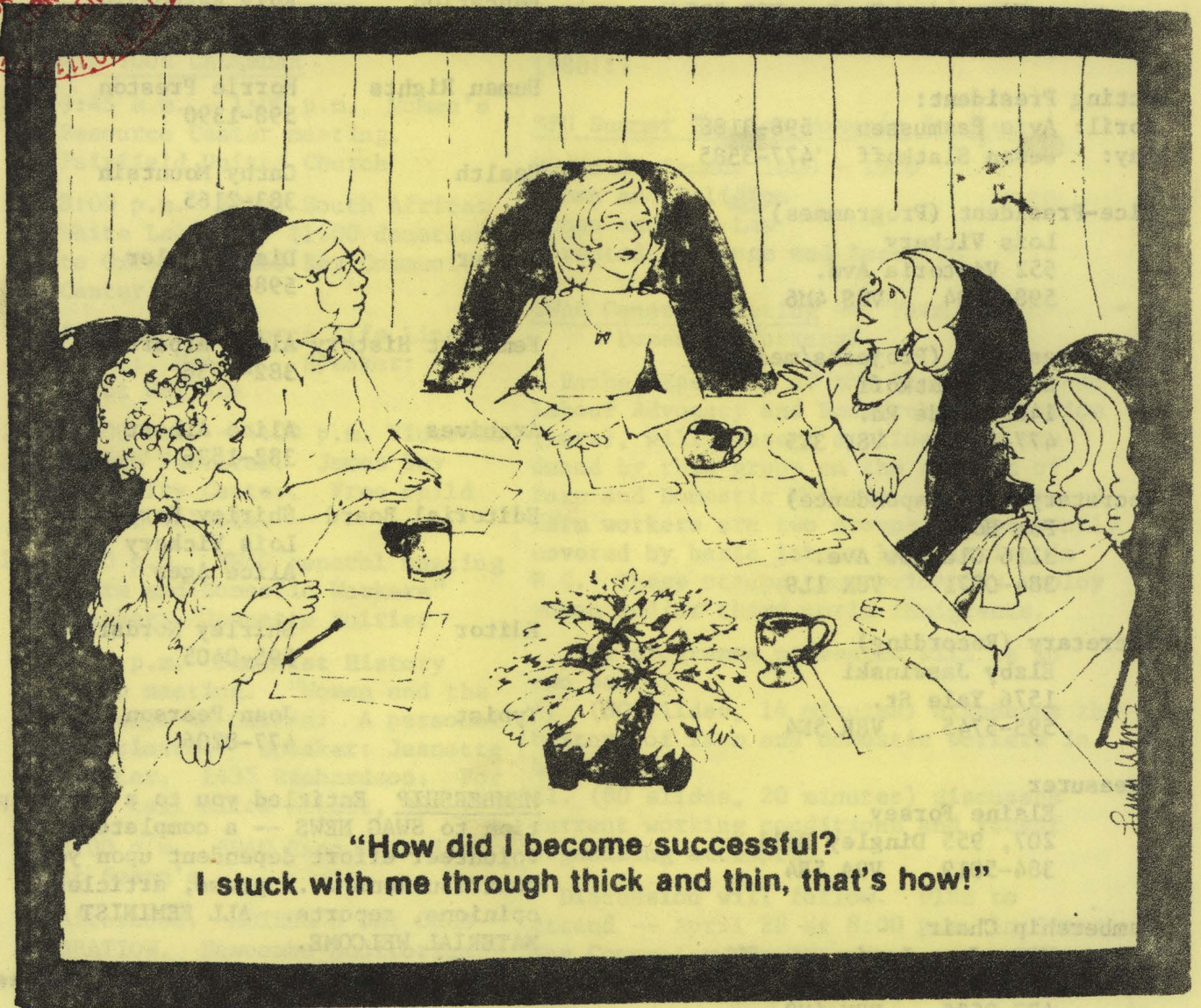
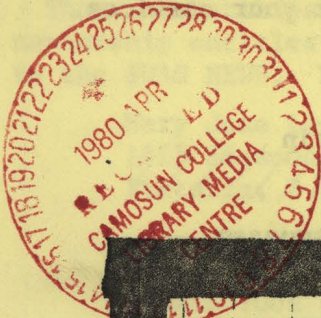


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# SWAG

## STATUS OF WOMEN NEWS



"How did I become successful?  
I stuck with me through thick and thin, that's how!"

