

WOMEN'S EDUCATION DES  
FEMMES



September 1982

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# • Table of Contents • Table des matières •

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President's Message from Lenore Rogers  
Message de la présidente par Lenore Rogers

## NATIONAL FEATURES

1. [Loi sur la formation nationale](#)  
[The National Training Act - Where to Now?](#)  
by Susan McCrae Vander Voet

2. [Petite victoire dans la formation](#)  
[en milieu de travail](#)

[Toronto: The Story Behind Step](#)  
by Terry Dance

3. [Montreal: The Struggle for Training](#)  
[in the Trades](#)

[Action travail des femmes](#)  
by Michelle Vachon

## CLOW ACROSS THE PROVINCES

[Ottawa: The Future is Now](#)  
by Susan McCrae Vander Voet

## BOOKS IN REVIEW

[In a Different Voice](#) by Carol Gilligan  
reviewed by Beverley Currie

## RESOURCES

[Publications](#)  
[Films](#)  
[Announcements](#)

## UPCOMING & CURRENT

## CONNECTIONS - SKILLS BANK

by Sema Aksoy

## **WOMEN'S EDUCATION DES FEMMES**

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WOMEN'S EDUCATION DES FEMMES is published quarterly by the Canadian Congress for Learning Opportunities for Women, a national, non-profit, women's organization dedicated to promoting learning opportunities for women. We welcome the submission of articles and graphics. Publication dates are Dec. 1st, March 1st, June 1st, and Sept. 1st. Deadline for submissions is one month prior to publication date.

WOMEN'S EDUCATION DES FEMMES est publié tous les trois mois par le congrès canadien pour la promotion des études chez la femme. CCPEF est un organisme national bénévole qui travaille à améliorer les possibilités d'apprentissage pour les femmes. Nous serons heureux de recevoir, pour fin de publication possible, tout article ou matériel artistique. Dates de parution: 1er décembre, 1er mars, 1er juin, 1er septembre. Les articles doivent être soumis un mois avant les dates de parution.

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**Introducing...**

**WOMEN'S EDUCATION DES FEMMES**

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Tight budgets, volunteer enthusiasm, collective planning that's how many women's publications come to see the light of day. WOMEN'S EDUCATION DES FEMMES is no exception. We've known for a long time that a substantial forum for dialogue on women and learning was needed. With a little help from our talented membership across the country, we think that WOMEN'S EDUCATION DES FEMMES could blossom into a lively, readable resource for all of us.

Take a few minutes to examine your copy. The thick stapled booklet you have in your hands now may not be the final format we settle on, but it's a step along the way. The bilingual intent of WOMEN'S EDUCATION DES FEMMES, though not fully executed

in every article in this issue, is also a critical step in an important direction. Whether we are truly able to realize all of the ideas we have depends on your input, continuing volunteer commitment, and the inevitable funding question.

The contributors who invested time and energy into articles and reviews had absolutely no idea in advance how this issue would shape up. We thank Sema Aksoy, Beverly Currie, Terry Dance, Susan McCrae Vander Voet, and Michelle Vachon for submitting their work on faith. For those of us who carried through the editing and production steps of the first issue, collective skill sharing formed new bonds. With overall administrative coordination by CLOW staff member Lori Belovich, design and illustrations by Nancy Meyer, proofreading assistance by Margaret Anderson and editing by Christa Van Daele, we welcome feedback, contributions and any nitty-gritty proofing and production skills you can bring to our committee. JOIN US FOR THE NEXT ISSUE!

---WOMEN'S EDUCATION DES FEMMES

**WOMEN'S EDUCATION DES FEMMES**

... A resource publication on women and learning

**PROGRAMS**

**ISSUES**

**STRATEGIES**

Do you have....

- \* New programs other women should be hearing about?
  - \* Issues about which you are concerned -but around which little is being done?
  - \* Strategies you've used with success?
  - \* Announcements of interest to our membership?
- Original feminist cartoons?





## President's Message

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*So far this year has been an extremely busy one for CCLOW. The board and staff have addressed a number of issues including the impact of microtechnology on women and the new National Training Act ( Bill C- 115 ).*

*We are also aware of the significance feminist networks played in lobbying legislators at the federal and provincial level during the Constitutional debate. The inclusion of Clause 28 in the Charter of Rights guaranteeing equality for women is only the beginning. We must continue our vigilance to ensure the judicial system and legislatures uphold this.*

*The Ottawa Conference on microtechnology and its impact on women was a resounding success. To my knowledge this was the first national conference cosponsored by four national women's organizations. The steering committee is to be congratulated for their hard work and cooperative spirit. The Pre- Conference educational and seminars held across the country were done in cooperation with a wide variety of groups with CCLOW being the motivating force. The network is working and growing.*

*The significance of the passage of the National Training Act on the education and training of women in Canada has been the subject of much discussion at our CCLOW board meetings the past six months. Trying to get information about where Mr. Axworthy and CEIC were headed in this area was extremely difficult. In spite of this, Heather Henderson from Winnipeg has prepared an excellent draft background paper for CCLOW on the National Training Program. It can be obtained by writing the office. I found it very helpful in outlining the issues and how they will effect women.*

*This fall, I will be attending the Council of Education Ministers' Conference on Post-secondary Education to present CCLOW's views. A position paper is being prepared to present at the conference and will be available from the office in the fall.*

*Sincerely,*

A handwritten signature in cursive script that reads "Lenore".

*Lenore Rogers*

## Message de la présidente

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*Jusqu'à présent, cette année a été extrêmement active pour le CCPEF. Le conseil d'administration et le personnel se sont occupés d'un certain nombre de questions, entre autres de l'incidence de la micro-technologie sur la vie des femmes, et de la nouvelle Loi sur la formation nationale (Loi C-115).*

*Nous avons porté grande attention à l'influence qu'ont exercée les organismes féminins auprès des législateurs fédéraux et provinciaux durant le débat constitutionnel.*

*L'inclusion, à la charte des droits, de la disposition 28 garantissant l'égalité pour les femmes, n'est qu'un début. Nous devons continuer à faire preuve de vigilance, pour nous assurer que le système judiciaire et législature font observer cette loi.*

*Le congrès qui s'est tenu à Ottawa sur la micro-technologie et sur les conséquences qu'elle présente pour la vie des femmes a connu un très vif succès. À ma connaissance, c'était la le premier congrès national co-parrainé par quatre organismes féminins nationaux. Le comité de direction mérite d'être chaleureusement félicité pour son travail et son esprit de collaboration. Les séances éducatives et les colloques qui ont précédé le congrès avaient été organisés dans tout le pays avec le concours de groupes très divers, le CCPEF étant la raison motivante de ces efforts. Le réseau fonctionne bien, et s'étend.*

*Depuis les six derniers mois, la signification qu'a le passage de la Loi sur la formation nationale pour l'éducation et la formation des femmes au Canada fait l'objet de vives discussions aux réunions du conseil du CCPEF. Il est extrêmement difficile de trouver des renseignements sur l'orientation de M. Axworthy et d'EIC. Cependant, Heather Henderson, de Winnipeg, a rédigé pour le CCPEF un remarquable document d'information sur le Programme de formation nationale. On peut se procurer cette étude en écrivant au bureau du CCPEF. Personnellement, j'ai trouvé que l'auteur énonçait clairement les questions soulevés ainsi que leur incidence sur la vie des femmes.*

*À l'automne, j'assisterai au congrès du Conseil des ministres de l'éducation, qui a pour thème l'Éducation post-secondaire; j'y présenterai la position du CCPEF.*

*L'exposé que je ferai est en voie de rédaction. On pourra se le procurer à notre bureau à l'automne.*

Cordialement,



Lenore Rogers





## National Features

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### LOI SUR LA FORMATION NATIONALE

La loi sur la formation nationale a été adoptée par le Parlement. Bien qu'il soit actuellement difficile de juger précisément quel sera son impact sur les femmes, on peut déjà entrevoir que ce texte législatif sera peu bénéfique pour toutes celles qui ont besoin d'une formation professionnelle, et qu'il ferme de nombreuses portes d'accès aux emplois bien rémunérés, traditionnellement réservés aux hommes.

