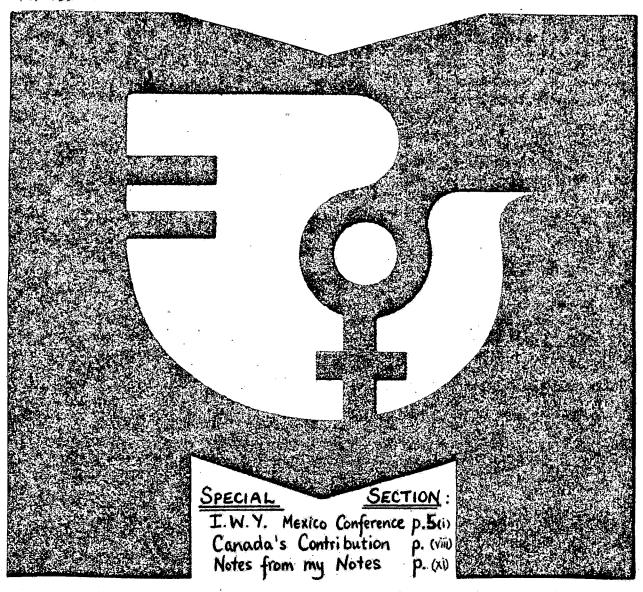
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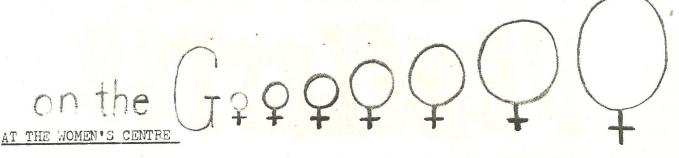
October, 1975 Volume 11, No.8

WOMEN'S CENTRE
77 Bond Street



DATES TO REMEMBER

NEXT MEMBERSHIP MEETING: 6TH OCT. 1975, 8:30 pm.
WOMEN'S DAY OF HEALTH: 18TH OCT. 1975.



August is renowned as a sluggish month and August at the Centre was no exception, though a core group of dedicated volunteers kept the Centre open as often as possible. We are always in need of volunteers. PLEASE HELP US KEEP GOING:

On the funding scene we have received word that National Health and Welfare has given us a \$3,000 grant to provide courses and more community contact within local neighbourhoods. This is a special project which doesn't give us any money for basics (rent, telephone, etc.) but is very important. Nancy Teppler has been hired to co-ordinate the courses. Anyone who can help or offer expertise in course instruction, please let us know. (Refer to page 4)

Word, too, has been received that our International Women's Year grant has been awarded. This project is designed to present discussions, book displays and new exciting ideas to high school and junior high students. This too, is a special project and a very exciting one as it is the first time we can speak to students on a larger scale. Madelaine Thompson and Susan McNicholas are co-ordinating the project and Mary Walsh is providing her organizational and secretarial skills.

On the evening of September 8th, our Centre was visited by some 20 members of Beta Sigma Phi. Celia Griffiths gave an informal talk to the women on women's centre and their function, and ours in particular. Nancy Teppler and Mary Walsh were present and assisted in handing out literature and answering specific questions on the work of the Centre. Celia's presentation was very well received by the women present and many interesting questions were asked. Next month, Ellen Antler and Ruth Pierson will address the same group on "Woman and her Heritage".

For the fourth time we have submitted a request for funding to. the Premier of this fair province (you guess it - the other three were rejected). Isn't is amazing that the Provincial Government can find over \$100,000 for retired Crosbies, etc. but none for day care or women's groups?

November is election month for the N.S.W.C. Elections are held at the annual general meeting which is November 4th. A nominating committee has been set up to collect names of members interested in sitting on the ten member committee. Please contact Celia Griffiths, Mary Walsh or Martha Butler with your nominations.

#### COURSES.... More on grant received from National Health & Welfare

We hope to have lots of input from members, friends and new contacts so that we can offer courses of interest to many women.

Some of the courses which we hope to have going soon will be:

- 1) Nutrition, in spite of inflation!
- 2) Home Can be Dangerous Avoid Accidents and Know What to do if one Occurs:
- 3) Yoga Let's Keep Fit!
- 4) Parenting Effective Communication with Children.

or - Early Childhood Education and Development.

If you care to take one, or teach one - Please contact me as soon as possible at the Women's Centre.

Nancy T.

#### Advertisement

The Other Woman is a 3 year old Canadian bi-monthly feminist newspaper with national distribution. We feature articles on: international women, native women, children, health care (mental and physical), lesbianism, single parents, struggle. Plus: analysis, reviews, news, letters, a monthly column on starting a feminist newspaper, and MORE! We need you to help build a strong women's movement in Canada. Contribute! Send us your writing, your photographs, your news, your drawings. Help the news to get around! Send us names and addresses of people who should receive sample copies of the paper. Send us the mailing list from your organizations, newspapers, etc. Subscribe!

In Canada: \$3/yr. individuals; \$10/year institutions

Write: The Other Woman
P.O. Box 928, Station Q
Toronto, Ontario

The Toronto Women's Bookstore has a mail order catalogue that is available on request. To receive this catalogue you may write to:

Toronto Women's Bookstore, 85 Harbord Street, Toronto, Ontario.

#### EDITORIAL

A huge hunk of time, effort, money and sacrifice is behind the report on the Mexican U.N. IWY Conference which appears in this Newsletter. Our delegate, Lillian Bouzane, did not take her assignment lightly. This is sincerely appreciated.

NSWC is new at this business of sending delegates off to international conferences. With this opportunity comes the responsibility of having our delegates represent an informed and mature-thinking group of women. The question might be asked at this point, since we are about to send yet another delegate off (Yvonne Earle to East Berlin) - Is NSWC ready to be represented? Have we agreed on a philosphy to guide us in our actions? If we have never actually sat down and spelled out a philosophy, how can we expect our delegates to take stands in our behalf?

It is with gratification that we learn of a plan to rectify this omission. It is high time we spell out for ourselves such basic issues as - Why are women oppressed in Canada? What are the forces that maintain this oppression? Is there a common front we can build with women of other countries?

Allen Antler is willing and able, as a social anthropologist, to guide us through a series of at least 6 sessions this Fall. The first one is to be held October 9th, a Thursday, at the Women's Centre. Notify Ellen through the Centre that you wish to be in on the series.

At our first session, it is planned to devote ourselves to determining what stands we wish our delegates to the coming U.N. IWY World Congress for representatives of non-governmental organizations to take on our behalf. It may be we will not have a unified voice but at least our delegate will know our different views and be in a position to report them at the Congress Oct. 20-24 in East Berlin.

We need to develop our knowledge beyond the point of what to do to help our sisters in emergency situations. We want to avoid poor-Peopling to the exclusion of really getting down to the hard facts and finding solutions. The Suffragettes brough us the vote; now it is up to us to carry the ball beyond this point.