APRIL '80



The Victoria Status of Women Action Group was formed in 1971 in order to work for the implementation of the Report of the Royal Commission on the Status of Women; to foster public knowledge of the rights and status of women and to promote full participation of women in social, economic and political life.

SWAG is a voluntary group, registered as a society, with an executive elected yearly.

ADDRESS: P.O. Box 6296, Stn. C.  
Victoria, B. C. V8P 5L5

\*\*\*\*\*

Acting President:  
April: Avis Rasmussen 598-3188  
May: Susan Slatkoff 477-3585

Vice-President (Programmes)  
Lois Vickery  
552 Victoria Ave.  
598-1704 V8S 4M6

Vice-President (Projects/media)  
Susan Slatkoff  
1422 Wende Rd.  
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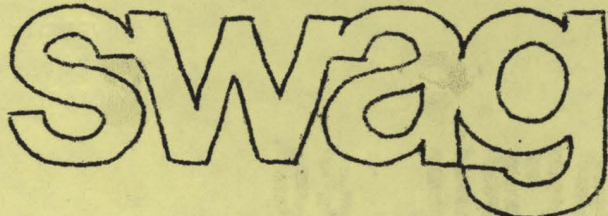
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Membership Chair  
Mary Jane Lewis  
1815 Seawood Place  
477-8535 V8N 4N2

\*\*\*\*\*



COMMITTEES

Members are encouraged to focus their energies on one or more committees. This is where the real work of SWAG goes on. You need not be an expert. Call one of the chairpeople and offer your services.

CHAIRPEOPLE

- Family Law                   Gwen Bavin  
383-2502
- Education                   Avis Rasmussen  
598-3188
- Human Rights               Norrie Preston  
598-1390
- Health                       Cathy Mountain  
383-2165
- Labour                       Diana Butler  
598-6964
- Feminist History          Alice Albert  
382-1536
- Archives                     Alice Albert  
382-1536
- Editorial Board           Shirley Nordstrom  
Lois Vickery  
Alice Ages
- Editor                       Shirley Nordstrom  
595-0405
- Typist                       Joan Pearson  
477-8206

MEMBERSHIP Entitled you to a subscription to SWAG NEWS -- a completely volunteer effort dependent upon your contributions .... poems, articles, opinions, reports. ALL FEMINIST MATERIAL WELCOME.

\*\*\*\*\*

MEETINGS/WORKSHOPS SWAG meetings are held the fourth Monday of each month (except when it falls on a holiday) at the James Bay Community Center, 140 Oswego St., Meeting Room II, 8:00 p.m.

\*\*\*\*\*



# ?Renewals? ANNOUNCING!!!!

Sheila Anderson Muriel Gough-Azmier  
Eileen Caner Carol Lindsay  
Carolyn Folse Kathleen Ruff

These memberships are now due. Your membership entitles you to a subscription to the SWAG NEWS. Please send \$7.50 to

Mary Jane Lewis *C/O SWAG*  
1815 Seawood Place  
Victoria, B.C. V8N 4X2 *box*

SWAG Membership Fees: Please remember fees are now \$7.50 per year.

Elaine Forsey change in address: to 201, 429 Linden Ave., V8V 4G2

Cathy Mountain change in phone number to 381-6349

1980 Fall Conference? The skeleton of a steering committee has been formed. Will you help? This is your last opportunity. Unless organization begins this month the conference will be shelved for 1980!!!!

## MARK YOUR CALENDAR

- April 19 9:45 a.m. - 1:00 p.m. Women's Resource Center meeting. Fairfield United Church
- April 22 8:00 p.m. Film: South Africa: White Laager." \$1.00 donation to Oxfam. James Bay Community Center.
- April 23 7:30 p.m. Dvorce Life Line -- Topic: Health. Speaker: Dr. Scott Wallace
- April 26 10:00 a.m. - 4:00 p.m. Victoria Health Festival. James Bay Community Center. Free child care available.
- April 28 8:00 p.m. SWAG general meeting "Farm and Domestic Workers" Speaker: Jeanette Poirier
- May 1 7:30 p.m. Feminist History Group meeting. "Women and the Railways in Canada: A personal experience." Speaker: Jeanette Poirier. 1435 Richardson. For info call Alice Albert, 382-1536
- May 6 8:00 p.m. SWAG Exec. meeting at Susan's
- May 11 Afternoon. MOTHER'S DAY CELEBRATION. Newcombe Auditorium/Legislative Grounds. Sunday.
- June 1 Rape Assault Benefit Concert with Louise Rose, Cathy Mountain and Alice Ages. PLAN NOW TO COME WITH FRIENDS AND MONEY.