Un seul organisme féminin, le CCPEF, avait présenté des recommandations au Comité directeur parlementaire de la main-d'oeuvre, de l'emploi et de l'immigration quant à ce projet de loi. Aucune des recommandations du CCPEF n'a été retenue par les législateurs.

### THE NATIONAL TRAINING ACT WHERE TO NOW?

by *Susan McCrae Vander Voet*

In June, 1982, CLOW was informed that we could make a presentation to the Parliamentary Standing Committee on Labour, Manpower & Immigration -- on only 36 hours notice before the event. We kept in mind that no other women's groups or organizations would be presenting briefs; it was critically important for women's assessment of the act to be heard. We had contacted both the CACSW and Status of Women Departments in early Spring to find out what they were doing to assess the impact on women of this important piece of legislation. Alas, they had not even heard of it. CLOW thus made its presentation to the committee with the expectation that little attention would be paid to our analysis and recommendations. As it turned out, we were absolutely right. The act was passed *without* our recommendations included.

Until the administrative regulations governing the Act see the light of day, it is not possible to calculate a total assessment of their impact on women's training opportunities. Our presentation to the committee was based on the background papers to the National Training Program released by CEIC in January, the Act itself and an understanding of women's learning needs. Our overall judgment is that the new package (Act and Program) offers little to meet women's learning needs. In fact, it removes many of the re-entry points and programs which women have accessed in the past on the arduous journey to well paid employment. Doors are being closed: those still open are harder to get through. A case in point is described in this issue's article on Action Travail des Femmes in Montreal. One of the few doors left open in the National Training Program is trades training, as many trades have been designated high priority National Occupations.

Women's access to trades training has been traditionally blocked, but never more clearly than in the case documented by Action Travail des Femmes. The Montreal group's decision, to lay a complaint against CEIC before the Human Rights Commission takes on even greater importance in clearing the way for women to have access to trades training.

Although CLOW's presentation failed to make an impact on the National Training Act, we will continue to push the points we raised and to be vigilant to the overt and covert sex discrimination in its implementation. CLOW's recommendations stand as a matter of public record. The report is as follows:

Presentation to Parliamentary Standing Committee on Labor, Manpower and Immigration by The Canadian Congress for Learning Opportunities for Women, June 17, 1982.

### *Context of the Presentation*

1. 70% of labour force growth over the next ten years will be women, between the ages of 24 and 40, most of whom will have a child under six, requiring day care.
2. Full time women workers are presently earning only 60% of what men earn.
3. Women accounted for 73% of part-time workers in June, 1980. Most were employed in service occupations.
4. Because of women workers over-concentration in clerical and retail occupations, where technological change is being introduced rapidly, women will bear the brunt of technological change. Projections vary from 1 million to 1½ million jobs lost through microtechnology by the end of the decade.
5. As the Science Council report 'Who Turns the Wheel?' has demonstrated, women have been severely disadvantaged by an education system which has historically discouraged female students from studying math and sciences. Women are therefore ill-prepared to adapt to microtechnology. Women clerical workers will require special re-training to enjoy the benefits of working with the chip.
6. Women have experienced great difficulty and discrimination in entering the skilled and semi-skilled trades areas, many of which are designated as national occupations in the National Training Program and destined to the bulk of national training funds. Only 3% of enrollees in apprentice training programs are women and only 27.4% of students in CEIC Industrial Training Programs are female.
7. Women, as 52% of the population, are the largest sector with special needs. With the increase of marriage breakdown, growing numbers of women with children find themselves having to depend on public assistance as a sole source of income. They cannot compete for well paying 'breadwinner' jobs in the labour market and cannot find quality affordable day care for their children. In Ontario alone, 52% of female-headed, single parent families live on public assistance: they number over

70,000. Immigrant women have found few supports in this country for English as a second language training followed by skills development. The stresses of adjustment to life in a new country often lead to marriage break-down and with it sponsorship breakdown which automatically disqualifies them for training funds.

In a recent study on Native women in the Winnipeg labour market, native women's employability was found to be inversely proportional to their education. The more years of schooling they had, the less likely they were to be employed. Women are expected to account for 55% of the growth in the native labour forces age group in the next few years.

The highlighting of these facts has been designed to provide part of the context within which women must examine the National Training Act and the National Training Program.

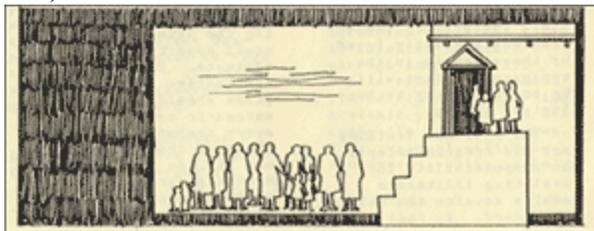
*Present & Future Problems not addressed  
by the National Training Act*

1. *Training Allowances*

Women have been forced to rely increasingly on unemployment insurance benefits as their sole source of income while on training. Because women's salaries are lower, their average unemployment benefits are lower than men's -- they must do with less while being trained, than their male classmates. Married women who may not have access to the family income must rely on a disgraceful \$10 a week while on training. Part-time workers, of whom the majority (73%) are women, are especially disadvantaged by ultra low unemployment benefits. For example, women who came out of the INTO program often take part-time jobs while they are waiting for a diminishing supply of upgrading seats. When the upgrading seats become available the women give up their jobs to take the training but find that they are unable to live on the unemployment benefits.

2. *Technological Change*

There is no provision for extracting employment commitments from employers receiving government aid during a period of conversion to new technology. Word processors for example are necessary to an industry or business during the transition period of technological conversion. But once conversion is completed word processors (with 75% of salary and 100% of training costs paid by the new Act) will become redundant.



### 3. *Basic Education*

No government jurisdiction presently accepts responsibility for Adult Education. Fully 25% of the Canadian adult population falls into the "functionally illiterate" definition of having acquired less than 8 years of schooling. The majority of these individuals are women. Many are immigrants who require ESL training before being able to pursue basic education. The problems presently faced by these people in the employment market will be compounded by technological change.

The National Training Act and Program accepts no responsibility for assisting illiterate adults acquire the skills they need. In fact, CEIC purchased seats in basic education have been steadily decreasing. The new act offers no hope or incentive for A.B.E.

One of the stated intentions of the National Training Program is to emphasize "equal opportunities for women and other clients with special needs". However, the apparent emphasis of this training program is on those areas of employment where women have traditionally had the least access -- industrial trades and science/engineering based technologies. This emphasis, combined with attitude barriers to women's participation in male-dominated occupations, increasing during periods of high employment, suggests that simple statements supporting the principles of equal opportunities are adequate. Negotiated affirmative action programs should be an automatic component of every training program financed through the new Act. An affirmative action program should include specific provisions for active recruitment of women and support services for women trainees, including educational upgrading, and child care.