PROGRAM FOR OCTOBER MEMBERSHIP MEETING - OCTOBER 6, 1975 - 8:15 P.M.



PANEL: Analysis of the Provincial elections by participants Helen Porter, Olive Johnson, Liz Genge, Lillian Bouzane and Dorothy Inglis.

WHERE DO WE GO FROM HERE in involving more women in politics and getting women's issues to the forefront in political campaigns???



Año Internacional de la Mujer 1975

## Tribuna

México D.F., Mexico 19 Junio - 2 Julio

This special section of the Newsletter is dedicated to the women who contributed money to allow the Newfoundland Status of Women to send a delegate to the International Conference for non-government organizations (NGO'S)

THE TRIBUNE - held in conjunction with the United Nations International Women's Year (TWY) Conference at Mexico City. This edition of the Newsletter contains a report of some of the events of the TWY Conference and, in more detail, the events of the Tribune.

To be elected as Newfoundland's delegate was a great privilege and the experience of attending an international conference of some 5000 women an unforgettable event. If my report is somewhat critical of the accomplishments, it is symbolic of the frustration that any feminist would feel caught up in a process where outmoded techniques and reactionary people block revolutionary ideas.

Lillian Bouzane

#### MEXICO CONFERENCE

#### 1975

#### INTERNATIONAL WOMEN'S YEAR

When, after some hesitation, due to the great expenses of the trip, I finally accepted to be the representative of the Newfoundland Status of Women Council to the International Women's Year Conference in Mexico, I became singularly excited at the realization that I would be a participant in what I then believed to be the great conference of the century. In retrospect, it was a great conference. All the power people were there - Steinam, Freidan, Greer, yet in spite of the stars, the suspicion is there that the developing countries used the conference as a vehicle to pressure the international community into believing that sharing the wealth of nations was a prerequisite to women's rights; and yet that proposition has to be meaningless when one realizes that in Canada and in all the developed countries, women in fact do not share the wealth but are hived off in all the low-paying jobs, which, in the main, just keep them at or below the poverty line.

So, what did I learn in Mexico?

There were, in fact, two conferences held in Mexico: The International Women's Year Conference which was attended by representatives from some 125 governments, and the Tribune which was a Conference of some 5000 delegates from non-governmental organizations. While the Government Conference had as its purpose to examine and adopt a Ten Year Plan of Action, drawn up under the auspices of the United Nations by an inter-governmental consultative committee, the purpose of the TRIBUNE was to exchange ideas and to examine the various techniques that peoples of the world had used to encourage their governments to forward development, equality and peace.

It was, I believe, the intention of the United Nations that both conferences should be mutually influential and for this reason both the Government Conference and the Tribune were held in Mexico at the same time. However, since the buildings in which the conferences were held were a forty minute bus ride from each other, the NGO's suspected they had been manipulated and took some rather interesting measures to impress upon their various government delegations that their voices must be heard at the Government Conference; The American NGO's did it by protesting at the American Embassy in Mexico and confronting the head of that Government's delegation; the Japanese by calling into question the presentation made at the Tribune by one of their Government's official delegates; and the Canadians, in our measured way, by requesting and getting a meeting with our Government's official delegates. This meeting, while not accomplishing much in the long run, served at that time to assure the Canadian NGO's that their Government delegates were at least willing to sit down with them.

While the Tribune began its proceedings with an already installed president, who, let it be recorded, was a woman; the protocol of the Government Conference demanded that that Assembly elect its President from among its official delegates. In pure Tammany Hall farce, the purported heir apparent to the Presidency of Mexico, Attorney General Signor Pedro Ojeda Paullada, got himself elected President of the Government Conference. At the Tribune the news of this outrage was irreverently passed from one delegate to the other with the words "They've eleted the chief cop of Mexico as President of the Government Conference."

No one was much surprised when a few days later this man was quoted as saying that "closer communications between the Conference and the Tribune is unnecessary because nothing new is really being said at the Tribune (Xilonen, June 24th, 1975). So that the Tribune voice would indeed be heard at the Government Conference, delegates set up a "Global Speak-Out" for the purpose of studying the Ten Year Plan and making recommendations and amendments to it. This work was hampered by the fact that the Tribune had no money for copying facilities, and consequently a limited run-off of the Tribune's revisions to the Plan had to be paid for by the Tribune delegates. . A copy of the revisions was delivered to Helvi Sipila, Secretary-General of the Government Conference, with the request that they be presented for consideration. Ms. Sipila agreed to be the Tribune's emissary to the Conference. At the same time a copy was placed in the mailbox of the head of every Government delegation. During the hour prior to the meeting with Ms. Sipila, a discussion of the revisions was to be held at a meeting of all Tribune delegates. This discussion never did take place, for prior to the meeting, which was held in the main committee room, and attended by some four thousand people, a number of persons began filibustering the whole affair and managed to get control of the mikes which were positioned on the floor, and keep them until Ms. Sipila arrived. The control of the committee room was so complete that the mikes on the platform were cut off during the whole hour of filibustering and the panel of people responsible for answering questions on the Revisions to the Plan left the platform in disgust.

Why did this filibustering take place? The fact that Rosa Luz Alegria, daughter-in-law of the President of Mexico, spoke for a considerable period, albeit in a concilliatory tone, indicates that Mexico could have staged it. The reason the first speaker gave was that the R evisions were made by too few countries. Of course that was nonsense since the committee room at that time was full of delegates, who, if they wished, could have adopted the Revisions or thrown them out. Why would Mexico not want the Tribune to discuss these Revisions? After all they had already been accepted by at least 2000 delegates during drafting sessions the day before. One answer might be that the

developing countries want a World Plan that places more emphasis on the need to share more of the resources of the world with the developing countries. This idea it seemed, from the discussion of the delegates from the floor during the previous days, would be accepted readily by the delegates at the Tribune. The Latin American women had added their own statement to the Revisions endorsing the need for sharing of the world's resources. On the surface there seemed to be no real reason for such a demonstration; but I can say that the one and only time that any overt politics was interjected into the Tribune was when the Revisions made by the Tribune delegates came up for discussion. These discussions were not allowed to take place and the filibustering was organized and sustained. I was in the first row of seats in the committee room and I saw the strategy of it being worked out there on the floor.

When Madam Sipila arrived, the panel returned to the stage and the panel mikes were turned on again. Madam Sipila's response from the Government Conference to our request to have our Revisions considered was that such a request had no precedence at an international conference, and besides, the Conference had no time to look at another set of Revisions. Madam Sipila was highly respected by the Tribune delegates but I didn't expect that she would get a standing ovation when she had finished giving such a negative report. Needless to say, the Canadian delegates sat on their hands, or at least the ones who were sitting in my group did.

