a longtime community activist and organizer within the NDP.

May Beth Dolin and Terry Gray are first time candidates. Dolin is a school vice-principal in West St. Paul. She has lived in Manitoba for nine years, teaching in the north and in Winnipeg. She is on the Executive of the Manitoba Teachers' Society. Gray, running for the nomination in Tuxedo, also teaches in Winnipeg.

Maureen Hemphill, who ran against Sterling Lyon in Charleswood last time round in 1977, is now a candidate for

central Winnipeg. She is a former president of the Manitoba Association of School Trustees, and presently is director of the Manitoba Hemophilia Society.

Ruth Pear, a candidate for the St. Norbert nomination, ran second in 1977 to Tory Bud Sherman in Ft. Garry.

Myrna Phillips, presently a program officer in the provincial Women's Bureau, is running for the Wolseley nomination. Before moving to Winnipeg in 1975, she co-ordinated an adult education program (Focus) for the provincial Department of Education in Thompson.

Muriel Smith, a candidate in Osborne, has run twice before, in River Heights in 1973 and in Crescentwood in 1977, when she defeated Liberal leader Charles Huband and missed defeating Conservative



The N.D.P.'s Ruth Pear; another try for the legislature

Warren Steen by 48 votes. She contested the leadership of the provincial NDP last November. She is a Winnipeg guidance councillor.

Several of these women, if they win their party's nominations, should be in good

positions to win these seats for the NDP. This is particularly true in Kildonan, Logan, Osborne and Wolseley.

Kildonan is presently held for the New Democrats by Peter Fox, who is not contesting the nomination. Although 1977 results, redistributed over new boundaries, would give the Conservatives a four per cent edge, Dolin points out that in the

1979 and 1980 federal elections, the NDP ran strongly in polls within Kildonan, and she expects that vote to hold provincially.

The Kildonan nomination, for which there are four candidates, is June 23.

Logan is an NDP stronghold, where the battle will be for the nomination. Within its new boundaries, it includes large chunks of the disappear-

ing seats of Point Douglas and Wellington, both presently held by the NDP. Father Donald Malinowski, the present incumbent in Point Douglas, and Jim Ramsay, a local accountant, have declared for the nomination as well, and Logan Incumbent Bill Jenkins has not announced his intentions. The nomination date has not been announced but is not expected before fall.

The new seat of Osborne is composed of the core of old Osborne and half of the former seat of Crescentwood. Muriel Smith is running for the nomination against Ian Turnbull, who held the Osborne seat from 1969-1977 before losing to Conservative Gerry Mercier. In Osborne, the battle is both for the nomination and for the seat. Smith campaign workers indicate that, although they expect their candidate to win the nomination, they are not discounting the strength of former Education Minister Turnbull.

Redistributed results for Osborne give the NDP a six per cent advantage, but the Conservatives have not yet nominated in Osborne. The NDP nomination is June 24.

In Wolseley, as well, the battles for nomination and seat are fierce. Phillips is opposed by Jim Maloway, an insurance agent, and by the University of Winnipeg professor Allen Mills. In the past, Wolseley has seen-sawed between Conservatives and New Democrats and Liberals, and redistributed results give the NDP a two per cent edge, with the Liberal vote a slightly larger factor than in most of the other constituencies. The Wolseley nomination is May 29.

Liberal June Westbury will have a close fight in Fort Rouge, with redistributed results giving her 35 per cent, the PC's 34 per cent and the NDP 31 per cent.

Conservative Norma Price captured Assiniboia from the Liberals in 1977 and should win again, although the Liberal vote in Assiniboia is the second highest in the Province.

CJUM cuts women's shows

by Sue Matheson

Programming, produced by and written for women in Winnipeg has been taken off the airwaves indefinitely at CJUM-FM, the city's "alternative" radio station.

The programs for women were put on ice when CJUM changed management and the new programming director, Yakiw Hrichishen, said he would have to scrutinize the shows before allowing them on the air.

Involved in the controversy are four half hour weekly shows produced by members of the University of Manitoba Women's Centre. The shows contained discussion on issues such as rape and health problems specifically related to women — all topics which receive minimal attention from the city's commercial radio stations.

Shelly Kowalchuk, a producer of one of the shows expressed concern about the future of women's programming at CJUM-FM. "I'm really worried about the state of alternative programming on CJUM. Everything is getting cut. I'm not too sure the

women's programs will get on at all," she said.

Hrichishen said he would wait to hear the programs before making a final judgement although he was confident the shows would resurface on CJUM. Hrichishen said if "they (the show's producers) want to keep it up" then the shows would likely get back on the air.

The shows discussed issues such as rape and women's health-topics receiving little coverage on most radio stations.