#### *Recommendations*

1. *Mandatory Affirmative Action accompanied by contract compliance must be integrated into this act to ensure that it has a positive impact on women.*
2. *Change the structure and administration of Training Allowances and increase them to live able levels (not tied to U.I.) in order to provide increased access for women to training programs.*
3. *Include provisions in the Act or the Program for Adult Basic Education for functionally illiterate adults and for women to upgrade math skills to be able to participate in new jobs offered by micro- technology.*
4. *In the event an Institute is established to provide consultation to determine national occupations, that the voluntary sector concerned with adult education be included in such an institute.*



**TWO**

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## **PETITE VICTOIRE DANS LA FORMATION EN MILIEU DE TRAVAIL**

À Toronto, des mères célibataires ou séparées vivant du bien-être social et des allocations familiales, ont remporté une première victoire face aux dirigeants d'EIC. Après une longue lutte, dont ont parlé les médias et à laquelle a participé le CCPEF, ces femmes ont réussi à obtenir que le gouvernement ontarien et Emploi Canada financent le projet de formation en milieu de travail, créé par elles et baptisé "Programme d'emploi et de formation en secrétariat".

Ce projet, qui doit commencer le 4 octobre de cette année, permettra aux participantes de travailler comme secrétaires dans des organismes communautaires, tout en perfectionnant leurs connaissances et aptitudes grâce à des cours d'anglais, de dactylographie, de traitement des données, etc.

## **TORONTO: THE STORY BEHIND STEP**

*by Terry Dance*

A step was taken this summer to expand the number of job training programs for women on welfare and family benefits in Toronto.

After a bitter fight, publicized in all the major media, STEP (Secretarial Training & Employment Program) has been promised funding by the Ontario government and Canada Manpower. Cosponsored by Dixon Hall, a community centre in a major Toronto public housing area, and George Brown College, the program is due to start up on October 4th, 1982. It is scheduled to run twice a year. For the pioneers of the program - seven women who stuck with the original project despite CEIC's refusal to fund it in midstream - the hard won victory represented a giant step forward.

STEP's predecessor - the Dixon Hall Job Preparation Program - began in March, 1982 with 13 students. The program offered sole support mothers the novel combination of various community agencies in a clerical capacity, and also received classroom instruction in Business, English, Shorthand, Typing, Word Processing, Office Procedures, Life Skills, and Job Search techniques. Laurie, one of our recent graduates, sums up the program's unique approach as she experienced it. "The educational component provides the knowledge and the job provides a place to practice it".

Canada Employment had promised in January of 1982 to fund the program as a Work Adjustment Training project. (WAT offers the unskilled and unemployed 35 hours a week in a job situation where the client is expected to learn through osmosis. For skills training, clients are referred to full-time academic programs via the community college system.

When regional officials discovered skills training was a component of the program, the money evaporated. As the Globe & Mail headline put it, "Fine Print Bars Job-Training Funds - Program doesn't fit pigeonhole". Five weeks into the program, the women were left with no pay, no subsidies for daycare costs, and no guarantee of payment to come. That's when the struggle began.

As part of their English course homework, the women collectively drafted a press release, letters to the editor, articles for various community newspapers, gathered signatures on a "Let's Put Canada Back to Work" petition, and appeared on radio and TV to build support for the program.

They were interviewed on CBC's Metro Morning show, CBC radio news, CKEY, CHFI and CITY TV. Sympathetic articles appeared in the Globe & Mail, Toronto Star (including a May 9 / 82 editorial), Contrast Newspaper, the Toronto Clarion, and Ward 7 News. Women's groups also took up the issue, including the International Women's Day Committee, Canadian Congress for Learning Opportunities for Women (CCLOW), and the Canadian Congress of Women. MP David Crombie wrote an eloquent letter of protest to Mr. Axworthy, federal Minister of Employment and Immigration. So did Alderman Gordon Cressy and John Sewell.

To bring together the major contenders in this conflict, we organized a public meeting on "Skills Training in the 80's" at Dixon Hall with representatives from Canada Employment, the provincial Ministry of Colleges & Universities, the Ontario Federation of Labor, Dixon Hall, and the community.

Just prior to the forum, we made sudden head-way with CEIC and the province. At the province's initiative, we met and discussed the possibility of a joint Dixon Hall/ George Brown College program of on-the-job training and classroom instruction in secretarial skills. It was suggested the program be administered by Dixon Hall, with the college accountable for academic standards. At the public meeting, the provincial representative finally confirmed their promise of funding.

Negotiations since have been fruitful, so we've called off our publicity campaign. The class celebrated its graduation June 30th, 1982. We know that our struggle has paved the way for other women like ourselves who want to become self-supporting.

## **HARD WON SUCCESS**

Why did we achieve this breakthrough when so many other worthwhile programs have been cut back? There are three factors. First and foremost is the determination and courage of the women involved in the program, several of them recent immigrants from the Caribbean. At the critical moment, when we had to decide whether to go ahead or call it quits, they insisted we continue. Janet, a mother of two and one of our most gutsy students, chose to go on welfare rather than return to a dead end career of waitressing and domestic work. She was not alone.

The women's public appeal and the surprising amount of support it evoked was another crucial factor. We refused to take no for an answer. Public officials are still susceptible to public opinion, as we were happy to discover. We chose to defend the merits of our innovative program rather than adapt to a pigeonhole. By explaining our concept of a more effective job-training program to the public, we forced both levels of government to become more responsible to local community initiatives.

A third factor, not to be underestimated, is the worsening economic climate. Recent changes in the employment and training policies of the federal government proved timely for getting our program off the ground.

To fill the needs for skilled workers, the federal government passed the new National Training Act on July 7, 1982. Under the Act, the government plans to give \$108 million to provinces, industries, and non-profit training organizations over the next two years to build or expand job-training centers. Funding will be restricted, however, to programs where job demand is high.

At the same time, the province announced its intention to transfer women on provincial benefits to the municipal welfare rolls, a move which many community groups fear will force sole support mothers to regularly look for work without the skills, job experience, and daycare facilities necessary. As our target group is sole support mothers on public assistance, the program is timely.

#### NOT A ROSY FUTURE

STEP is certainly a step forward but our recent fight points to even tougher battles ahead for women workers. Underlying new government policy is an inherently elitist and sexist bias. Put this bias in the context that the new technology promises to eliminate more jobs than it will create, and you have a rather grim future.

We were shocked to hear one official openly state during our negotiations: "Anyone who has to be taught English grammar and typing is a damn poor target for training in word processing".

Training in non-traditional occupations (machining, computer programming, word processing, etc.) is CEIC's top priority.

What does such a policy mean for women on public assistance or high school dropouts who do not already have these skills. What does this mean for the 28.4% of Canadians deemed functionally illiterate by the Parliamentary Task Force on Employment Opportunities for the 80's? Are women like Laurie and Janet to be barred from the jobs of the future because they lack basic skills? The extent of government cutbacks of basic adult education programs was dramatically documented by Dorothy MacKeracher et al in *Adult Basic Education for Women: A Model for Policy Development* published by CCLOW in 1979. Since 1979, the cutbacks have steadily continued.



The sexist bias is apparent when we look at the jobs considered "vital" and "productive": machinists, tool and dye markers, welders, electronic technicians, computer specialists, business and institutional managers, financial analysts and engineers. How many women do we find in these fields? And who decides what work is "vital" and "productive"? Surely we have no surplus of properly-paid childcare workers, community workers and literacy teachers. It all depends on priorities, and we women have not had much to say over that.