However, this demonstration had one good effect; it made every delegate more acutely aware of the content and purpose of the <u>Ten Year Plan</u> and the responsibility that each had to see that this <u>Plan</u> was implemented in her own country.

Some of the proposed revisions suggested by the Tribune include the right of women to control their own bodies; her right to health for their own sake; and a demand for more funds to eliminate discrimination. Also, the right of women from developing countries to plan and decide on UN development programs in their countries, where it was pointed out that development funds from the UN and individual countries were often disruptive to the culture of a developing country, since the developing agents were generally men who insisted on discussing development with men even when the area of development was controlled by women, as happens so often in farming areas. The result was that the position of women became economically undermined.

The section on the Media was amended to require that employees in the media and educational institutions take special training programmes to unlearn sexual language stereotypes such as the generic use of 'man' to describe women as well as men.

The Revisions included a demand for a new Office of Women's Concerns at the Under-Secretary level which would be headed by a woman committed to women's rights with two-thirds of its staff being women. The responsibilities of this office would be to review and monitor the

World Plan of Action, issue annual public reports and investigate complaints of violations of human rights against women. It would also analyze and report on the impact of women of the various UN development programs.

NGO's in all countries of the world undoubtably will be pressing their governments to consider the Tribune Revisions when the World Plan of Action is being studied by their governments.

It might be correct, at this point, to look at what the Ten Year World Plan of Action contains. What follows is a very brief summary of some of the points.

#### National Action:

The Plan provides guidelines for government action over the ten year period from 1975 to 1985 and requests the full support of all public and private institutions, employers, trade unions, mass communications media and non-governmental organizations in order to give action to those guidelines. It calls for machinery within government, such as commissions, women's bureaus, and other bodies that would investigate the situation of women in all fields and at all levels and make recommencations for needed legislation, policies and programmes.

#### Political Participation:

The Plan calls on all Governments to involve women in the decision making process at the political level and urges that time-tables be set within the decade 1975-1985 for increasing the number of women in elective and appointive public offices and public functions. Governments are urged to publicize widely their programmes for achieving equal political economic and social participation of women.

#### Education and Training:

Governments are called on to provide inexpensive child-care and make other arrangements to coincide with school or training hours to free women and girls from confining domestic work. The Plan urges Governments to re-write text books and other teaching material to show women in positive and participating roles.

The Plan asks Governments to make vocational programmes of all types equally accessable to both sexes, and encourage boys and girls through vocational and career guidance to choose a career according to their real aptitudes and abilities rather than on the basis of deeply ingrained sex stereotypes.

#### The Family and Population:

Governments are encouraged to pass legislation to ensure the rights of women in all the various forms of the family, including the nuclear family, the extended family, the consensual union and the single parent family. The Plan proposes family planning programmes directed towards women and men equally and the development of contraception and birth control that will be both efficient and compatible with cultural values prevailing in different societies.

#### Employment:

The World Plan of Action requires Governments to foster positive attitudes towards the employment of women, irrespective of marital status and to eliminate obstacles based on sex-typed divisions of labour. As well, it urges that specific target dates be established for achieving a substantial increase in the number of qualified women employed in skilled and technical work.

Governments are advised to give women the opportunity for institutional and on the job training on the same conditions as men so as to make them equally eligible for promotion.

#### Mass Communication Media:

The Plan pointed out that one of the major obstacles in improving the status of women lies in public attitudes and values regarding women's roles in society, and suggested that at the present time the media tend to reinforce traditional attitudes, often portraying an image of women that is degrading and humiliating, and fail to reflect the changing roles of the sexes. To countermand this The Plan would have those in control of the media to seek to raise public consciousness with respect to these changing roles and urge the media to project a more dynamic image of women and to take into account the diversity of women's roles and their actual and potential contribution to society.

The World Plan of Action is a forty-five page document that, besides the topics discussed above, also makes recommendations concerning housing, health and nutrition, international co-operation and the strengthening of international peace.

It also suggests that the United Nations General Assembly make provision for a biennial review of world progress of the Plan with the intention of making appropriate modifications to the goals and recommendations of it.

while the Government Conference tried for two weeks to come to agreement on the proposed changes in the Plan, very few changes of any significance were acceptable to the whole Conference, and the Plan was adopted with some minor changes made in the wording of the introduction and a statement was added to the document by the Group of 77 developing countries (now numbering over 100) which oriented the issues of women's rights more towards economic development than the social and legal position as presented in the original Plan.

At this stage it is pertinent to ask if the World Plan of Action contains the formula that would permit women to become full citizens sharing in all the resources of the country and the world, a theme which rang through many of the speeches of the participants. Certainly all the right sentiments are there, but they are directed towards men who hold all the power now. Will men be willing to give up some of that power to women as the plan directs or will all the high flown sentiment evaporate in the rush for economic development in the third world; if women settle for the latter as the best result of the Mexico Conferences, then they are being hoodwinked, since economic development, as we who live in the west know, has already established the precedence of leaving women out. Justice for women, therefore, is not just in economic development. It's an all fronts effort. Women must not be diverted from this or allow any government or groups of governments to use their conferences to present false images of what they intend to do for them. Women must look to their history and understand that the records are few indeed that show women in any positions of power or in any positions of equality. The point of the Mexico Conferences is there and women must go forward, in knowledge from that point.

#### CANADA'S CONTRIBUTION

What was Canada's contribution to the United Nation's TWY Conference? To be positive, and indeed to be fair, I must state that Canada co-operated with the United Nations in sponsoring a seminar on "National Machinery to Accelerate the Integration of Women in Development and to Eliminate Discrimination on Grounds of Sex", in Ottawa 4-17 September, 1975. The report from that conference served as one of the background papers for the World Plan of Action and recommendations on National Machinery formed a part of the Plan.

However, as was pointed out by one of my fellow delegates, in our meeting with the Canadian Government delegation, we had expected Canada to take the lead in offering some imaginative programme to women of the world, something that would show the the world that Canada was prepared to go beyond mere legislation in its efforts to raise the status of women. At least two countries made efforts in that direction. Princess Ashraf Pahlvi, head of the Iranian delegation presented a personal cheque for one million dollars to the UN, \$500,000 of which was to go into the IWY voluntary fund, while the remaining \$500,000 was to be used for the creation of an Institute for Research and Information on the Status of Women in Asia and the Pacific. If the UN accepted Princess Ashref's proposal she was prepared to donate a further million dollars.

Britain offered £200,000 for UN work relating to women in development, and specifically for rural development.

Even the official statement made by Coline Campbell, M.P., head of the Government delegation, to the TWY Conference was as dull as plain-song, in fact it was little more than a shopping list of the Canadian Government's effort in cleaning up the discriminatory legislation imposed on women by our father's and grandfather's generation of legislators. An excerpt from page four of that statement reads as follows:

"Recent legislative action relating to the status of women included: amendments to the Canada Pension Plan. Legislation currently before Parliament, such as...the Citizenship Act which gives a mother the right to pass on her citizenship to her children, and the Act to amend the Public Service Superannuation Act. In the near future a Bill will be introduced to establish a Federal Human Rights Commission in Canada."