To ensure that the shows do survive, members of the women's shows have joined together with other CJUM staffers who are also dissatisfied with recent programming scrutiny and changes. The CJUM staff association was formed last month to voice concerns to the radio station's board of directors. The association contends programming should be left untouched by

Hrichishen, who they feel is inexperienced in radio affairs. The staff members in conjunc-

tion with the Society for the Preservation of Alternative Radio (SPAR) have been circulating petitions around the city to prevent the changes being instituted by the new management.

The changes were demanded by the station's main funders the University of Manitoba Students' Union (UMSU) who felt that the station's content

was unsuitable for students. At UMSU's urging, the CJUM's board of Directors hired a new general manager and programming director who has instituted more "mainstream" rock shows.

The addition of these rock shows has meant the station has cut most jazz and classical music, news and women's shows.

Any persons wishing to help save the women's shows and other programs could contact Linda Gouriluk of the CJUM staff association at 284-4151.

Political options for women

by Tanya Lester

A feminist is a person who can be described in many different ways.

To some people, a feminist is someone who works towards equality for humankind. To others, she is a woman who has burned her bra and is constantly trying to psychologically castrate men.

According to *Living Webster Encyclopedia Dictionary*, a feminist is a human who believes in a "doctrine advocating that social and political rights of women be equal to those possessed by men." And certainly, among the women's movement, there are many feminists at almost every social level and within most political parties who are working to bring about equality of the sexes.

But within the movement, women are usually described (and most often incorrectly) as simply feminists or radical feminists. Feminists are considered to be moderate, non-violent types who want to eventually bring about equality of the sexes by working slowly without "rocking the boat." Radical feminists are seen to be militants who like "to raise hell" and demand that change to equalize the sexes should come about immediately "or else . . ." Although it would make things less complicated, nothing concerning society and politics is quite that simple.

Each feminist, like any human being, chooses consciously or unconsciously, to follow one of many political beliefs. If she chooses to be a radical feminist, she believes that women's inequality exists in every society and, because it is so deep-rooted, it cannot be eliminated by other social changes. For example, if change brought about an equal society for both whites and Indians in Canada, the radical feminist would argue that sexism in both cultures would still remain.

Therefore, a radical feminist believes feminist businesses, where women can work without being subjected to discrimination, give the sex power. She feels that women, because they are the reproducing sex, are biologically unequal to men. But she believes, through technological change (e.g. test tube babies), inferiority of the feminine sex will no longer exist. Some radical feminists have chosen to be lesbians until that change takes place.

When people talk about the moderate feminist, they are usually talking about the liberal feminist. She or he believes that women should not be hindered by law or custom. Taking into account the individual, a liberal feminist believes that women should have the same opportunities for education and career advancements that men enjoy. They lobby to try to change discriminatory laws so that women can rise "up the ladder" with freedom. The liberal opposes any regulations on the individual's private sex life.

The Marxist feminist looks forward to a social revolution. She believes that inequalities of the sexes will disappear when there is no longer a class society. She believes capitalists exploit women, through poor working conditions and low wages, because it is necessary for them to do so for their own economic gain.

The socialist feminist, too, believes in the abolition of class. But, she views it only as a starting point. Marx, according to the socialist feminist, did not present a thorough analysis of women's oppression. The socialist feminist believes that domestic work is just as important as working outside the home. Although she is concerned with women and their needs in the industrial work force, the socialist feminist thinks women who work in the home should receive wages from the government. The socialist feminist also considers the inequalities suffered by women in the third world.

It is important for the feminist to determine her political beliefs. Then, if she decides to run for political office, she will choose a party which reflects her personal philosophies as a feminist. Or if she works for a political party, she will use her energies to support a candidate most likely to work for the changes that she sees as necessary. Even the way a feminist votes should not be divorced from her views on equality of the sexes.

By knowing her political philosophy, the feminist can decide to join the women's organization most suited to her own beliefs. She can choose the 'causes' for which she will lobby on the basis of these beliefs. Most feminists would like to be involved in every group and event that promotes equal rights, but, unfortunately, this is humanly impossible. By choosing the group which she is most suited to, both she and the movement will benefit to a greater extent.

A better awareness of feminist politics might prevent women from becoming disillusioned with the movement. Many women, who have left the movement, did so because of disagreement with a particular feminist or group of feminists. They incorrectly have assumed all feminists think alike and therefore think they are not feminists if they disagree with other women in the movement. In most cases, instead of leaving the movement on the assumption that all feminists view society in the same way, these women could join a group with beliefs more similar to hers.

Of course, it is important for women, regardless of political beliefs, to remember that we are still all feminists. It is just like being a teacher. She or he can believe in the open area classroom or in the strict teaching of the three R's. Regardless, he or she is still an educator.