Women moving into non-traditional occupations is one important solution. But only one. It seems inevitable that micro technology will transform the office and industrial world as we know it by steadily reducing the quantity of human labor required. There are plenty of unemployed machinists today, alone with unemployed file clerks. To this most fundamental problem, the government has no answer.

Nothing short of a basic restructuring of our society and its priorities is needed. But every small success today, in the struggle for equal learning and training opportunities for women, is a step in the right direction. Getting the STEP Program funded is one of those successes.

Terry Dance is the primary and Academic Coordinator of STEP. A former secretary herself, she has also worked as a free-lance journalist and volunteer ESL teacher.



## Three

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### **MONTREAL: THE STRUGGLE FOR TRAINING IN THE TRADES**

For years, a group called *Action Travail des Femmes* in Montreal has been experiencing problems in having women accepted by Canada Employment for training in trades areas. Until recently, lobbying and pressuring CEIC was used to remove most of the barriers. Now that doesn't work.

Women in Montreal were recently refused entrance by CEIC into welding courses because, they were told, 625 male welders were registered as unemployed in the Montreal area. That sounded reasonable enough. But Action Travail discovered that men were being enrolled in welding *after* the women had been refused. A further full-time welding course for men will be offered in September '82 along with 23 part-time courses. The prerequisite for the part-time courses is related work experience. Naturally, this excludes women.

As a result, Action Travail decided to lay a formal complaint with the Human Rights Commission against Canada Employment and its minister Lloyd Axworthy. The

complaint uses as an example, the refusal to train women as welders within a broader context of systematic sex discriminatory practices. Interestingly enough, the Human Rights Commission has been investigating CEIC for two years, but has made little information public. The HRC needs pressure to deal with a complaint. Action Travail laid a complaint with HRC regarding sex discrimination in hiring against CN in 1979; it is only now being heard by the tribunal. We can all agree, that we don't want to wait three years for the latest complaint against CEIC to be heard.

Action Travail is asking for support from CLOW members and organizations to speed up the HRC process by taking action on any or all of the following.

1. Lay a complaint with the HRC if you have good reason to believe that discrimination is taking place in the training of women. Consult the Human Rights Code or regional HRC office regarding the procedure. More complaints will pressure HRC to act more quickly.

2. Submit a brief to the Human Rights Commission outlining your concerns and experiences in trying to get women into non-traditional training, and the discriminatory practices you have encountered.

3. Write a letter expressing your concerns about discriminatory practices and urging the HRC to review the complaint laid by Action Travail des Femmes as speedily as possible. Correspondence to HRC should be addressed to: Gordon Fairweather, Commissioner, Canadian Human Rights Commission, 257 Slater St., Ottawa, Ontario, K1A 1E1. Please send copies of all correspondence to Action Travail des Femmes, 2515 rue Delisle, Montreal, Quebec, H3J 1K8 and to Hon. Lloyd Axworthy, Minister Canada Employment and Immigration Commission, House of Commons, Ottawa, Ontario.

*Let's get going on this one!*

## **ACTION TRAVAIL DES FEMMES**

*par Michelle Vachon*

Le 23 juillet de cette année, ACTION TRAVAIL DES FEMMES un groupe montéalais qui lutte pour donner aux femmes des possibilités d'emploi et de formation dans des métiers spécialisés et bien rémunérés, traditionnellement réservés aux hommes, a déposé une plainte collective de discrimination contre le ministre de l'Emploi et de l'Immigration, M. Lloyd Axworthy, en vertu de l'article 5 de la Loi canadienne des droits de la personne.

L'histoire remonte à janvier dernier, lorsque M. Axworthy a dévoilé sa nouvelle politique en matière de formation et de main-d'oeuvre durant un congrès fédéral-provincial à Vancouver. M. Axworthy a annoncé qu'Ottawa cesserait de subventionner les cours de formation professionnelle dans les domaines où il existe un surplus de main-d'oeuvre qualifiée.

ACTION TRAVAIL DES FEMMES s'oppose à cette nouvelle politique car elle nie aux

femmes le droit à la formation professionnelle: Dans la situation actuelle, où il y a un excédent de candidats masculins qualifiés dans tous les métiers spécialisés, les femmes doivent-elles attendre qu'il n'y ait plus de chômage pour avoir droit à des postes dans ces domaines?"

Le 23 avril dernier, pour mettre à l'épreuve l'attitude du gouvernement en matière d'emploi, 15 femmes appuyées par l'ATF, ont demandé un cours de soudure au Bureau régional de l'emploi et de l'immigration à Montréal. Bernard Dufresne, directeur des programmes de formation de la main-d'oeuvre, a refusé, alléguant que "dans la région métropolitaine de Montréal, 625 personnes qualifiés et expérimentées étaient à la recherche d'un emploi dans cette occupation". L'ATF ayant porté cette question à l'attention du ministre de l'Emploi et de l'Immigration, ce dernier a confirmé la décision de M. Dufresne. Voici un extrait de la lettre envoyée par M. Axworthy à l'ATF: du ministre de l'ATF: "Mon adjoint ministériel vous indiquait dans sa lettre du 13 juin 1982 qu'il n'était pas opportun d'offrir un cours de soudure à Montréal en ce moment, vu qu'il y a présentement de nombreux soudeurs sans emploi dans la région. Étant donné que cette situation persiste, je me dois de maintenir cette décision.

L'ATF ne nie pas que de nombreux soudeurs qualifiés sont au chômage dans la région de Montréal. Mais elle ne comprend pas pourquoi la Commission d'Emploi et d'Immigration a refusé ce cours pour les femmes, alors qu'elle subventionnera vingt-trois (23) cours de soudure à temps partiel, tous réservés aux hommes, à Montréal à l'automne 1982. L'ATF souligne de plus que cette même Commission d'Emploi et d'Immigration a dispensé cet été à Montréal dix (10) cours de secrétaire-dactylographe alors qu'il y avait plus de 4 500 secrétaires-dactylos à la recherche d'un emploi au mois de juin 1982. L'ATF conclut donc que "Former les femmes pour le chômage dans les ghettos d'emploi ne pose ... aucun problème pour le ministre Axworthy!" Et d'ajouter "Ghetto - izées dans les cours de secrétariat, de coiffeuse, d'opératrice de machine à coudre, les femmes, qui représentent 48% des chômeurs officiels ne sont que 40% des stagiaires dans les cours de formation professionnelle des adultes".

C'est pour remédier à cette situation que l'ATF demande au ministre fédéral de l'Emploi et de l'Immigration de modifier ses politiques. Et c'est pour cette raison qu'elle attend, comme règlement de sa plainte contre le ministre, que le ministère de l'Emploi et de l'Immigration institue un Programme d'accès à l'égalité.

Dans le communiqué de presse qu'elle a diffusé à la fin juillet, cette organisation affirme: "la pénurie de main-d'oeuvre qualifiée invoquée par le ministre de l'Emploi et de l'Immigration est un mythe ... Partout les employeurs ... se trouvent devant une plénitude de candidats qualifiés. Face à une telle situation, les femmes dont les emplois traditionnels disparaissent à un rythme étourdissant réclament une formation adéquate pour avoir accès aux autres emplois, et nous exigeons que le ministre Axworthy ajuste ses politiques en conséquence".

Michelle Vachon, a sociologist, is also a free-lance journalist and Canadian correspondent who works for international publications and radio stations.