## SFU Summer Session Women's Studies

Women in Canada 1600 - 1920  
Women and Religion  
Women and the Law  
Directed Readings and Research

## SWAG General Meeting -- "Farm and Domestic Workers"

Rachel Epstein, of the Vancouver based Labour Advocacy and Research Association (Lara), will present a slide show produced by this group on the subject of Farm and Domestic Workers. Domestic and farm workers are two groups not presently covered by basic labour legislation in B.C. These occupations primarily employ women and/or third world immigrants.

The programme presented will be in two parts:

- I. (80 slides, 14 minutes) discusses the history of farm and domestic workers in B.C.
- II. (80 slides, 20 minutes) discusses current working conditions and recent organizing attempts.

Discussion will follow. Plan to attend -- April 28 at 8:00 p.m. in James Bay Community Center.

Victoria  
Transition House  
385-6677



# LETTERS

Dear B. C. Ombudsperson:

I wish to make a complaint regarding the raising of the fee for change of name on June 1, 1980 (Div. of Vital Statistics). I asked the clerk: Why the change?" She said, "To discourage applications." My points:

Women have had to change their names on marriage until recently or be ostracized and even now it makes for difficulty if they wish to retain their own. Since the majority of name changes concern divorced women, not men, why should we even have to pay at all to rid ourselves of someone else's name, taken on for societal reasons? I call it underlying discrimination. Why should the fee now be increased to cut down on the work, presumably because more marriages are ending? I know there are changes for reasons of choice, but we women can't help that.

Yours very sincerely,  
Wilhelmina Corstorphine  
(Wilson)

Dear SWAG:

Enclosed is a cheque to cover the issue of your newsletter that you sent me. Thanks.

Because the housing situation is so tight in Victoria, there may be in your group a woman who is looking for accommodation -- my small 1 bedroom "bachelor" apt. will be coming up for rent May 1 (\$175 month) and if anyone is interested they should contact the landlord at Fairfield Realty, Tony Brogan. He'll be putting it in the paper soon, probably.

I must say before I leave Victoria that although I've only been here a few months the best experiences I've had were

listening to Alice Ages speak at a SWAG meeting in Nov. and at the C.A.R.A.L. march today. Her ability to illuminate the real issues is wonderful.

Sincerely,  
S. Brodribb  
1A-323 Windermere Place

Dear Pamela Hogan:

It was very thoughtful of you to write to me following my article on the subject of ms. I have received torrents of letters from all over the world on this subject, many of them strongly against me and many strongly supporting me. As you know there are always more than two sides to any argument. This is a very controversial subject and I thank you for your contribution to the debate.

With best wishes.

Yours sincerely,  
Trevor Fishlock  
The Times, London

Dear Sisters:

You scared me -- I do not want my subscription to run out. I enjoy the news from Victoria a lot but it doesn't end there. You are producing a great newsletter. I copy articles for files at the Access Centre and then put the whole issue on the stands alongside Kinesis and Ms. Two articles from your last issue were read during our noon hour International Women's Day Celebration, a rousing event with 20 students and faculty attending. Feminism has a long way to go in Kamloops. What we lack in numbers, we make up in sincerity.

Congratulations on the growth of SWAG. When I came to Victoria in 1975 it was



a polite, middle class group. It's now a gutsy, action oriented group speaking out with reason and force. A special thank you to those dedicated women who lead SWAG in its transition.

All the best to the new executive.

Lynn Thomson

Dear Monday Magazine:

Thank you for Judith Alldritt's excellent article about the trial of Margaret Marsh.

We were very pleased that Margaret was found not guilty.

We are still worried for her because she will be standing trial again soon: this time under the B.C. College of Physicians and Surgeons' charge against her for practising midwifery without a license. It is our hope that she will again be found not guilty.

Sincerely,  
Catherine Mountain for  
SWAG Health Committee

To the Editorial Collective:

Sister,

With reference to the article "Words that Make Women Disapper," March 1980, pp. 17 and 18, I wish to comment briefly on the nature of changing "our" language.

Yes! I agree that the language in common usage is sexist; Yes! we need to work for the establishment of a gender-free system of job titles; Yes! "man" must cease being overworked as a word of definition.