But, as I have already explained, there are good reasons for knowing your political beliefs as a feminist. Maybe the best reason of all is to be able to answer the conservative's favourite question, which is: What do women want to be liberated from anyway? If you have done your research, you can give her or him a political diatribe on what you want to be liberated from. You can start studying up on the subject by reading Jagger's and Struhl's book called *Feminist Frameworks*.

Thinks paper is terrific

Dear MWN:

Thank you for your letter — it's great that you've started publishing your paper!

I have added your newspaper (c/o Irene Todd) to our exchange mailing list. Unfortunately, I can't send you a copy of our last issue as there are none left, but our next issue is due to come out in early June, and you will be receiving a copy.

I read your first two issues — I think they're terrific and professionally done . . . good luck with the paper, and if there is anything we can do for you, please do not hesitate to let us know . . . let's keep up communication between sister papers.

Peace in Sisterhood.

Sande Copeland,
Resource Person,
OptiMST Newspaper,
302 Steele Street,
Whitehorse, Yukon

More on sponge tampons

Dear MWN,

Regarding Heather Marshall's article on the sponge tampons (April 15, page 6), I would like to know and would be very happy to find that they are available in Winnipeg.

I would appreciate being advised if a Winnipeg outlet begins to stock them.

Naomi Levine,
Winnipeg, Manitoba

Editor's reply: Unfortunately, as far as we know, menstrual sponges are still not available

Letters



in any Winnipeg stores. But one MWN staff member has been using regular sponge that can be bought in supermarkets and other stores. She boiled the sponge in vinegar water to disinfect it before use.

Stores in Vancouver and other major Canadian cities do stock menstrual sponges. They are also advertised in the classified section of the San Francisco based *Mother Jones* magazine but we advise finding out duty costs before ordering them from the following places:

Send \$1.50 per sponge to
Wimmin Take Back Control
P.O. Box 30063
New Orleans
L.A. 07190
(Bulk rates available)

or

For kit of two (year's supply), send \$5.95 to:
P.O. Box 7249-F
Berkely
California, 94707

I assume that you have seen the most recent edition of our magazine; the next one will be out in about a month's time, and will feature the theme, "The World's Women." Just in case you haven't a copy of *Status of Women News* for Spring 1980, I am enclosing one.

Best wishes for the success of your publishing venture.

Wendy Lawrence
Editorial Committee
Status of Women News
Suite 306
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Toronto, Ontario

This month's staff: Linda Gouriluk, Debbie Holmberg, Tanya Lester, Heather Marshall, Sue Matheson, Leona McEvoy, Michael McEvoy, Mary Jo Quarry, Brigitte Sutherland, Irene Todd, and Lori Turner.

First issues interesting

Dear MWN:

Thanks so much for sending along the first two issues of the *Manitoba Women's Newspaper*. They make very interesting reading. Congratulations.

We certainly are interested in an exchange between the *Manitoba Women's Newspaper*



The *Manitoba Women's Newspaper* would like to thank its financial sponsors. This month, they are: Dona Harvey, Anne Lester, E.M. Robson and others.

The aim of this newspaper is to provide an alternative means of communications with a feminist perspective in order to stimulate, to inform, to effect change and to unify women's strengths. It also serves as a public forum of discussion for the women of Manitoba.

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In Thompson at The Northlander; in Traverse Bay at Traverse Bay Corner; in Steinbach at Son Lite Book Mart; in Beausejour at Western Drug Mart and in other areas across the province.

If you would like to distribute the paper or know someone who would be willing to distribute the paper, especially in Brandon, the north, or rural Manitoba, please contact us by writing to 447 Webb Place, Winnipeg, Manitoba, R3B 2P2.

Waitresses face poor work conditions

By Debbie Holmberg

It was a wise woman who said, "Develop your sense of humour instead of your bust, it sags less after childbirth." In the case of the cocktail waitress, size of bust may increase her tips, but a firm sense of humour retains her sanity.

Certainly beverage rooms and cocktail lounges must have been in a drunken stupor when women started to speak out against sexual harassment and the perpetuation of the nauseating female stereotype. For in every cocktail lounge in

women that are flattered by this kind of attention benefit from such a costume and those women interested in performing their job effectively are hindered by this sex-sell.

It is difficult to appear serious to a man who's libido is in overdrive if you are waiting on him in something you might wear to bed. Most men think certain types of clothing are used as invitation to give the waitress an analysis on her build or to make a pass. Clothing or lack of it is the oldest argument in defense of rape. Mix this chauvinistic attitude with a few ounces of alcohol

The ego of a man going through male menopause is extremely fragile. Some nights my tips are rather poor.

rooms are operated in ways that are comparable to the system in banks. Management, in many places, pay a wage just high enough to keep the unions at bay. Men are brought in and trained to fill managerial positions when there are already trained and available women on hand.