## .... ACTION TRAVAIL DES FEMMES

**PARTHENAIS CENTRE  
CENTRE PARTHENAIS  
ADULT EDUCATION  
Éducation des adultes**

FULL TIME COURSES  
COURS À TEMPS PLEIN (C. E. C.)  
APPENDIX 1980-1981  
ANNEXE 1980-1981

<b>COURSE LIST LISTE DE COURS</b>	<b>NUMBER OF COURSES NOMBRE DE COURS</b>	<b>NUMBER OF WOMEN ENROLLED FEMMES INSCRITES</b>	<b>NUMBER OF OPENINGS NOMBRE DE PLACES</b>
Carpenter-Cabinet Marker Charpentier menuisier	1	0	15
Construction Electrician Électricien de construction	10	0	130
Tinsmith (Drawing and Reading of Blueprints) Ferblantier (Tr. & lect. plans)	1	0	14
General Mechanic (visually handicapped people) Machiniste général (Handicapés visuels)	1	0	10
Diesel Engine Mechanic Mécaniciens de moteurs diesel	6	0	89
Welder Gas & Electricity Soudure, gaz et électricité	3	0	44
Construction Welder Soudeur monteur	3	0	43

Training Courses "For Men Only". Here is the proof!  
Quand on parle de la formation "réservée aux hommes", voilà la preuve!



## CLOW Across The Provinces

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### Yukon

Pam Evans, the Yukon Director of CLOW is representing CLOW on the organizing committee for a conference in Whitehorse, September 24th - 26th entitled: *Survival in the '80's*. The conference will cover a wide variety of topics relevant to Yukon women, many related to employment. Pam will co-lead a workshop on Microtechnology at the conference. In a regular newsletter to her membership, Pam reported on the issues discussed at the "Future is Now" conference on women and microtechnology that she attended in Ottawa in June. Pam is also a contributor to the Yukon Status of Women newsletter.

### British Columbia

Claudette Everitt, B.C. Director of CLOW, has kept in touch with members across the province with a regular newsletter. The B.C. women sponsored a very successful networking conference in the spring and participated in a conference on Women and Work. Claudette represented CLOW on a televised program and an open-line radio program on Women and the Chip.

### Alberta

A sub-committee of CLOW in Alberta met recently and submitted a brief to the Labour Canada Task Force on Micro-Electronics. The committee also presented a CLOW brief to the CEIC Advisory Council currently undertaking a survey on 'The Employment Impact of New Technologies'. Four hundred and fifty questionnaires on part-time work have been distributed in Alberta for the Commission of Information on Part-Time Work.

The Alberta CLOW hopes to present a paper to the task force when they are in Edmonton in September. Regarding the National Training act ... CLOW was notified at the last minute to meet with Lloyd Axworthy in Edmonton. Sandy Susat attended and raised questions around women and the impact of micro-technology. She also expressed dismay that no other, women's organizations had been invited to provide input. Alberta CLOW is attempting to establish formal contact with the regional CEIC person in the province.

## **Saskatchewan**

During the last few months, CLOW in Saskatchewan has been concerned with two main projects. Members are currently preparing a brief for the Education Ministers Conference to be held in Toronto, on October 19th - 22nd. Lenore Rogers and Sue Smee plan to meet with the Saskatchewan Education Minister to go over the brief. The paper covers five main areas: child care, funding, counselling services, social attitudes and sexual stereotyping. Those working on the brief have also covered the National Training Act and sources of funding for women's education.

The second main focus in Saskatchewan is the planning around the November "Women and the Computer Age, the Future is Now" conference cosponsored by CLOW and a variety of other groups. The objective is to provide a forum for Sask. women to explore and analyze the impact of the technological revolution on their lives in order to develop strategies for the protection and benefit of women. The main theme areas are employment, education, health and safety, training and retraining, information privacy and access, legislation and control, union contract language and alternative models of working conditions. For more information, see *Upcoming and Current*.

## **Manitoba**

On May 8th, CLOW in Manitoba sponsored a workshop on Women and Microtechnology with Heather Menzies as the keynote speaker. Response was tremendous with women attending from a variety of women's organizations. Many new members were recruited. In June, Martha Colquhoun, Manitoba Director of CLOW, represented CLOW in Ottawa at a meeting with women's groups sponsored by the Canadian Advisory Council on the Status of Women.

## **Ontario**

In May, Audrey Swail was elected as successor to Bette Pie as the Ontario Director of CLOW. In April and May, CLOW in Toronto sponsored a series of one day workshops on women and micro-technology held at the Ontario Institute for Studies in Education. The Port Elgin network has been very active including the establishment of a new group for their area called Planning Committee for Rural Women. They sponsored a

"Women in Transition" workshop and have set up an annual 'Discovery' Series of study days. In Kenora, a group of women are meeting to try to establish a women's centre to aid women re-entering the work force. Networking efforts are underway here and in other parts of the province. The Kitchener-Waterloo group is meeting around the issues of mature women in post-secondary education.

## **Quebec**

In recent months CLOW in Quebec has been working on three main projects. On April 17th members sponsored a very successful conference in Montreal-entitled "Quebec 1982 Resources for English Speaking Women. Approximately 200 women attended. It was opened by a keynote address "Keeping Our Options Open" by Greta Nemiroff, Quebec Director of CLOW. Workshop topics included: Resources and Options for Older Women, Options for Women at Home, Learning Opportunities for Rural Women, Second Language Training for Women, Women as Volunteer, Why Women's Studies?, Women in Non-Traditional Jobs, and Language Training and Job Creation for Rural Women.

In cooperation with Powerhouse Gallery, a feminist gallery in Montreal, CLOW organized a series of historical lectures on women and religion, philosophy and art. On April 24th, CLOW in Quebec cosponsored a bilingual conference billed a *Microtechnology & Women's Employment: Impacts, Problems, and Policies for the Future* at McGill University. The conference was extremely successful and very well attended. Heather Menzies, author of *Women and the Chip*, and Pat Armstrong, a sociologist and author of *The Double Ghetto*, were the main resource persons.

As a result of the poor coverage given to this conference by the Montreal *Gazette*, the only English paper in Montreal, a letter of protest was sent from CLOW to the editor of the paper. The letter contained a resolution which strongly criticized the *Gazette* for its failure to publicize and cover the conference.

## **New Brunswick**

Following the resignation of Therese Melanson, Ellen King was elected as the New Brunswick Director of CLOW. Ellen has a wide range of experience as an educator. She is presently working as the Policy Coordinator for the Status of Women with the Government of New Brunswick. Ellen strongly supports CLOW's bilingual policy and intends to promote CLOW to both French and English speaking women. As well, she plans to hold workshops on sexual harassment in the school system and to continue networking in the province.

## **Nova Scotia**

CLOW in Nova Scotia will meet in the fall to discuss the organization's relationship with other networks now formed in Antigonish and the Eastern Shore. As a result of

CLOW networking in the Eastern Shore, women have been given funding for literacy classes and career orientation. The Antiginish group is applying for funding to identify women's learning needs and resources. The Halifax network is preparing a brief and hopes to present it at the hearing of the Commission of Inquiry on Part-time Work in Halifax.

Joan Brown-Hicks attended a meeting with Lloyd Axworthy and others regarding the National Training Act. The regulations have not yet been drawn up. She requested that when setting out the regulations that child care and counselling be available for participants in the training programs, whether they be part-time or full time trainees. It is a major concern that under the N.T.A. there will be little for those women with less than grade 12 education. One area of focus will be youth school drop-outs and not necessarily on women who have not completed secondary level education.