But, I take issue with such terms as "human conquest of space" in lieu of "man's conquest of space" and all other exploitative, imperialistic expressions of our capitalistic and communistic political systems. We as women must stand up and refuse to be counted as propogating, perpetuating, or whatever in displays of force to achieve political and/or economic gain. We have been exploited long enough and should have learnt our lesson.

Despite the fact that I have rattled this quick letter off, I hope my convolutions have made the point.

No, I have no suggestion as to a better device of words except to say 'let the men take the full brunt for their language and let us explore the development of a language that is pacifist, collective, and non-exploitative.

Alice J. Albert

POETRY

I am fed up cleaning bedpans  
Mopping floors for all you men  
Just when I think I'm finished  
Then I have to start again.

The kids are crying in the kitchen  
My husband's shouting for his tea (supper)  
The baby's nappy's needing changing  
Oh Why's it all left up to me?

I am fed up wearing make-up  
Fed up wearing high heels  
I am fed up wearing split skirts  
Men just don't know how it feels.

Someday there'll be a revolution  
Someday women will be free  
We are fighting for this future  
So \*\*\*\*\* the patriarchy.

The Anne Robinson Songwriting Collective

From: The Glasgow Women's Liberation Newsletter, March, 1980.

HEALTH COMMITTEE NEWS--

The Health Committee will be representing SWAG at the Victoria Health Festival at the James Bay Community School on Saturday, April 26, from 10:00 a.m. to 4:00 p.m. Come and see us there -- and participate in the festival. It should be good.

Workshops, Speakers,  
displays, demonstrations





## CARAL PROTEST MARCH FOR ABORTION RIGHTS A SUCCESS

200 advocates of "freedom of choice" in abortion showed their strength Saturday March 29 in a rally and march sponsored by the Victoria branch of the Canadian Abortion Rights Action League.

Clutching banners and signs and braving strong winds, we marched from Centennial Square, down Douglas Street to the Legislative Buildings, then back up Government Street to the O.A.P. Hall. A planned stop at the Buildings was cancelled as an anti-choice group of about 10 adults had gathered there in anticipation of our arrival. They were left stumbling about in confusion, still undecided about whether to stay or follow as our P.A. was packed up and moved to the hall. Along the route we distributed CARAL literature and leaflets outlining the current crisis at Vic General, and our numbers grew as onlookers joined the march.

During the rally at the O.A.P. Hall, statements were read from N.D.P. M.L.A.s: Gordon Hanson, Charles Barber, Stu Leggett, Denis Cocke, and Rosemary Brown. Then we heard from a number of speakers.

Carol Pickup, former V.G.H. board member and chairwoman of the Greater Victoria School Board emphasized the urgency of political participation by women, and urged everyone to take out hospital society memberships.

Jim Manley, NDP M.P. for Cowichan, Malahat, the Islands reiterated his party's pro-choice position. He stated that it was most ironic that many anti-choice people support capital punishment --merely a belief in abortion at a later date.

Ann Thomson, a member of Concerned Citizens for Choice on Abortion in Vancouver, related some of the ways her group has mobilized pro-choice support and gained the endorsement of many labour, political and religious groups.

Astrid Davidson also came from Vancouver as a representative of the B.C. Federation of Labour. She stressed that many women are unable to tolerate the more effective contraceptives such as the Pill or the IUD and that abortion must remain available as a back-up option. She emphasized the

importance of women in the workforce being able to decide if and when to have children; that some of us work because we want to but many of us because we have to; and that maternity leave is often unavailable.

Josephine Payne, philosophy lecturer with the UVic Women's Studies Programme spoke as someone who has chosen abortion and has chosen to bear children. (Her speech is reprinted in this issue.)

Alice Ages, local writer and women's activist wound up the rally in her own inimitable style. She presented a life boat analogy -- that there exists a moral duty not to let anyone on board if the boat seems likely to sink. She also stated that nobody has a right to deny any woman an abortion if she requests it.

We collected over \$100 in donations, many hospital society memberships, and a number of new CARAL memberships.

CARAL sponsored the march and rally to protest the current Victoria General Hospital situation, where the members of the Therapeutic Abortion Committee have virtually shut down abortion services at that hospital. We were protesting Health Minister Rafe Mair's stated intention to cut the abortion rate in B.C. while inadequate sex education and contraceptive failure remain unsolved problems. And finally, we were protesting an ambiguous federal law, which allows committees and politicians to keep a woman pregnant against her will. We believe that abortion is a matter of personal choice and should be removed from the Criminal Code.