The speech presented by Ms. Campbell also recorded that Canada was "pleased to contribute to the UN Voluntary Fund for TWY, to assist representatives from developing nations to attend the activities of this Conference." As the sum contributed was not named one can only hope that it was more than the total of \$5000, which was available to Canada's NGO delegates.

And of course, all of this legislative reform of the Canadian Government pales against the stark reality of the Canadian Government law that allowed the eviction from her home on the Caughnawaga Reserve, of Mary Two-Axe Early while she was a delegate at the Tribune. This atrocity was brought to the attention of the Tribune and more than 4000 women delegates supported a message of protest to the Prime Minister of Canada, the Federal Minister responsible for the Status of Women and the Quebec Minister who holds a similar portfolio in that province. The message read as follows:

"United women of the world attending the International Women's Tribune in Mexico City, strongly protest the eviction of Mary Two Axe Early, a member of the non-government Canadian delegation and other Indianm women, from their home on the Caughnawaga Reserve, Quebec, Canada. Eviction will place Canada in violation of its commitment under the Charter of the United Nations. We ask the Canadian Government to seriously consider a stay of eviction pending amendments to the Indian Act. This telegram supported by 4000 women attending the International Women's Tribune."

At the date of this writing, Mary Two Axe Early, and the other women, have not received "the stay of eviction".

I brought back from the Tribune as many of the background papers as possible. The following are filed as reference material at the Centre.

#### BACKGROUND PAPERS TO THE TEN YEAR PLAN OF ACTION

- 1. Interregional Seminar on National Machinery to Accelerate the Integration of Women in Development and to Eliminate Discrimination on Grounds of Sex.
- 2. Current Trends and Changes in the Status and Roles of Women and Men, etc.
- 3. Regional Seminar for Africa on the Integration of Women in Development With Special Reference to Population Factors.
- 4. Integration of Women in the Development Process as Equal Partners with Men.
- 5. World Plan of Action.
- 6. Genuine Education for Equality.
- 7. The role of Women in Rural Development.
- 8. Participation of Women in Development in Latin America

- 9. The involvement of Women in Development in Latin America.
- 10. The Role of Women in African Development.
- 11. The Situation of Women in the Light of Contemporary Time-Budget Research.
- 12. The Health of Women: How it affects their Needs and Status.
- 13. Women and Development: the UNICEF Perspective.

#### SPEECHES:

- World Conference of the International Women's Year by Coline Campbell, M.P., Canada.
- 2. Address by Maria Esther Zuno de Echeverria on Opening the International Women's Year Tribune.
- 1. Ten Year Plan of Action.
- 2. Suggested Revisions to the United World Plan of Action by the Tribune delegates.
- 1. Background papers on the Mary Two Axe Early Eviction.
- 2. Copies of Kilonen, the Tribune daily newspaper, June 19,20,23,24,26, 30.

#### BOOKS:

- 1. Women's Rights.
- 2. Igualdad de la Mujer

#### Articles:

- 1. Excelsior, largest daily Newspaper in Mexico City on the events at the IWY Conference and Tribune.
- 2. Notes taken by me at the Tribune discussions.
- 3. Sundry other materials.

# Año Internacional de la Majer 1975

#### Notes from my notes:

To have some point of reference for this report I kept notes on some of the presentations made by the various speakers. As at other conferences, some of the speakers were brilliant and scintilating, while others just bushed the capitalist line on women, or the socialist line, or the communist line without objectivity, or concern that they were losing part of their audience.

#### PANEL: WOMEN ACROSS CULTURES.

#### Notes from a Speech by Elia Borges de Tapia-Venezuela:

What are the prospects to eliminate discrimination? Governments are not inclined to recognize women's rights. Women's problems are not different from the problems of other sectors of society.

Change must occur also among men.

The problem will be solved when social change occurs.

Women cannot wait for change.

We cannot remain quiet until we arrive at a new structure. We must do what the working class and the marginal people have done. We must change the structure through action. We have asked through documents, we have never used action. We must no longer sit quiet and talk.

#### PANEL: WOMEN IN PUBLIC LIFE.

wives to consider.

#### Notes from a speech by Millica Vajrathon- Thailand:

Women have imposed on them the characteristics of a backward country. Women in public life is a small group of women. Wives of public men serve the community through their husbands. Women are educated to play the supportive role to men. Society handicaps them by expecting them to play ; the sweet wife role. Neither society nor parents encourage women to participate in public affairs. Success for women is considered a handicap yet if husbands are not making sufficient money they push their wives to go to work. Not many successful women are married. The masculine qualities in women are considered a handicap. The male dominated structure has to be changed to a human dominated structure. The rules must be made by men and women. Pre sent social structures discriminate against women in the crudest way. Women have to be motivated to maintain themselves separate from husband and family and keep their own name. Women must develop themselves independently, psychologically, and take themselves seriously. Women can no longer operate behind the scenes. Women should seek elective positions for the sake of society. Young people need role models. Rules and regulations should not be made only by men with traditional

#### WOMEN'S DAY OF HEALTH

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Tentative Agenda - Friday, Oct. 17/75
                      History of Women's Health
 8:30 p.m.
                      Open House ( with refreshments )
 9:00 p.m.
Saturday, Oct. 18/75
                      Main Entrance, Registration ($2.50 - cost of dinner)
 9:00 a.m.
                      Main Projection Room - Introduction & Welcome
 9:30
                      Main Projection Room -
10:00
                      TOPIC: THE VAGINA
Information for displays in Cafeteria - 1) talk on drugs
                                        2) booth from A.A., Al-Anon & Al-A-Teen
Distribution of questionnaire
                      Break for Coffee
11:00
                      CHOICE OF:
11:30
                      1) Main Projection Room - Film on Cancer & talk
                          from Cancer Society
                      2) The Effects of Mental Retardation on the Family
                      3) Sexuality
                      Main Projection Room
12:00
                      TOPIC: THE MENOPAUSE
                      Lunch
 1:00
                      Repeat of talk on drugs for those who did not
 1:50
                      get the opportunity to hear it earlier
 2:00
                      Main Room -
                      TOPIC: MENTAL HEALTH
                      YOUR LEGAL RIGHTS IN HOSPITAL
 2:40
                      TOPIC: ABORTION
 3:00
                      TOPIC: MENSTRUAL EXTRACTION
 4:00
                      Choice of:
 4:30
                      1) Birth of a Baby
                      2) V.D. Discussion
                      3) Sexuality
4) Self-Examination - What, Why and How
                      End of Program
 5:00
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#### NOTICE

YVONNE EARLE has been chosen as one of ten delegates from all of Canada, to participate in the World Congress on International Women's Year in Berlin in October.