## **Newfoundland**

The CLOW in Newfoundland sponsored a very well attended public meeting in April on The Impact of Microtechnology on Women. Heather Menzies, author of *Women and the Chip* and *Your Job and the Computer* was the keynote speaker.

Stephanie Squires, Newfoundland Director of CLOW, met recently with the Newfoundland N.D.P. Organization of Women (NOW) to discuss microtech and women and related issues. A group of women from Newfoundland who attended the microtech conference in Ottawa in June continue to meet to discuss issues raised at the conference. CLOW in Newfoundland will meet to discuss the possibility of presenting a brief to the province's Education Minister for input into the upcoming Education Ministers' Conference in Toronto (see [Upcoming and Current](#)).

## **Prince Edward Island**

Dorothy Morris has resigned her position as P.E.I. Director of CLOW in order to assume her duties as CLOW president- elect. Heather Orford of Charlottetown is her successor. In May, on behalf of CLOW, Dorothy attended the National Women's Networking Conference in Vancouver. The conference was very well organized and attended by approximately 200 women. Copies of the proceedings of this conference can be obtained from the national office of CLOW. On May 31st, P.E.I. CLOW cosponsored a one day seminar, "Women and the Chip: Microtechnology Seminar" held in Charlottetown. They also cosponsored a project to start an Island women's publication called *Common Ground* as well as a one day seminar on Women and Pensions. A great deal of work has been done on membership promotion.

## **OTTAWA: THE FUTURE IS NOW**

by Susan McCrae Vander Voet

The *Women and the Impact of Microtechnology* conference, held in Ottawa on June 25 - 27, was definitely a huge success. Over 600 women from all parts of Canada attended and

resolved to take immediate action to ensure that microtechnology is used for the benefit of women rather than their detriment.

The conference examined the issues and made recommendations in the areas of employment, training and re-training, education, health and safety, information access and control, as well as legislation related to all aspects of the microtechnology industry.

The conference proceedings will be published in the fall and will be available for purchase from CLOW.

The following actions were instigated at the conference:

### I. EMPLOYMENT, TRAINING AND RETRAINING

( i ) A letter will be sent immediately to all federal MPs insisting that employers (under federal jurisdiction) be compelled to train and retrain women. Suggested measures for doing this include the introduction of federal contract compliance as well as new laws entrenching specific employment rights wherever technological change is introduced.

( i i ) The Canada Employment and Immigration Commission will receive requests for special programs to be set up and for the allocation of training funds directed towards the integration and advancement of women in the microtechnology industry.

( i i i ) There will be regional lobbying of Ministers of Education to ensure that suitable, affordable training courses in computer literacy are established.

( i v ) That special attention be paid by provincial governments to the needs of immigrant, native, handicapped and poorly educated women is also a priority.

( v ) It is recommended that a national World Research Institute be established to provide informed guidance in the humane application of the new technology. Funding from federal and provincial governments is requested and women must be involved in the planning of such an institute.

### II EDUCATION

( i ) The conference delegates agreed to lobby Ministries of Education and school boards to introduce strong measures to ensure that high school girls pursue math and science studies, and are counselled about careers requiring these subjects.

( i i ) Women must be involved in the decisions about curriculum changes, the introduction of computer hardware into schools and the development of suitable software programs to encourage girls' interest in microtechnology and computer science from an early age.

( i i i ) Statistics on the number of women math and science teachers and the number of

girls in math and science courses should be available.

### III HEALTH AND SAFETY

( i ) The conference delegates urgently demanded further information on the possible radiation hazards of video display terminals (VDTs), since, at present, there is no conclusive scientific study in this area.

### IV INFORMATION ACCESS AND CONTROL

( i ) The conference delegates urge all women to find out what information is contained in their personal and security files, and to lobby for freedom of information and other protective legislation re theft and/or sale of the information in data banks.

( i i ) Groups and individuals are urged to make full use of available database facilities for the exchange of information relating to women's concerns and their employment needs.

### V OTHER RECOMMENDATIONS

Numerous other recommendations regarding actions to be taken by the organizing groups were endorsed by the conference delegates.

### VII NETWORKING COALITION FORMED

A coalition was formed from the conference with the purpose of:

( i ) Establishing a National Microtechnology Network with the task of exchanging information and lobbying for action, and

( i i ) Identifying urgent needs and ensuring that appropriate measures are taken.

All women are urged to inquire from the local branch of CLOW of how to participate in this network. Susan McRae Vander Voet is the National Coordinator of CLOW. A social worker, Susan was formerly coordinator of Opportunity for Advancement, a program for sole support mothers on public assistance.



### **NEWS FLASH FROM STEP!**

\*\*\*\*\*

**STEP HAS RECEIVED OFFICIAL  
APPROVAL FROM CEIC FOR A  
\$76,000 PILOT PROJECT TO**

LAST 32 WEEKS FOR 16 WOMEN.

See TORONTO: [THE STORY BEHIND STEP](#)  
Page 8



## Books In Review

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*In a Different Voice* by Carol Gilligan, Cambridge, Mass: Harvard University Press, 1982.  
\$18.00 180 pages.

by Beverly Currie

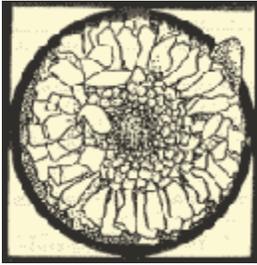
Women working in the field of adult education will be interested in Carol Gilligan's new book, *In a Different Voice*. Dr. Gilligan, an Associate Professor at the Harvard Graduate School of Education, presents a thoughtful critique of the established theories of developmental psychology. Theories by Eric Erikson, Lawrence Kohlberg, and Sigmund Freud provide the underpinnings to the philosophy and practice of adult education. All have in common the goal of clarifying the process of human psychological motivation, each also portrays the mature human person as one who is autonomous, self-reliant, and self-directed.

Maturity defined in these terms is difficult for most women in our society to achieve. Our identities are women into a complex web of relationships with family, friends, and work mates. The male ideal of adulthood excludes these. One of Dr. Gilligan's major conclusions that correct theories of psychological development are biased against women is by no means new. The theorists mentioned above at best omit women's psychological development from their theories. At worst, they describe differences in women's identity formation as deviant or inferior. Interdependence constitutes a retarded stage of growth when separation and detachment are held up as developmental goals. When the norm for human development is restricted to a patriarchal point of view, such conclusions are inevitable.

Carol Gilligan challenges this skewed perspective. She offers a celebrative re-interpretation of women's psychological development to counter the current paradigms that exclude or trivialize women's experience. Her interviews with women contemplating

abortion illustrate very different perceptions of the self and its relationship to other people. The crisis of an unwanted pregnancy reveals a conflict between responsibilities: caring vs. responsibility and choice. In order to resolve the crisis, conceptions of caring must expand to include the self as well as others. The two are fundamentally interconnected. The traditional association of caring with femininity and responsibility and choice with masculinity and adulthood is unfounded, in this context.

*In a Different Voice* attempts to transform our current metaphors of psychological growth and development. Its author recognizes that explanations of human development incorporate values. Some experiences and conceptions of reality are emphasized while others are ignored depending on the observer's vantage point. Carol Gilligan transposes our thinking about human development into a different key, one capable of including a wider range of voices. In acknowledging a greater variety of experience and modes of thinking, her developmental theory can legitimately claim the label 'human'. Bev Currie is a graduate student in the Department of Adult Education at OISE and an active member of CCLOW.