Many thanks to everyone who came!!

Anyone wishing to join CARAL or get information about hospital society memberships phone: 385-7775  
283-6001

BE A HOSPITAL SOCIETY MEMBER

FOR \$2.00

YOU CAN HAVE A VOTE



## JOSEPHINE'S ABORTION SPEECH

We are demonstrating, today, our support for a woman's right to direct the course of her own life... and to exercise full control and authority over her body and her reproductive function.

To direct the course of our own lives; to plan effectively for the children we may wish to bear and raise, or to plan child-free lives, we need the power to carry out our decisions.

\*\* We need to take back, into our own hands, the development of contraception. We need methods of contraception which are safe, convenient, completely efficient, and freely available to all women. We know that there have been societies who have used contraceptive herbs with all these advantages; they grew in India before the Tea plantations wiped them out, and ineffective forms of child planning were practiced in North America in the centuries before European settlement. We have been expected to put up with dangerous, inconvenient, expensive and inefficient contraception too long.

\*\* We need to eliminate the institution of rape and the overwhelming cultural emphasis on just that form of sexual activity which makes conception most likely.

\*\* We need to eliminate the glorification of motherhood: the myths which claim that the only happy woman is the mother, that motherhood is our true destiny, and that motherhood is instinctive, natural, romantic and an easy option.

\*\* We need a safe, efficient, free and effective method of abortion for use in our own homes.

Then, with effective contraception and with a clear vision of the kind of life which suits us, we can exercise control over our lives.

We have a right to abortion based on the argument that we have the right to control our reproductive function. I do not see that that control has to end at the moment of conception. It is usual that we begin to recognize the full impact

of child-bearing and raising, in our own life, at the point when we recognize we are pregnant. The decision about whether or not to bear a child, becomes a particular decision, about a very real possibility affecting the woman very profoundly. It is no longer just a general attitude about abstractions like motherhood or population. It is at this point a decision must be taken about the direction of the pregnancy. And so it is clearly irrational to deny a woman's right to direct her future at the very point where she must. And it is ludicrous that totally irrelevant strangers like Hospital Board's or God-the-Father Rafe Mair, be asked to make the woman's decision for her. It is the mother who, if she bears her child, must take responsibility for it. She is the one to sit up at night if it cries or is sick, she must prepare its food, direct its development, and find the money to support it. Rafe Mair and his Hospital Board will not be there to lend a hand. They will not ease the loneliness of the single mother, and the stresses and tension for mother and child in the nuclear family.

We are all familiar with the arguments against abortion which invoke the sanctity of life of the fetus. Indeed the delirium aroused by fetuses is astounding. Fetuses are even considered, by some, to be fully fledged persons. It is clear that the criteria for what counts as human life is widely debated, and as yet unsettled. The criteria for what counts as "a person" is even more flexible. We know that in this century debate raged as to whether or not women were persons; and we were declared to be, by simple fiat, in 1929. By the same sort of fiat, I personally, claim that fetuses are not persons, and that human life does not begin at conception! It seems to me that people who regard human life as starting at the moment of conception, and who rate the rights of fetuses over the rights of potential mothers are essentially sperm freaks.  
5 At the moment of conception, the virile,



active sperm goes to work. Shortly, there- after, it is absorbed into the fetus, and loses its identify. For sperm freaks, the brief but glorious role of the sperm in the creation of human life must be acknow- ledged and emphasized. Life must begin at conception! And the Sanctity of the fetus must be defended at all costs! If only the awe and reverence evoked by fetuses in the minds of some people, could be transferred to actual living people, or to whales, seal pups or trees.

If we look back at the history of abortion in Canada, at the feelings and writing of women, we find that most women have felt that the life of the fetus became a genuine consideration only at the time of quickenig. This is the time at which she can feel the movement of the fetus inside her. Instinctively, this seems to be the right sort of attitude to me. It has not ranked as a consideration for hospital boards, and then it is a recog- nition on the part of the woman herself, and is not decided by others. In my view abortion before quickening, is merely an extension, morally speaking, of contracep- tion. It is no one's preferred method of contracetpion. But it has the same moral implications.