It is up to our organization to help fund her way. The air fare alone is over \$600. PLEASE SEND YOUR DONATIONS NOW.

A position paper is being prepared and an active role will be played.

PLEASE - HELP:

### HOW TO CHANGE A LAW YOU DO NOT LIKE. AN HOUR WITH THE HONORABLE JAMES MCGRATH

This process is a slow one and we Canadian women are realizing more and more just how slow. In 1967 the Royal Commission on the Status of Women made recommendations. How many have been implemented and what are we doing to get them changed? As members of the Newfoundland Status of Women Council you are a member of the National Action Committee (NAC) on the Status of Women, whose sole purpose is to try to change federal laws as suggested in the Royal Commission report.

On Thursday September 4th, Marian Atkinson, Celia Griffiths and I met with our Federal Member of Parliament Mr. James McGrath as part of a national campaign to meet all the M.P.'s in their home riding to let them know personally what laws we want changed.

#### Topics Discussed:

DAYCARE: The Progressive Conservative party supports the programme which now exists under the Canada Assistance Programme. This programme is basically a welfare programme and that is not enough. But Mr. McGrath was encouraging as he supported milk supplements for all day care "students" and the Canadian Pension Plan for homemakers.

FAMILY PLANNING: Mr. McGrath surprised me in that he agrees that there was need for family planning information and that television is the place for it as long as the individual companies did not advertise their wares. Rather the Department of Health and Welfare would be responsible for the programme as they are for the Participaction advertisements.

BILLS: Federal Bills can only be brought up for discussion by the party in office (the Liberals) so even though Mr. McGrath supported Bills C-20 and C-52 (citizenship and pension), he can only vote for them when they come up.

CANADA PENSION PLAN FOR HOUSENIVES: The Federal Advisory Council on the Status of Women recommended that housewives be brought into the Canada Pension plan through a process of splitting pension credits between marriage partners with a provision for the splitting of past accumulated credits on the breakdown of marriage. Mr. McGrath said he supported this.

FUNDING: We also discussed funding. We got the names of most of the members of the Constituency Advisory Committee for the LIP Grants. Hopefully we will be able to talk with these people before our next LIP application comes up for approval. It was an educational hour. Maybe during the Christmas recess of Parliament we can talk with our M.P. again.

Wendy Williams

## RECOMMENDATIONS FROM THE NEWFOUNDLAND STATUS OF WOMEN COUNCIL RE: REMOVING THE ABORTION LAW FROM THE CRIMINAL CODE OF CANADA

#### Age of consent - 16

#### Reasons for age 16:

(1) Emotionally mature enough to make decisions.

(2) Cover the largest possible number of women needing abortions.

(3) An age of consent older than 16 years would be to the detriment of the health of minors.

#### Decision to be made by whom?

The decision to be made by the woman and her physician.

#### Up to what point in pregnancy?

Like any medical procedure an abortion involves a risk to the woman. Abortions are safest when done before the twelveth week. Therefore women should be encouraged through educational campaigns to come early for abortions. Abortions should be available up to the 24th week of gestation.

#### Where?

Abortions to be available in all government funded hospitals as well as clinics meeting the requirements of the Department of Health.

#### Done by Whom?

Any certified medical practitioner can do the abortion. A physician who because of personal beliefs will not perform an abortion himself/herself must refer the woman to a suitable doctor.

#### FURTHER RECOMMENDATIONS:

#### Facilities:

- (1) Certified clinics to perform abortions up to 12 weeks, as in New York State. For cases over 12 weeks clinics must refer woman to a hospital.
- (2) Abortion should be available within fourteen days of requesting for one.
- (3) All hospitals funded by the Government must be forced to comply with the law and allow abortions to be performed on their premises.

From the New York precedent it has been shown that it is essential to build up facilities to handle the immediate upswing in abortions demands after the liberalization of the law. Hospital facilities in that state were taxed to the limit and the backlog on the abortion waiting list was detrimental to thousands of women.

Post abortion counselling must be available for all women. Birth control information and devices should be obtainable from counsellors.



THIS IS A TRUE STORY FROM ELINOR NEUBRUER

SCENE: Registration desk at a motel during fishing season in North West Ontario

THE WOMAN AT THE DESK IS OBVIOUSLY HARRIED - THERE IS A LONG LINE-UP AND SHE MUST ALSO ATTEND TO THE SWITCHBOARD WHICH KEEPS LIGHTING UP.

FISHERMAN: Where can I lruy a newspaper? It hat is the cost of long distance from here to \_\_\_\_\_? What time does the dining room open? How far are we from the lake? etc.

THE WOMAN IS FLUSTERED, FORGETS SOME OF SOME OF HIS QUESTIONS, APOLOGIZES BY SAY-ING SHE WAS LATE GETTING IN TO WORK AS HER HUSBAND WAS CALLED OUT OF TOWN UNEXPECTEDLY AND SHE "HAD TO GET HIM READY" ALSO HER SONS WERE FINISHING UP A SCOUT PROJECT AND SHE HAD TO FILL IN FOR HER HUSBAND.

FISHERMAN: Guess it gets pretty cold here in the winter.

WOMAN: (brightly) Oh, I love the winter - I like to ski and besides I don't work in the winter.

FISHERMAN: You don't work but I'll bet you like to eat, don't you.

(He then shakes his head and songs "women"). The

woman reels from his comment and songs nothing.

ME: (Behind fisherman next in line) She means she just works at one job in the winter instead of two! The fisherman gives me a dirty look and moves off.

Woman smiling to me when I give her my name: That'll be MS. won't it?



P.b.

#### THE IMAGE OF WOMEN AS OBJECT OF AGGRESSION

Every day women are presented as being appropriate objects of assault by the pictures on the covers of such magazines as <u>Master Detective</u> and <u>Confidential Detective</u>, among others. Any young boy or girl or adult sees these pictures any time they go up to a magazine rack. The pictures invariably show a woman in a state of partial undress or otherwise exposed who is bound, gagged and/or threatened with a gun, knife or in some way being subjected to violence or threat. The composition of the picture and often the titles printed on the covers deliver a clear message that associates sex with violence and presents women as the object of such aggressive behavior.

We know that almost all of our attitudes about the appropriate treatment of other people and even of animals for that matter, come not from specific teaching on the part of parents and teachers, but from the day to day examples which are presented. These examples are set by the entire culture in which we grow up. Not only our parents and families' behavior, but the pictures we see, the television we watch, the behavior of strangers and playmates - all of these things become our models for what our culture believes is right and proper.

We have begun to realize that public media have this kind of influence and are properly concerned about extensive exposure, especially of children, to violence on television. We no longer believe it is appropriate to present black people or any minority group in such a way that states or implies they are appropriate objects for derision, exploitation or violence.