## Resources

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### Publications

*Life Skills and English for Immigrant Women* This book creates and adapts material so that it can be effectively used with women who have limited English. Practical and relevant topics are developed to build both language and life skills in areas related to personal life skills, community relations, employment and job search. The book has been developed for both student and instructor use in orientation, life skills, English as a Second Language and citizenship classes. It was developed by Florrie Snow Chacon. Published by Working Skills Centre, 299 Queen St. W., Suite 503, Toronto, Ontario M5V 1Z9.

Cost \$6.00 per copy, + postage.

*Making Changes* A student's book and teacher's guide to Employment Orientation for Immigrant Women. This book is excellent for use in intermediate and advanced E.S.L. and life skills programs. Using stories, poems, photographs and drawings, the student's book involves the reader / participant in a process of self-discovery and active learning. The appendix serves to augment the useful information on services and rights found within the book. The accompanying teacher's guide, with its teaching objectives, methods and suggested activities, provides an experiential model for group sessions. It also includes practical information on running a career planning and job search program for immigrant women. Developed by M. Kainola. Published by Cross-Cultural Communication Centre, 1991 Dufferin St., Toronto, Ontario M6E 3P9. Cost: Student's book \$7.00, teacher's guide \$8.00

*Bulletin on Native Women* A special issue published by the Canadian Association in Support of the Native Peoples on Native Women. It includes many excellent articles on Native Women with emphasis on the legal issues and problems surrounding land rights. Obtainable through the organization at 251 Laurier Ave. W., Suite 904, Ottawa, Ontario, K1P 5J6. Cost \$1.25.

*Citizen Minus* A report on the Human Rights situation for Indian Women is available free from the Canadian Advisory Council on the Status of Women, Box 1541, Station B, Ottawa, Ontario, K1P 5R5.

*Parental Rights and Day Care: A Bargaining Guide for Unions* This publication examines parental rights and daycare as equality issues. It includes background information and statistics as well as sample contract clauses on the following: Maternity Leave, Paid Maternity Leave, Adoption Leave, Paternity Leave, Time Off Illness in the Family, Transfer to Safe Work During Pregnancy, Family Raising Leave, and other issues. This is an extremely useful and practical guide published by the Ontario Federation of Labour, 15 Gervais Drive, Suite 202, Don Mills, Ontario, M3C 1Y8. It was researched and written by Shelley Acheson and Catherine Macleod with assistance from the OFL Women's Committee.

*The Seam Allowance: Industrial Home Sewing in Canada* This is a case study analysis of the situation of women home workers -- women who do piecework in their own homes while caring for their children and households. It examines their working conditions, employer expectations, their lives in general. By Laura Johnson and Robert Johnson, this book is a stunning expose of the conditions faced by many immigrant women in this country. Published by Women's Press, 16 Baldwin St., Toronto, Ontario, M5T 1L2. Cost: \$7.95.

The new *Canadian Code of Advertising Standards* is available from the Advertising Standards Council at 1240 Bay St., Suite 302, Toronto, Ontario, M5R 2A7. It is particularly useful in outlining procedures for complaint and appeal to regional councils if you are dismayed by advertising being displayed in your community.

*On Prison Education* Consisting of nineteen essays, this book offers new ideas on the meaning and objectives of prison education as something other than the pragmatic, functionalist, system-oriented correction of human behaviour. It challenges many present day assumptions and affirms that education is at the heart of the prison's function and is virtually its only hope of ever being more than a secure and efficient warehouse for society's legal outcasts. There are no articles specifically about women's education in prison. It may be still be of interest to those working with women inmates or in aftercare. Compiled by Lucien Morin, for the Ministry of the Solicitor General. Cost \$12.95 from Canadian Government Publishing Centre, Ottawa, K1A 0S9.

## **Films**

*Good Monday Morning* is a spirited Laura Skye film about working women and their struggles with microtechnology in the workplace. Besides presenting various personal perspectives on work life, it illustrates a cross-section of contemporary working conditions and a variety of office machinery and procedures. Women demonstrate the work they do. Available for purchase or on loan from the NUPGE Film Project at 204 - 2841 River- side Drive, Ottawa, Ontario, K1V 8N4.

*Just for Me* is a sensitive and true story of three women who decide that it's time for a change. They experience getting involved in physical activity. Each was able to satisfy the demands of her family and the pressures of her job after working through the problems of finding time, where to begin and what to do with the children. It is available in French and English from the National Film Board of Canada, P.O. Box 6100, Montreal, Quebec, H3C 3H5.

*Vancouver Women in Focus* Society Arts and Medica Centre has a variety films and videotapes as well as a catalogue available. Their address is: Suite 204, 456 West Broadway, Vancouver, BC, V5Y 1R3. The following are a sample of their latest acquisitions. Rental fees range from \$25 - 50. Also available for purchase.

*Change of Life (Overgang)* This videotape is about older women's lives. A group of women get together and compare such common problems as menopause, the medical system, frustration with the role of women in the family, disappointments in marriage, material gain and loneliness. Through their contact and support, they are able to make changes in their lives towards both material and emotional independence.

*Size 10* raises discussion about body image, sexuality, society's conditioning of what women should look like, the fashion industry's profits from our insecurities, pressures on women to conform, adolescence and how women can feel better about their bodies.

*It's Not Your Imagination* Sexual harassment of women in the workforce can take many forms, from sexual innuendo to actions that threaten our economic survival to sexual assault. This film shows five women from various social and economic backgrounds who have been sexually harassed on the job. All of the women learned through their experiences what sexual harassment was and did something about it.

## **Announcements**

\* *They want to Quote You* Two Canadian feminist are collecting contributions for a book of quotations by Canadian women. They want quotations that fight stereotypes; redefine personal relationships; challenge structures and institutions; fight the oppressive use of power; redefine the public and private domains; celebrate women's strengths and triumphs. Send contributions fully referenced to 2424 Grand Blvd., Apt. 117, Montreal, Quebec. Do not send originals.

\* *When Do We Get Our Money* Canada, including all the provinces and the federal government, recently ratified the UN agreement which calls for the elimination of all forms of discrimination against women and includes a clause supporting equal pay for work of equal value.

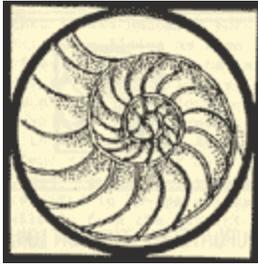
\* *Fitness Canada Announces* Research Contributions for 1983-84 for research projects which have a practical application in increasing participation in physical activity. Guidelines and a priority list of research areas can be obtained by writing to Fitness Canada, Journal Tower, 365 Laurier Avenue West, Ottawa, Ontario, K1A 0X6.

\* *Book Prize* The Milnor Alexander Book Prize was recently established at the University of Regina, to be awarded annually at convocation to a woman student enrolled in part-time studies in Social Sciences. A committee appointed by CLOW Regina, will make the selection each year. The award is a tangible way of fostering not only education for women, but also the work of a dedicated feminist, scholar, leader, friend and tireless worker. The award is a significant way of ensuring that succeeding generations of scholars are reminded of pioneer feminists in their community. Milnor is now living in Victoria, B.C. and teaching part-time in Women's Studies at the University of Victoria.

### \* *Widowhood*

Anne Arsenault, a researcher on widows' Outreach Network (WON) in Kingston, Ontario is looking for information on programs for widows. She hopes to develop a support network for widows. Write her at R. R. #2, Kingston, Ontario, K7L 5H6.