It all comes down to the basic concept that women's work is not as valuable as her male counterpart's and that her income is not basic to her survival. Rather, it is seen as a supplement to her husband's — a very disturbing fact to the woman who supports a family.

It is time to take a good look at the cocktail waitress and understand what she does and for how much. A good waitress can remember at least 40 orders of drinks. She should know exactly who gets what and how they want it. At times this becomes an intricate process of recalling who wants the lime or cherry, who wants one ice cube and who wants many.

She does these duties in a smoke filled noisy environment; always someone grabbing and another one cussing at her. Amidst all this, the waitress is not only responsible for serving food but runs a gamut of other favours as well, such as: phoning cabs, buying cigarettes and taking requests up to the entertainer.

She is also a captive audience for the lonely. These people divulge their life history and neuroses with such fervour, many a waitress has contemplated heavy usage of valium. One waitress accurately described these people as "psychic vampires."

Sometimes the whole business can be summed up as a baby sitting service for adult children.

To say all customers fit this mold would be an unfair statement. There are many interesting and good people to be met in this business and often it is the customer who makes the evening a lot of fun. It is the person who believes waitresses are stupid women, from the wrong side of the tracks, that need the tongue lashing.

It is these people, both men and women, that treat waitresses in the worst way. These people think because they have money and "breeding," they deserve special privileges from this lowly public servant. Waitresses also work under the constant suspicion that they are ripping off the public.

Much more accurate is the picture of the waitress who returns a \$20 dollar bill given to her by mistake. Good luck to the waitress who accidentally does short change somebody. The penalty is incessant nattering and reference to the incident for the rest of the evening.

Another lashing must be laid on the man who feels that a tip not only buys him good

made to appear more inviting or sexy, by exposing more of her body to the already leering male patrons.

I do not know any woman who delights in the idea that she will be waited on by a partially nude female, so quite obviously all this get up is for the men. Not all men revel in this practice either, but certainly the numbers in support of it are larger than those against or it just wouldn't be existent in our supposed age of equality.

When the concept of a uniform is discussed, there seems to be agreement within management on two main points. First, no male staff member would be expected to get an equally revealing outfit (we do want the men to look professional) and secondly a uniform of this nature will make a woman look more attractive and thus increase her earning power. On the contrary, only

analysis on how you find his physique is most effective. The ego of a man going through male menopause is extremely fragile. Some nights my tips are rather poor.

Tips and wages are two other very negative aspects of waitressing. Our government thinks tips are so abundant and regular that they did not raise the minimum wage for waitresses (still \$2.95/hr). It is true that some waitresses can make a very healthy sum of money in tips, but there is no accurate way to gauge this. Giving good friendly service to customers is no guarantee that a tip will be left. Many a waitress has gone home with a paltry sum of tip money and only a measly paycheck after a night of arduous work.

To make a wage earner dependant on the whims of the public for her income borders on illegal in my mind. In addition to a questionable pay

Job harassment, poor wages and minute possibilities for advancement are still prevalent.

system, poor labour practices are allowed to run rampant in this field.

Often women work with no supper or coffee breaks, but the time is still deducted off her earnings. Management offers many excuses as to why this happens. But in spite of it all, these are illegal practices and employees should have more power in resisting them.

Lounges and beverage



Her purpose is to serve liquor and food. Her ability to do so should be the basis for her being judged a good or bad waitress rather than whether or not she is attractive and delivers appropriate courtesy smiles.

Rid of this nagging game playing, the profession could be quite enjoyable. In the meantime, I think the reason for so many women finding employment in this career is because the staff turnover is high (small wonder) and it is usually easy to get this type of job. The hours are fairly flexible, and with tips, the waitress always has some cash on hand.

Getting into shape is also a plus. Trays bearing liquor are surprisingly heavy and as a result sagging muscles soon tone up. The amount of walking done by a waitress in an evening most definitely does its part in making her more fit.

The woman employed in this field inevitably finds herself street-wise in a very short time. The shadier side of human nature is seen, and her outlook on people is broadened. It seems waitresses develop a keen perceptual sense (probably born out of the basic need to survive) toward people and can pick out possible trouble makers immediately.

Most definitely waitressing is an interesting career, with the element of surprise ever present. However, it is very tragic that a field which employs so many women has so few good working conditions. Aware of the reality of their job, it is quite understandable why few waitresses smile.



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in management positions

Women should avoid roles

by Irene Todd

Women who become managers should avoid falling into the roles of "boss lady" or that of "sweet young thing" but should not be too idealistic.

This is according to Bev Suek, of the Federal Human Rights Commission, who led the first of four noon-hour discussions in the most recent session of the Women in Management program offered by the YWCA and co-ordinated by Pat Wylenko.