If the sort of magazine I have described consistently showed a Newfoundland fisherman, and Indian or a Black person in such a manner, there would be an outraged protest. Members of these groups would quite properly see this sort of thing as being unacceptable. As a female and a Psychologist, I say the current presentation of women as objects of aggression is just as inappropriate.

The fact that women are assaulted and raped in our culture is not a reason for such presentations. Newfoundland fishermen, Indians and Black people are also exploited and assaulted physically and psychologically. The fact that this is inappropriate is why we don't present such images in public media as models any more.

It is time to get such images of women at least out of the easy access of children. This could be quite simply accomplished by not putting these magazines out on view. Any adults who wish to buy them can perfectly easily ask for them.

Lois Hayweiser, PHD, Psychology Department MUN

minimists we might chare a thought for an even larger movement towards personal freedom and ideals. Inter-Women's national (IWY) has covered about two thirds of the course. Has it been a success?

"Of course!" I hear you has never say. had so much publicity since her unfortunate excursion into the fruit business, in Eden."

Quite so. There have been thousands of articles ponderously expounding the female potential, and thousands of interviews with women who are realising that potential in everything from Cathedrals to coal mines.

But let me ask you other question, lady. What, so far, has IWY done for you. Can you point to a new law, a really meaningful tax concession or an insecurity crease in social that has benefited woman's lot in Trinidad and Tobago so far in 1975.

Has your personal dig-nity received increased recognition in this, our year. And what about our underprivileged, common law wives. Are they any less harassed and insecure?

Perhaps a score of letters will now bombard me with the details of hitherto unpublished bounty, but failing this I have a nasty feeling that Max Factor, Yard-ley and Cleopatra Jones ley and Cleopatra have done just as much for our image as IWY.

#### VITAL ROLE

The highlights of our 52 weeks was the IWY Conference, in Mexico. Did it do full justice to our cause?
Many of you, I'm sure,

have been too busy being women and workers and mothers to find out just what our cause IS. Well, just the United Nations Charter explains it most clearly,

The first objective of IWY is to promote equality between men and women.
The second is to ensure

the full integration of wo-men in the total development effort, emphasising women's responsibility and important role in economic, social and cultural development at the national, regional and international

The third is the recognition of women's increasing contribution to the develop-ment of friendly relations co-operation among

Report on women must not

31-3-75.

AS WE relebrate indeengiance we might spare a
mought for an even larger
coverment towards personal
reedom and ideals. Interational Women's Year



Justice ELIZABETH BOURNE

States, and to the strengthening of world peace.

Now back to Mexico.

When our delegates were interviewed on their return, they declared that very much had been achieved.

Under questioning, how-ever, they admitted that unfortunately the Conference was conducted along the usual United Nations lines, with a lot of old talk and policy statement from governments and non-governmental organisations accredited to the UN.

There was too much regimentation, they allowed, and many lost sight of the fact that this was a Con-ference to deal with the problems facing women: There had been, they

agreed, heated political discussions and walk-outs.

Now in my opinion that last observation more or less wraps up United Na-tions' objective number three, and deposits it in the garbage can. No one is going to recognise women's increasing contribution to the development of friendly relations when they are bawling at each other and stamping out of the Conference rather than listen to opposing views.

If women are to balance life's see-saw instead of being always on the end that is down, they cannot afford fragmentation. No matter conflicting their re-

## Betty Heys

ligious or political dogma might seem to be, they must stand together to gain from the world a fair share of freedom, dignity

T asked several ladies why they thought that IWY was dragging its dainty feet, and Mrs. Vilma Jardine had a very logical explanation. She thought that the project took the average woman by surprise.

They did not have enough

They did not have enough-time to assess their objec-tives and get their own role into proper perspective. I believe this was true the world over, and the re-sult was confusion. Various feminist groups did their own thing, and while some of their demands were just and simple. others were and simple, others were just simple minded.

Naturally the more wayout ladies made the headlines. There was more copy to be had from a pile of burning bras or a group the shouting, "Let's love the Lesbians," than from some obscure, dusty battle for a short legal clause that might give hard working women a few extra dollars a week.

#### THE BURDEN

Critics (mostly men) have been heard to say there has been too much, "Gimme, been too much, "Gimme, gimme," in the dialogue of IWY. Women, they point out, are always saying how much they have to give to the world, yet in this, their year, they have concentrated solely on finding how much they can get.

I am glad to confound them. Our Mexican deleglad to confound gates (Senator Ruby Felix, Lady Justice Bourne and Miss Corinne Baptiste) were able to co-sponsor a resolution by the Holy See.
It called on women of

training, education and wealth to go out into the world and make it part of their life's work to alleviate the burden of women who live on the edge of poverty.

This leaves a much better taste in the mouth than the



Senator RUBY FELIX

spectacle of commie ladies being catty to the wife of Israel's Prime Minister.

Leaving the tantrums with the tamales in Mexico. let us review the situation at home. Here we have a National Commission on the Status of Women which was specially appointed to promote the aims and objects of IWY.

Seven working groups have been set up to evaluate the position of women in various fields, including of course, the home. At the end of the year the results of their investigation will be handed in to Government, with the Commission's recommendations, and it will be up to you and I to see they don't become a spider's paradise in some peaceful, forgotten Ministerial cupboard.

The seven groups have dealt and are dealing with women's status in politics, law and education, her employment opportunities and conditions, the extent of her participation in the labour force and her position in it, her health and welfare services and the influence of scientific and technological development on her posi-

When this report is published at the end of the year, we should know a lot more about ourselves than we do now and this,. I suppose, is the big fringe benefit of IWY.

Children who are nor to school leaving age will have absorbed a whole year of heartening propaganda. They will have had more encouragement than any other generation to enter, fully and unafraid, whatever field of industry or commerce is attractive to them. Few, I'm sure, will feel that life is over if she doesn't catch a husband, quick!

But a girl whose desires, talents and ambition are centred in a home will benefit too. She will expect to be a partner in the business of family life, with an equal say in its decisions and a right to maintain her individuality within the unit, no matter how close it may be.

The danger that women will become less feminine in their race for equality is a slight one, I feel Most of us know (and rejoice) that "equal" does not mean "the same." Our contribution to progress is by nature different from that of the male—but it's not less.

#### FEMALE LEADER

We bear and nourish the nation's children, which a man can never do, so why should we really begrudge him a monopoly of lesser jobs, like building business empires?

But women CAN serve in many jobs that up till now have been the prerogative of men, and they can do such jobs better if they are mothers.

Would a female leader who had borne a son send her country to war with the thoughtless belligerence of her male counterpart? Would a mother's practical mind put the dubious prestige of expensive foreign embassies in priority over health facilities and schools? There's an American cigarette advertisement that shows "before" and "after" pictures. One may show old time Milly in her bustle,

on a forbidden cigarette.