\* *Taxation Reform* Parents for Equitable Tax Treatment (PETT), a group of working women in Toronto, formed to lobby for changes to the Income Tax provision of only \$1,000 per year per child tax deduction. The group is lobbying with a petition which reads: "We the undersigned petition the government for full deductibility of income-related child care expenses on before tax dollars, beginning in the 1982 tax year". Write PETT, 226 Pape Avenue, Toronto, Ontario, M4M 2W5.



## Upcoming & Current

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### Conferences

#### Alberta

The Alberta Status of Women's 7th Annual Meeting and Conference will take place Nov. 12 th, 13 th and 14 th at the University of Alberta, Edmonton, Alta. The theme is "Women and Money". For more information write to: Alberta Status of Women, P.O. Box 1573, Edmonton, T5J 2N7. 424-3073.

The Alberta Association for Adult Literacy is calling for presentations for their 4th annual conference to be held in Calgary on November 3rd, 4th and 5th. A brief (200 word) description of the proposed presentation should be submitted to: Conference Review Committee, C / O Donna Storvik, Red Deer College, Red Deer, Alta. T4N 5H5. The conference theme is "Adult Survival in Today's World - The Printed Word, The Job Market, Technology, and Bureaucracy".



#### Manitoba

The 2nd Canadian Conference on Day Care will be held in Winnipeg, Manitoba on Sept. 23rd, 24th, and 25th sponsored by the Canadian Council on Social Development and Health and Welfare Canada. For further information contact Lyse Teasdale Conference Coordinator, Canadian Council on Social Development, 55 Parkdale Ave., P.O. Box 3505, Station C, Ottawa, Ontario, K1Y 4G1 or call (613) 728-1865.



#### Saskatchewan

The Saskatchewan CLOW is cosponsoring a conference on women and microtechnology entitled "Women and the Computer Age, The Future is Now", November 19th-21st at the University of Regina, Regina, Saskatchewan. The keynote speakers are Heather Menzies, author, and Dr. Margaret Benston, Professor of Women Studies and Computer Studies at Simon Fraser University. The conference has been organized by a variety of organizations including unions and women's groups. For further information contact Sue Smee, Saskatchewan Director of CLOW at (306) 359-5540, C / O 3413 Mason Ave., Regina, Saskatchewan.





## Connections

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### Connections - Skills Bank

I am pleased to announce that *Connections* will be a regular feature of this newsletter. This page is a highlight on the Skills Bank; it will keep us all informed about the active learning exchange which goes on among the CLOW members. In future issues, you will read about members who act as resources, about a successful networking experience, and about our Resource Center's collections and acquisitions. However, before elaborating on these upcoming features, I would like to write briefly about the history of Skills Bank and its organization.

The first CLOW Congress, held in 1977 in Winnipeg, decided that the purpose of CLOW was to promote learning opportunities for Canadian women in order to increase our involvement in social, political, and economic life. However, such learning projects, which would begin to change women's status, will flourish only when institutions and social policies are made responsive to women's needs. Members began to list the skills they would need in order to be effective advocates for women's learning needs.

These women quickly recognized the wealth of skills and experience present within the network. CLOW members decided to use the network to share skills with each other. Members' skills would be identified and catalogued in a skills bank, along with the preferred means for sharing the skills -- by letter, phone, audio or videotape, by slides or by arranging personal visits. The process of mobilizing our network to promote women's learning became itself a creative learning opportunity. Hence the Skills Bank, a new form of learning exchange through which CLOW members consult each other as resources was born. Over the last five years it also became institutionalized.

Now, the Skills Bank has a permanent space in the national headquarters of CLOW. Its vital information on resource persons and their areas of expertise is compiled into two master lists and stored in the national office. CLOW has hired a part-time coordinator who processes the information, maintains the records, responds to your requests and supervises the Resource Centre. Sema Aksoy, your Skills Bank coordinator, is a Ph .D. candidate specializing in Aging and Educational Planning for Adults. The policy decisions regarding the Skills Bank program are made by the Skills Bank Committee. Members of the committee are Martha Colquhoun and Betty-Ann Taylor, and chairperson Leiba Aronoff.

- *Individual Profile*: Will appear regularly and spotlight a Skills Bank member who indicated that she can act as a resource person. This interview will focus on her skills, publications, and professional and community involvements.

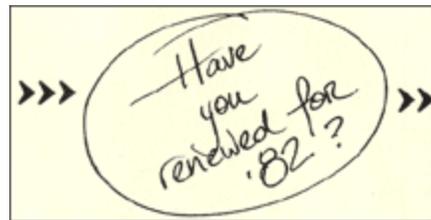
- *Case Study of a Successful Networking Experience*: Will appear regularly and report on how two or more members of the CLOW use the Skills Bank to achieve their goals.

- *Spotlight on the Resource Centre*: In each issue I will inform you about our valuable Resource Centre collections and the new acquisitions. For example, the Centre subscribes to feminist journals and newspapers such as *Canadian Woman's Studies Journal*, *Mother Jones*, *Communiqu'elles*, and *Broadside*. The Centre also receives taskforce and other reports from government and social agencies on topics such as wife battering, sexual harassment, and sexual stereotyping. We have an extensive collection of publications on women in the labor force, retraining, educational leave and non-traditional jobs.

If you are a member of CLOW and if you live within a reasonable distance from our national office, please come and visit our Resource Centre to borrow the material that you may need. If you live in a city other than Toronto, you can still have access to the Centre by requesting material either by mail or by phone.

I am looking forward to hearing from you.  
Until the next issue!

*Sema Aksoy*  
*Skills Bank*  
*Co-ordinator*



## MEMBERSHIPS AND DONATIONS

Regular	\$ 10.00
Student (Full or part-time)	5.00
Organization/Agency	25.00
Associate (mailing list only)	5.00
Sustaining (minimum annual rate)	100.00

Voting privileges and the Skills Bank are extended to Regular, Student and Sustaining memberships.

All donation are tax deductible.

Enclosed payable to CLOW is my cheque for membership in the amount

of \$ \_\_\_\_\_  
Included is a donation of \$ \_\_\_\_\_  
Total enclosed \$ \_\_\_\_\_

**Name** \_\_\_\_\_

**Address** \_\_\_\_\_

**Postal Code** \_\_\_\_\_

**Telephone: Home ( )** \_\_\_\_\_

**Bus. ( )** \_\_\_\_\_

**Areas of Interest:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Please return this form and payment to CLOW.**

## **MEMBRES ET DON**

Régulier	\$ 10.00
Étudiant (temps plein ou temps partiel)	5.00
Société / Organisme	25.00
Associé (liste d'envoi seulement)	5.00
Bienfaiteur (minimum chaque année)	100.00

Seule les membres réguliers, étudiants et bienfaiteurs  
ont le droit de vote et accès à la banque de compétence.  
Les dons sont déductibles pour l'impôt.

Inclus payable à CCPEF mon chèque pour mon inscription de membre au

montant de \$ \_\_\_\_\_  
Don Inclus: \$ \_\_\_\_\_  
Total Inclus: \$ \_\_\_\_\_

**Nom** \_\_\_\_\_

**Adresse** \_\_\_\_\_

**Code postal** \_\_\_\_\_

**Téléphone:** \_\_\_\_\_

**Résidence** \_\_\_\_\_

**Bureau** \_\_\_\_\_

**Champs d'intérêt:** \_\_\_\_\_

\_\_\_\_\_

**Date:** \_\_\_\_\_

**Veillez libeller votre chèque au nom de CCPEF et l'adresser avec ce formulaire d'adhésion à CCPEF.**