Suek began the discussion by describing the different roles that women assume when in managerial positions. One role is that of "boss lady". In order to succeed, women become "more male, aggressive and fiercer than any man" and downplay human relationships. Suek feels a woman in this role loses a lot personally and becomes cut off from her co-workers.

The second role of "sweet young thing" plays on the "patronizing tendency of men", most of whom "don't like to yell at women". The third role, one which many women start out with, is an idealistic one. In this case, women assume that everyone will work together, with no games played, while everyone is honest. Suek added, "And it just doesn't work."

In a managerial position "there is a certain game that is played... there are certain values", and these games are used to manipulate people. According to Suek, most books on management recommend playing the game if one wishes to succeed. "Unfortunately," she continued, "you may get ahead, but you're stuck in the system."

With more women moving into management, Suek feels that the workplace is moving towards a more humanitarian approach. A humanitarian manager may accomplish more but is not necessarily considered to be a "good manager" by traditional standards, which is why it is hard to get ahead.

Suek advised the group to "choose a style that is acceptable to you... accept yourself and your values. Women have to learn to be themselves — they have to change the system."

In the discussion which followed many concerns were voiced by those in attendance. When questioned about the decision-making process of a humanitarian manager, Suek commented that "quite often the sixth-best decision is the one that works" because it is the one to which everyone is committed.

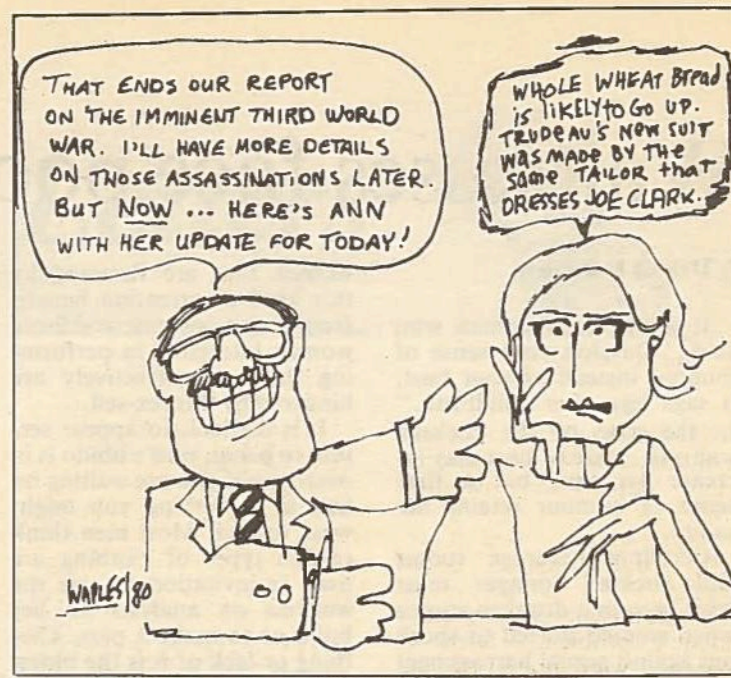
Women have to remember that men are not necessarily

the "enemy", that they are human, and they, too, are products of our society's stereotyping. Quite often a condescending attitude comes from the "goodness of their hearts" Suek said. "Men are trying to protect you. Recognize that and work from there."

"Be gentle with them", Suek replied when questioned on what should be done when and men make mistakes and blame women for them. "Men are touchy, so when you point out mistakes to them it is best to do it quietly and not in front of everyone else."

Women need to be aware that blacklisting does occur, and Suek says that she has known personnel files to be transferred from bank to bank to keep track of "trouble-makers". But, she does not think that women should back down from asserting themselves. Only in extreme cases of sexual pressure, when it may be hard to negotiate, does she feel that "sometimes a woman does have to quit."

In conclusion, the group decided to build up a contact list to support when working in male-dominated organizations. Most of the twenty participants got involved in the discussion but there was insufficient time to delve deeper into some of the problems.



Status of men con't

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Bulletins

■ You've heard the old saying

Planned Parenthood pro-

in 1969, its volunteers have created plays on feminist issues which often reflect the political climate of the day. The group will be performing at the Manitoba Women's Newspaper social on Saturday, May 31. The Nellie McClung Theatre Group always welcomes new members. If you would like to join call Millie Lamb, the group's founder, at 774-4180.

☆☆☆

Studio D, the National Film Board's Women's Program is still threatened with severe cutbacks. Letters of support for the program which has produced so many films used by women's groups should be sent to: The Secretary of State, Parliament Buildings, Ottawa, Ontario. Send a copy of your letter to Kathleen Shannon, Studio D, National Film Board, P.O. Box 1600, Station A, Montreal H3C 3H5.

compiled by Irene Todd

has opened. "Beedigan," which means "Come in" in Ojibway, is a centre designed to help native women and their children in crisis. If you're interested in obtaining information about a local crisis centre being organized, see the ad elsewhere in this paper for the Annual General Meeting of the Native Women's Transition Centre Inc. They are holding a social evening on June 13th. Phone 783-5237 for more information.

contact:

Stephane Hodgins;
Executive Director, Planned
Parenthood Manitoba
943-6489 in Winnipeg.