What is to be said of abortion after thepoint where life begins? What is we acknowledge, even, that at some point we have a person, with some rights, to consi- der? Is abortion, then wrong. Well, I look at it this way. People do, in most cases have a right to continue living. But we all acknowledge that some forfeit that right. A woman being raped has no obligation to nurture the life of the rapist!!

But more importantly, I deny that any one has a right to live in the body of another person. No fetus has the right to our bodies, our life functions, to our lives! We, as mothers, may extend the privilege of our bodies to whichever of our children we wish to bear. We have all been privileged to enjoy the bodies of our mothers. But that is a privilege she has chosen to extend to us. It is not a right that we could have claimed. Those who deny us the right to abortion, are denying this distinction, just because they deny us our control to exercise freely this privilege. They do not see life as a privilege, they

see it as a right. And therefore, they have no respect for others; for women.

In a world where the plundered resources are rapidly being spent; where child abuse is on the rise; where air and water are not guaranteed; and in a province which cannot provide jobs for the people it already has; it is most peculiar that the people's representative Rafe Mair, is concerning himself with generating more and more and more babies.

It is certainly not logical, but I think it can be explained in several ways. Babies are profit for big business and jobs for service workers. Bearing and raising children is exhausting, endless work for mothers who might otherwise put those energies into getting uppity with Rafe Mair. But more deeply than this, I think babies/children validate and cele- brate the world we have, the future we see. To bear a child is, in a deep sense, to say, I think the world is OK and I think the future is worthwhile, and I think we can find human enjoyment and fulfillment here. For a woman to refuse to bear a child is deeply insulting to those who have run our world and have shaped our future. Because it says: the world you are running is a mess and the future you have shaped is not viable for human fulfillment. This is, I think, the way the compulsory pregnancy people read childbirth, and why we, in supporting a woman's right to abortion, drive them to rage and hostility.

We are not here to celebrate abortion, we wish it were not a necessity, but until we have control over effective contracep- tion it is, alas, a necessity. We are not against child-bearing, or against child- ren. We are here because we want every child we bear to experience the fulfill- ing and joyful possibilities of life; and every child we bear to be chosen. I have chosen abortion and I have chosen to bear children, in each case a difficult and fully responsible decision. And it is the right to choose and to act on those choices, which I want for every woman.

HAVE YOU WRITTEN YOUR PRO-CHOICE  
LETTER TO: NEWSPAPERS  
VICTORIA GENERAL  
RAFE MAIR



## FAMILIES AND FEMINISM

Cathy Mountain

May is going to be "Family Month." May 11 is going to be "mothers' Day." I often get very angry when I think about families. The family has been one of the chief devices used by the patriarchy to control women.

People often lament the decline of the family. They deplore family breakdowns. I think it is wonderful that the power of the family is breaking.

It is very important for us to claim the family as feminists. As a mother, I claim my children and my ties with them. I also claim my links with their fathers. The family into which I was born has given me great difficulty and I have had to struggle to be myself. Fortunately it has no power over me. Now as I am getting older, I am even beginning to mellow in my feelings toward my mother. But the people who really are my family are my friends, the ones who share my life and my goals and who accept me as I am. Most especially, I claim as my true sister, my friend Bev who lives with me.

### B. C. Council For the Family

Have you heard of this organization? It is doing some good work, sponsoring such activities as new parents' discussion

groups, single parent support groups, courses on child development, etc. I know two women who are very actively involved in the local branch: Jo Dixon and Bernice Packford.

I am sure many of you know Bernice. She has now left her job as Supervisor of the Parent Encouragement Programme in the Ministry of Human Resources to become the Executive Director for the local branch of the B. C. Council for the Family. One thing she did while working with the Ministry was to establish a Natural Parent Group (a support group for parents of children who are taken into care by the government). She is a very radical thinker. It will be interesting to see what she does next.

### Mothers' Day

Let's claim Mothers' Day for ourselves this year! Especially all of us who are mothers! Let's have a good time!

I plan to attend an event being organized by the local Branch of the B.C. Council for the Family. It will be held at the Newcombe Auditorium and on the Legislative Grounds in the afternoon on Sunday, May 11 -- Mothers' Day.

# SWAG GENERAL MEETING

FARM AND DOMESTIC WORKERS

SPEAKER: JEANETTE PIONIER  
SWAG LABOUR COMMITTEE

MONDAY, APRIL 28

JAMES BAY COMMUNITY CENTER

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## DIVORCE LIFE LINE

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In an earlier report (for the Law Committee) I mentioned that the members of the group were attending the monthly meetings of Divorce Lifeline. These meetings have been well planned by Jocelyn Gifford to present a great variety of topics which are interesting and informative to all.