The other might show modern Milly in a bikini, smoking a cigarette and with hardly anything hidden at all. "You've come a long way, Baby," says the caption, and indeed we have.

caught hiding behind the

potted palm while she puffs

IWY will show us both the distance covered and the territory that is left to explore. Good luck, Baby!

# . "YOU'VE COME A LONG WAY BABY" but do you really believe that is far enough?

### Majority of Illiterate Adults Are Women, Unesco Reports

H-Trub. By Eric Pace 5-IX-75

PERSEPOLIS, Iran, Sept. 4 (NYT).—The number of women who cannot read and write has been growing steadily in recent years and now constitutes almost two-thirds of the world's 800 million illiterate adults, the United Nations Educational, Scientific and Cultural Organization reported here yesterday.

A 49-page study prepared by the organization's Paris secretariat was released at the opening here of a weeklong international symposium on literacy.

Princess Ashrav Pahlevi, sister of Shah Mohammed Reza Pahlevi, in an opening address to the 80 participants at the conference, declared: "The highest priority should be accorded to the problem of illiteracy among some women, not only because... the number of women illiterates is increasing more rapidly than illiterate men, but also because

literacy can be a powerful means for their emancipation."

Helen Callaway, a U.S. anthropologist at Oxford University, wrote in a paper released here: "Both economic development and the expansion of primary education have created a wider distance between men and women; nearly everywhere males are given preference for general education and for technical training."

The Unesco report said that, although the percentage of adult illiterates among the world population was decreasing, the number of adult illiterates was increasing because of worldwide population growth. The total number of adult illiterates was 783 million in 1970 and 735 million in 1960.

Unesco experts and other authorities on illiteracy define an adult illiterate as being a person who has reached the age of 15 without learning to read or write.

The world's population of illiterate adult women has now reached almost half a billion, according to J.R. Kidd, secretary-general of the International Council for Adult Education, an affiliate of Unesco.

In 1970, women constituted 60 per cent of adult illiterates, or 470 million persons, according to Unesco. In 1960, women constituted 58 per cent of adult illiterates, or 426 million.

### Sexual Harassment on the Job

#### By Enid Nemy

NEW YORK (NYT).—For years, many women accepted it as a job hazard. Now, with raised consciousness and increased self-assurance, they are speaking out against the indignities of work-related sexual advances and intimidation, both verbal and physical

"Sexual harassment of women in their place of employment is extremely widespread. It is literally epidemic," said Lin Farley, director of the women's section of the human affairs program at Cornell University.

She listed the forms such harassment could take:

- Constant leering and ogling of a woman's body.
- Continually brushing against a woman's body.
- Forcing a woman to submit to squeezing or pinching.
- Catching a woman alone for forced sexual intimacies.

Outright sexual propositions, backed by threats of losing a job.

· Forced sexual relations.

Miss Farley, in testimony given before the Commission on Human Rights of New York City, noted that, in the past, women discussed the situation infrequently. They were, she said, humiliated or intimidated, and had watched "the ridicule and condescension" heaped upon women who did complain.

"Most male superiors treat it as a joke, at best it's not serious," she said. "Even more frightening, the woman who speaks out, against her tormentors runs the risk of suddenly being seen as a crazy, a weirdo or, even worse, a loose woman."

#### A Questionnaire

Cornell recently distributed a questionnaire on sexual harassment to women attending a speak-out on the subject, and to women members of the Civil Service Employees Association in Binghamton, N.Y., who were unfamiliar with sexual harassment as an issue



H. Tribune 20-8-75

The results indicated that more than 70 per cent of the 155 respondents had experienced some form of sexual harassment and that 92 per cent of the group believed it was a serious problem. About 33 per cent of the women said they ignored the behavior, or tried to pretend it didn't happen and, when this course of action was followed, 75 per cent of the cases continued or got worse. More than 50 per cent of the women who did complain, through channels, found that nothing was done

Although the issue of sexual harassment is still a comparatively new one, it is being treated with increasing seriousness by government agencies.

"We are working on language for a standard clause to be included in our affirmative action agreements," said Eleanor Norton, commissioner of human rights for the city of New York. The language now being considered reads "Respondent agrees to afford protection to male and female employees alike against unfair abuse of sexual privacy."

#### Credibility

Harold Kasper, director of the unemployment insurance division of the New York State Department of Labor, said that sexual harassment was "good cause for leaving a job."

"If true, we would pay [unemployment] benefits without question," he said. "But it's one of the toughest cases to handle. It's a question of credibility. Where we have witnesses, we would tend, without question, to throw the case to the claimant."

Early this year, the United States Equal Employment Opportunity Commission filed a friend of the court brief in opposition to dismissal of an Arizona civil action against Bausch and Lomb and one of its supervisory employees. The action had been filed by two women who charged that, among other things, they had been harassed by repeated verbal and sexual advances from the supervisor, because of their sex, that the company's administrative personnel knew or should have known of the activities and did nothing to stop them and that, as a result of the ac-

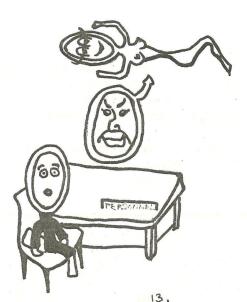
tivities, the plaintiffs were allegedly forced to resign.

"Sexual harassment is one of the few sexist issues which has been totally in the closet," said Karen Decrow, president of the National Organization for Women. "It is an issue which has been shrouded in silence because its occurrence is seen as both humiliating and trivial."

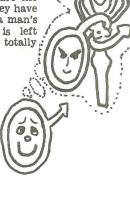
The women of Tompkins County, N.Y., who have banded together to form Working Women United, agree that sexual harassment is humiliating. They do not believe it is trivial. They have now launched a campaign to expose the problems of sexual exploitation of women on the job.

"When I think about it, I get real worked up... Men thinking they have a right to touch me, or proposition me because I'm a waitress," said Janet Oestreich, who has paid for her sociology studies at Cornell with long periods of working in restaurant-bars.

"This sort of harassment is crucial when it's job-related," added the 24-year-old Miss Oestreich. "Why do women have to put up with this sort of thing anyway? You aren't in any position to say, 'Get your crummy hands off me' because you need the tips, that's what a waitress job is all about. Women are the ones who are punished. They have to leave a job because of a man's behavior and the man is left there, sitting pretty. It's totally ridiculous."