☆☆☆

The Nellie McClung Theatre Group is perhaps the longest running feminist theatre group in Canada and we can boast that it is based right in our province. Since its beginnings

Vote fight con't

would "turn to drugs" and "to daycare centres" if their fathers left home to partake in the world of women.

Then later, during the May Day celebrations, the group dawned more up-to-date apparel and expressed their opinion of the sloppy government handling of the MacGregor spill and Dow's lack of feelings concerning the incident. Forming a human locomotive, the group sang about the 12 CN cars of vinyl chloride. "If the fumes don't get to you, the cancer will," they warned the audience.

The Nellie McClung Theatre Group was conceived in 1969. At that time, according to founding member Millie Lamb, everyone in Winnipeg's women's movement was involved in the theatre. From its beginning, the group has appealed to a variety of organizations because of its grass-roots approach.

It is the type of theatre group, whose performers often break into a political song without giving notice. In their enthusiasm, the actors

do not worry about whether their backs might be facing the audience. Nor do they have time to develop their characters. (They all are volunteers and each member is involved in three or four other organizations).

"Sometimes I say this isn't acting, this is improvisation and I'm quitting," Lamb says. But at the same time she realizes that the group is popular with people who seldom watch theatre or have never before been involved with the

women's movement. She admits the Nellie McClung Theatre Group breaks the ice for the movement at unionevents such as the May Day celebration, in front of church organizations, and through performing for many other groups not considered to be feminist by nature.

The Nellie McClung Theatre Group is the type of theatre which through its enthusiasm coaxes its audience into wanting to take up the placards and join the fight for equality of the sexes.

Future Shock con't

for class struggle and dreams of socialism.

CFDT leader Edmond Maire noted last fall that puterization of French society is going to undergo a "fantastic" growth in the next 10 years. He criticized the inadequacy of typical worker reactions to past technological innovations: "either head-on opposition in a rear guard battle, sometimes heroic but

always lose in advance; or else a smug confidence that the growth of productive forces will lead to socialism, only to be followed by dawning realization that, far from disappearing, relationships of domination are still there because they are built into the very way work tools are designed."

reprinted from *In These Times*

Social realism films portra women's experiences

By Tanya Lester

"Social Realism is alive and well and living at the National Film Board," the invitation read.

"That's nice," I said to myself. "But, what is social realism?"

No doubt having foreseen a possible problem, Helen K. Wright, who presented the National Film Board (NFB) of Canada selections, included a definition of the term at the beginning of both the April 18 and 19 showing held at the Planetarium.

Social realism, it turns out, is art which reflects working people and their way of life. Its artist can identify with his or her 'subject' because he or she is also struggling to achieve a better world-through art. Without aloofness or condescension, the social realism artist can paint, film, or write about working people with a kindred knowledge of inequalities being faced by that class while portraying its victories and temporary defeats.

For example, if an artist painted a picture of me while I was answering calls at my job as a telephone operator, the resulting art piece would be classified as social realism. Joyce Rock's soon to be released film about the INCO strikers' wives and their role during the eight and a half month Sudbury strike is another good example of social realism. All five of the NFB film shorts presented by Wright can also fit into this category.

Social realism, of course, does not solely depict working women. But working class women do not only have to contend with poverty but also with the inequalities they are subjected to by men from all social classes. As a result, they make excellent 'subjects' for

Social realism does not solely depict working women but, working women, not only have to contend with poverty but also with the inequalities they are subjected to by men from all social classes.

the social realist.

The interview with Joan, in Len Chatwin's *Would I Ever Like to Work*, captures the frustrations, hurt, and sense of injustice that a working woman often feels. She is a welfare mother with seven children who is trapped inside her home because she cannot afford the daycare costs which would allow her to work for wages. Nor does she feel her work as a mother is worth anything. "Would I ever like to work," she says while putting plates of food in front of her children, then disciplining them, and later washing the dishes.

Joan knows that she is intelligent enough to have gone to university but she married too young. After her first child, her husband started to beat her, but being pregnant every year, she felt too dependant on him to leave. Only after three doctors had denied her a tubal ligation because they felt she was too young, Joan finally was able to get one.

Then, she left her husband. However, Joan is a realist and knows her responsibility to her children limit her chances of ever going to university. She tells the interviewer that she would take a job as a waitress just "to get away from these

Social realism is art which reflects working people and their way of life.

monsters" during the day. She thinks she would be a better mother if she got a break from looking after her children all day.