The March meeting was addressed by Beth Johnston, from the Seattle Divorce Lifeline, who spoke on the emotional stages of divorce. It was obvious, from the group reactions, that she was touching familiar emotions experienced by many there. Beth is an excellent speaker and will be a great addition to the resource people of our community.

Trudi Brown, always a great addition to any meeting, delighted many when she took great exception to the remarks made by a representative of a local credit union about their policies regarding the accounts of divorcing couples.

The topic for the April meeting will be health with Dr. Scott Wallace (unconfirmed) and should be well worth attending, whatever your status.

For May, Jocelyn is presenting a panel of speakers (herself included) on legislation dealing with minors. This area is long overdue for discussion in the House. As you know, we are living with laws enacted in 1901. Speaking of minors, I almost forgot to mention the great meeting we had with Dave Nordstrom in January. Dave spoke about the effects of divorce on children and ways of meeting their needs as well as the right of the parent to express their feelings openly and not always think that they have to be "super parent."

Divorce Lifeline is fighting, financially for survival. Any donation would be a help to this very worthwhile service to our community.

# RAPE/ASSAULT BENEFIT

WITH

LOUISE ROSE    CATHY MOUNTIAN  
ALICE AGES

SUNDAY, JUNE 1

FIRST UNITED CHURCH

THIS IS A FUND RAISING EVENT  
INVITE EVERYONE YOU KNOW  
BRING MONEY



## S.O.R.W.U.C. -- A UNION FOR WOMEN

Jeanette Poirier

"Organizing unions is something men do, not women.' This myth is tied to a lot of other myths: women only work temporarily, until we get married and have families; it is right and proper that women earn less than men; women should not be interested in work or unions; it is not feminine to fight back; we will be rescued from (our jobs) by rich husbands; men are the breadwinners and women are working for pin money." (p. 111)\*

We are also told that it is our own fault that most of us are stuck in "female job ghettos," jobs that are usually low paid, low status and unorganized; that we do not take our work seriously enough; we put home and family first, we do not support or join unions.

Despite these myths and these attempts at "blaming the victim," women have made serious attempts at changing their economic conditions by struggling for better wages and working conditions, by demanding the right to enter traditionally male employment, and by organizing into unions. The Service Office and Retail Workers Union of Canada (SORWUC) was formed in 1972 out of the Working Women's Association in answer to the need to organize those sectors of the economy previously ignored by traditional trade unions, such as offices, banks, restaurants, and retail stores -- all areas that employ mostly women and are characterized by low pay.

Through their support of working women's struggles and their success at gaining certifications for day care centres, offices, restaurants and bars, they are challenging those myths that attempt to justify women's disadvantaged position in the work force. Despite the belief of many trade unionists that women cannot be organized, their efforts show that it is not only possible for women to be organized but for women to organize themselves.

SORWUC began their major campaign to organize the banks in the summer of 1976, when they were approached by bank workers who wanted to join the union. An Account to Settle is the bank workers' own story of two years of struggle to organize

themselves in the face of formidable odds. They give a detailed and interesting account of what happens when workers decide to join a union. The reader experiences their feeling of helplessness to deal individually with arbitrary rules and low wages imposed upon them by their employer, and their elation when they decide to initiate collective action within a union.

The book is a real eye opener for anyone unfamiliar with the process of organizing and setting up a union. Through the bank workers accounts of day-by-day events we become aware of the enormous number of hours to be spent -- all after having done a day's work at the bank -- to make a reality of that initial decision to organize. We also become aware of the obstacles to unionization. The banks don't want unions and marshal their enormous power and financial resources to keep them out. They intimidate workers into quitting the union, they freeze wages of certified branches while raising those of non-certified branches, they fire union members, they use every stalling tactic they can think of to delay contract negotiations and exhaust the union's resources.

"Although the banks were ready to sit down at the bargaining table, they were by no means prepared to accept unionization. They told employees in non-union branches that their wages would be frozen if they joined the union and they continued to harass and intimidate union members in certified branches." (p. 77)

When the Canadian Labour Relations Board decided that the withholding of the annual cost of living increase from certified branches was not an anti-union move on the banks' part, the organizing drive was seriously undermined, as workers who joined the union faced a freeze or cut in already low wages.