ANOTHER OLD STOREY-A Poem (reprinted from Feminist News Service Newsletter)

it was dirty small town dirt why they chose her two brothers and an old friend chose her

pulled her legs apart split the thinning carcass hip to breast

the blood flowing easier and easier

left the girl
ugly
draped over a garbage can
dead
Indian

the fight is the measure
to the waltz
one step at a time
in time
forever like spitting at the sky
and
the court case was
the boy's father
lawyer
judge
sympathetic to the time
the impetus
the night

disconnected
the death and the body
it was the oldest brother's idea
drunk
no other reason

they paid a fine they had three months of jail

returned dancing
the most attractive women
across squaw hall
some say four
some five
the women dressed carefully

danced him
outside
castrated the bastard
with a jagged lid
from a can of brown beans

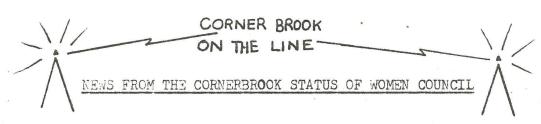
C. Ford

SOME POEMS.

Married men are physically and mentally healthier than single men.

Married women are physically and mentally less healthy than single women:

Almost twice as many men as women in England and Wales remarry after being widowed or divorced.



On Sept. 15th at 8 p.m. in the Women's Centre, the Cornerbrook Status of Women Council is holding a meeting to attempt to organize a branch of the Parents Without Partners Association in this city. Also at the Centre on Sept. 10, 8-12 p.m., there will be a reception for out of town students attending the Memorial College in Cornerbrook. The Council hopes to make the students feel more at home in this area.

We were pleasantly surprised to have so many visitors from the mainland, and the United States, drop in to see us this summer. Leaving their addresses and encouraging comments, made us realize just how far we are behind them.

For two mornings a week our Centre will be rented out for an Art Workshop. Members are welcome to come along to same. The first part of the three part "IWY Festival" project being undertaken by the International Women's Year Committee of the Cornerbrook Status of Women Council was successfully completed on July 31st when "La Femme", a variety show featuring local talented females, was presented as part of the Arts and Culture Centre "Summer Festival '75". The IWY Committee has received a cultural grant of \$3000 from the Department of the Secretary of State for its "IWY Festival" and work is going ahead on the remaining two parts of the project-a "famous woman" production for presentation at the Arts and Culture Centre and an "Arts Awareness Kit" for primary and lower elementary grades. Co-ordinator for "La Femme" was Gladys M. Costella, Chairwoman of IWY Committee, and Vice-President of the Cornerbrook Status of Women Council.

Now, may I say here, that while many of us were globe trotting, Gladys was busily engaged all through the hot summer laying the foundation for this and future festivals. Hopefully, next year our holidays will be better planned so that more help will be forthcoming from the Council members. We are very proud of our talented co-ordinator.

I learn that several of our members were taking courses and writing examinations, in which I hope were successful. I enjoyed my second summer of retirement by attending the 200 Fiddlers" Festival in Glendale, N.S., and the Alumni Homecoming '7t at Memorial University.

While in St. John's I met a learned man who laughingly told me I didn't look like a Women's Libber! I assured him that he couldn't go by looks!

Mary MacIsaac, for the Literary Committee

#### IN MEMORIAM

Jessie Halfyard was a teacher for most of her adult life and in her retirement she joined the Women's Movement. When I first saw her at the meetings I wondered why--

Over the few years that I knew her - the stories of some of her early work as an activist gave me to realize that Jessie was a member of the women's movement even before there was a women's movement. She told me that it was she who fought the battle inside the Nfld. Teacher's Association for equal pay for women against strong protests from some of the male membership, who used the argument that men worked harder than women. When Jessie told me that storey, she added in her caustic wit "And when I retired the N.T.A. sent me an Honourable Membership Award-- I sent it back to them."

Jessie was born, in 1910 in Castor's River in the Straights of Belle Isle. She grew up in Bonne Bay and opened her first' school at Norris Point on her 17th birthday. Her education, like most of the teachers before the University was created in 1949, was attained through summer schools, a year at normal schools, correspondence courses and in her later years study in the United States, England, and on the mainland.

It was Jessie who took the fight for equal pay for domestics to the Public hearings of the Minimum Wage Board, and was partially responsible for the rather meagre advances that women doing that work have received.

She was always prepared to take any legal action which would further the cause of women. With other members of the Status of Women, she went on the picket line last winter to support the Nfld. Telephone Operators strike for higher pay.

A few months before she died, Jessie appeared on the T.V. Programme "Half the World is Women" - programmed that although rather mild in its representation of the different life styles of women and men, drew an extrordinary number of protests from the viewing public. Jessie, in particular, received criticism because she "let herself be presented as a member of the Women's Movement" - Jessie could never persuade certain people that she was the movement.

Even in death she continued to press for her rights as a personher last request was that her body be cremated. Since there is not a crematorium in this province her remains had to be sent to Halifax. The first meeting that was held at the Status of Women Council after her death a petition was circulated requesting that such facilities be set up in Newfoundland. Jessie would have been pleased.

L.B.

#### Pro-feminae - What is it & why is it:

Pro-feminae is an Outreach Project begun in April 1974 in the Atlantic Region. This particular Outreach Project is funded by Canada Manpower with the purpose of reaching those women not normally reached through regular channels.

Pro-feminae is for women, as the name indicates. Its goals, to create employment opportunities for women, to familiarize women with training programs available to them, to counsel and encourage women getting back into the labour force and try to eliminate barriers to women.

#### How do we do this?

Working in liaison with Canada Manpower Centre offices and affiliated agencies we find women needing special assistance or they find us. We then attempt to point them in the direction of their own interests. We talk to employers, to search out potential job opportunities, we talk to youth groups, high schools, grade schools etc. about careers, especially those non-traditional female careers. We meet with women's organizations, hold workshops on women's employment and explore possibilities for increased opportunities for women through existing government departments. We recommend new policies for Manpower Needs Committee based on information we get from women and we research the treatment of women in Canada Manpower Centres.

We do not try to persuade women to work outside their home <u>but</u> we do believe that every woman has the right to make <u>her own choice</u>. Thus, we work with women who have already decided they want to seek employment, change jobs or are having re-entry problems after being away from the labour force for ye ars, and with women who want skill upgrading so that they can change jobs or seek promotion.

#### Why do we do this? Because:

- 34% of the labour force is female
- 50% of working women are supporting themselves or others
- a woman's average wage is ½ that of a man
- 78% of all women work in a very limited number of occupations
- about 4% of employed women are managers whereas approximately 13% of men have reached that level
- the average working woman will spend approximately 25 years in the labour force

#### Where is Pro-feminae located?

We are housed in the Canada Manpower Centre Office, Elizabeth Avenue East, St. John's, telephone 722-0404. Only two workers cover Newfoundland:

Kathryn Bailey and Marian Atkinson

If we can be of assistance to you; if you wish us to speak to your school, staff or organization, contact us.

This issue of the Newsletter was produced by Sue McNicolas, Jan Black, Mary Walsh and Sally Davis. The deadline for the next one is October 15th.



Toronto, Ont. Station A., P.O. Box 189, Women's Information Centre,

St. John's, Mild. St. series of sales and series of sales of series of serie NSWC TO BE A STATE OF THE PROPERTY OF THE PARTY OF THE PA

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