In less than nine minutes, the people who made this NFB film (one in a series) were able to project Joan's past, her present, and predict her very possible future. Many women have the same type of life as hers. At the end of the showing, I found myself hoping that the next blow society dealt would not flatten Joan.

Then it was only ten days later that I found social realism was still alive and well and co-habiting with SAARC (Social Action and Research Centre). At a SAARC spon-

sored event in celebration of May Day, I watched the movie called *Union Maids*.

The film focuses on three women — Stella, Kate, and Sylvia, who were rank and file union organizers during the 1930's. There was nothing "cute" (as one man in the audience thought) about the way these women acted or the incidents they recalled. It was a time, they said, when women were expected to work seven days a week in the factories and then go home and do all the housework.

It was a time when union organizing was considered a man's job. But all three women in the film became involved in unionization for the same reasons that men do.

Stella started to talk union with her co-workers when there was an accident on the job. Kate started to speak for the workers' rights when the company announced layoffs which would effect 50 percent of the workers at her plant. Sylvia began organizing when an untrained white woman was chosen for a supervisory position over the black women who were already working in the laundry company.

Of course, social realism has been in existence long before it was termed art. But if social realism can bridge the gap between the art world and working people, both will benefit from the education.

Play recounts McClung's vote fight



A scene from "Votes for Men" performed by the Nellie McClung Theatre Company. The group is one of Canada's oldest feminist theatrical troupes.

by Tanya Lester

*Equality, equality,
They say we have equality.
But I'm sure you will agree,
Men are more equal than we.*

So sang the Nellie McClung Theatre Group as they marched out from among the audience, firmly gripping placards and hats, and onto The Playhouse Theatre stage.

It was May Day, 1980 but the actors' clothes and their surroundings reflected a much earlier period in Manitoba's history. They were the suffragettes (Nellie McClung's gang) and they were out on the streets to protest the inequalities suffered by their sex. Back then, it was all quite simple — a matter of lobbying to pressure Sir Rodmond Roblin and men of his ilk to give women the vote.

"If the day ever comes when women get into politics that's the day when men will get out," heckled on drunken man as the women proceeded to demonstrate. And while the women staged their mock parliament, it became ap-

parent that a segment of the male population in today's Manitoba still can say the same thing about women and their right to enter the political arena. In 1980, there are only two women members in the province's legislature.

It was depressing (almost to the point of tears brought on by feelings of frustration) to watch the all-woman mock parliament and realize basically nothing has changed for the better. Although, the suffragettes were able to get women the vote, women have been locked out of the province's inner law making chambers. Often their lobbying outside the Legislative Building's door has not penetrated through the walls.

But it was some of those inequalities for which women have been in most often in recent years that the theatre group addressed in their mock parliament. With their tongues firmly in their cheeks, they referred to the men who were trying to get into politics as "jock strap burners". They lamented about children who

CONTINUED ON P. 6

by Diana Johnstone

Office work in France is on the eve of technological changes similar to those that have already transformed industry and agriculture. The rapid spread of automatic data processing - *informatique* in French - promises productivity gains in service industries comparable to those already achieved in farming and manufacture, with the same sort of effects on the labor force: massive cutbacks in personnel and a deepening gap between a top few people in control positions and a mass of dequalified button-pushers carrying out simple tasks they are not even expected to understand.

These at least are the effects predicted in the official 1978 presidential task force report by Simon Nora and Alain Minc, *L'Informatisation de la Société*. Citing surveys of key sectors, the Nora-Minc report forecasts that the major employers of white collar workers - banks and insurance companies - will trim personnel by about 30 percent in the next decade, thanks to the introduction of computer technology.

In the past 20 years, the expanding service sector has managed to absorb the increased labor supply, notably the much greater number of women seeking employment. Automation and computerization are changing this picture, the experts warn. In the coming period, industry is expected to increase productivity while retaining about the same number of workers. But the service sector will make a much bigger jump in productivity and will cut back its labor force drastically. The jobs likeliest to be eliminated are mostly held by women.

Competition from foreign companies will oblige French banks and insurance companies to adopt the new technology and dispense with nearly a third of their employees, according to Nora and Minc. Lack of competitive pressure may slow down personnel cutbacks in big government administrations like the social security health coverage system.

"Computerization of office work is going to make itself particularly felt on employment in that enormous sector, scattered throughout the economy, made up of 800,000 secretaries," according to Nora and Minc. "Minor investments will entail such big increases in productivity that computerization will no doubt be exceptionally rapid. The dispersion of secretarial employees, their isolation within their firms, is likely to weaken their ability to resist. The effects on employment will certainly be massive..."

French clerical workers are unionized according to sector, and each major labor confederation has its Bank Federation with the CFDT apparently the strongest in that sector. There are no official figures, but an estimated 30 percent of bank employees belong to a union. The sector grew rapidly in the early '70s, as major banks opened up branches on practically every street corner, initiating the masses into the checking account habit, draining the "wool stockings and mattresses" of modest savings in a period of concentration of investment capital. This expansion involved hiring young graduates



Future Shock in the office

The effects of advanced technology on office work in France have been devastating throwing many women out of work. This same technology will likely invade North American offices in the near future.

infected with the spirit of May '68, who saw themselves as a white collar proletariat than as upwardly mobile petit bourgeois. Banks in the '70s had their share of militant labor actions. Bank employee and Trotskyist militant Arlette Laguiller got a fairly large sympathy vote in the 1974 presidential election. The banking-insurance sector is already feeling the pinch.

The number of jobs is not the only problem. In insurance companies, for instance, employees complain that the introduction of *informatique* deprives them of any opportunity to use their accumulated knowledge or judgment in such matters as issuing policies. The computer knows all, the computer decides.

The past few years have seen the growth of "interim" employment agencies that supply both blue and white collar workers for temporary fill-in jobs. Interim agency propaganda plays up the image of temporary work as the answer to the prayers of "women's lib." Posters show cute young women, looking appropriately scatter-brained, expressing delight at the "freedom" provided by temporary work. This freedom entails the lowest pay (30 percent of inter-

complain that interim workers are inefficient. They aren't around long enough to learn what the job is all about. But office technology is designed precisely to raise the productivity of workers who don't know what they're doing. The computer knows and can correct human errors. Employees become interchangeable, easily replaceable.

Home Terminals

Telematique - a mix of telecommunications and computer technology - is going to make possible a new way to disperse and divide the clerical labor force: home work on console terminals. No need to come to the office: the office can be plugged in to the home. This innovation will be hailed as a perfect solution for handicapped persons... and women. No more conflict between family and career, mother can change baby's diapers between bouts of electronic piece work. No need to work directly under a supervisor, since the computer keeps track of time on the job and work accomplished.

Last fall, a big insurance office floated a trial balloon by way of a local press report

that about 50 percent of its jobs might be transferred to home computer terminals. A woman organizer for the CFDT recalls that the report spread near panic among women employees. "They analyzed just what it means: work and take care of the kids all day long, be shut up constantly between four walls. The recurring theme was: even when we say we're sick of working, we're exhausted, and so on, that doesn't mean we want to go back home! The office is a way of making contacts, having girl friends, feeling part of society. Frankly I was surprised that the reaction was so sharp."

Work at home is the perfect example of a false solution to women's problems. Women are even more trapped than men by lack of time to live their own lives, to reflect, to struggle. Work at home does not lighten the double work day, on the contrary.

Feminists are concerned that the current reorganization of work, justified and facilitated by electronic technology, is strengthening the family as economic survival unit - and women's subservient role within it.

The difficulties for the

unions are obvious. Their half-hearted efforts to organize interim workers have had little success. Of the 150,000 to 200,000 interim workers on the job every day (upwards of a million per year) about 55 percent are under 26. Young people, especially young women, suffer the highest unemployment rates. They take precarious temporary jobs because none others are available. But that is not the only reason. Many young people prefer to live "marginally" as long as possible rather than accept the servitude of a steady, boring job. Many don't identify with their work enough to care to get involved in labor struggles.

The social disintegration promoted by the capitalist system worries not only union organizers but also the system's defenders. What can be expected of all those young people with no habits of regular work, no serious stake in the system? In 10 years, talk of revolution has waned. But the managers of nuclear-computer society are haunted by fears of sabotage and terrorism. Some do not like seeing a substantial part of the work force cultivating outsider attitudes and would favor a deal with the unions that give them some measure of control.

The unions are hostile to interim and other forms of precarious employment. The CGT labor confederation has called for abolition of all private interim agencies. Instead, it wants the government employment agency to control the job market, supervised by the unions.

Right now, the unions are not in a very strong position to get their way. The CFDT has admitted that its membership dropped 2.5 percent last year, and the bigger CGT is probably hurting as badly or worse, although it won't admit it.

There are signs the Giscardian government, organically linked to the most advanced sectors of industry and banking, might be willing to trade off the interim agencies' role in the labor market in return for union acceptance of the labor mobility that the interim agencies have been helping to organize. This, at least, would be in line with what seems to be the main Giscardian strategy towards the labor movement: on the one hand, it would weaken the unions' capacity to play their traditional role of organizing workers against capital, thin their ranks and demoralize their militants. On the other hand it would tempt the union bureaucracy with the possibility of survival by playing a new role as social partner, helping to police a working class cured of its taste.

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