After two years of the banks' "dirty tricks" and of the CLRB's unfavourable decisions, the United Bank Workers were forced to retreat. Although they



lost their first organizing drive, much of the groundwork was laid for the future. It had been established that banks could be unionized, and many bank workers had gained valuable experience in union work.

"Bank workers in the union learned a new respect for ourselves and our co-workers and overcame many of the divisions fostered by management.... Those of us who are older know from personal experience that women spend most of their lives in the work force and no one is going to rescue us. We have the most to gain from the job security and seniority rights in a union contract, and because of our knowledge of the industry, we have an important contribution to make to the union." (p. 111, 112)

Their book explains what happened during their first drive, what they have gained and why they were defeated, this time. It is an important first step towards a second, more successful, attempt.

\* (All quotes are from An Account to Settle: The Story of the United Bank Workers (SORWUC), Press Gang Publishers, Vancouver, 1979 \$3.25).

After Knox's meeting with the employees, however, "none of the girls wanted to sign up."

Those who did take out cards, she claimed are "scared to death even to mention it."

Martlet, January 3, 1980

#### Recent Decision Encouraging to Bank Unions

In April 1979 the Canada Labour Relations Board held hearings in Ottawa to hear a complaint filed by the CLC's Union of Bank Employees on the withholding of annual cost of living wage increases to certified branches. This Unfair Labour Practice was on behalf of their Canadian Imperial Bank of Commerce branches: two in Ontario and one in B. C.

In January '78, SORWUC had charged three of the banks with discriminating against Union members by withholding these annual increases and the Board had ruled against them in a two to one vote.

In November '79, the Board overturned their previous decisions and rules that the withholding of annual increases was a violation of the labour code and interfered in the right of workers to organize.

This is an extremely important decision and can only have the effect of encouraging bank workers to organize. The UBW organizing campaign came to a halt when the banks announced the wage freeze.

SORWUC Newsletter, February, 1980.

#### Muckamuck Shafted by B.C.L.R.B.

An example of blatant bias on the part of the B. C. Labour Relations Board occurred recently in Vancouver. Although SORWUC filed an unfair labor practice on behalf of the Muckamuck restaurant workers in October 1979, charging management with refusal to negotiate, there has as yet been no reply from the Board. But an application for decertification made two months later by Muckamuck scabs is being heard on March 26, 27 and 28. It has already been determined four times by the Board that SORWUC has the support of the majority of Muckamuck employees.

#### LOCAL SCENE/UPDATE

##### Bank Union Bid Fails

A bid to unionize the 26 bank workers at the Bank of Montreal's campus branch failed last month after a "visit" by a high-ranking personnel officer from Vancouver, sources in the Union of Bank Employees (UBE) have told The Martlet.

"Things seemed to be going pretty well for us until they sent Dennis Knox," said one UBC organizer. "He's a very, very smooth man and I could see where he could do a lot of damage."

After Knox's visit, said one teller, "we didn't mention the word 'union' around here." She noted that "he did it very diplomatically, but he got the message across, which was that management does not want the union."

The bank employee said that a small number of tellers in the branch had signed union cards, and that "for a while it looked like we might get a union."



## BOOK REPORT -- SHOWS BANKS AS GHETTOS

An Account to Settle -- The Story of the United Bank Workers (SORWUC), by The Bank Book Collective, Press Gang Publishers, Vancouver, 1979, 127 pages, \$3.25.

By Alma Norman

An Account to Settle is the story of women workers who had plenty to agonize about: low wages (less than half the British Columbia average), compulsory unpaid overtime, no regular vacations, sick leave or coffee breaks, limited opportunities for promotion, no grievance procedure -- in short, conditions familiar to many who work in female job ghettos

The ghetto these women work in is the banks, where they represent about 60 per cent of the employees and make up over 80 per cent of the clerical workers, but only 17 per cent of the supervisory staff.

The women chose to affiliate with the Service, Office and Retail Workers' Union of Canada (SORWUC), a small independent union founded in 1972 by a group of working women in Vancouver who wanted to ensure that unions were controlled by their members. The bank workers became United Bank Workers section, local 2 of SORWUC.

The UBW (SORWUC) story is brief, spanning 2½ years from the women's first decision to take on Canada's chartered banks to their final reluctant decision to withdraw from negotiations having reached the end of their physical and financial resources. Yet this story reveals much about the Canadian labor movement.

It reveals the bad working conditions of bank workers, the struggles to organize their fellow employees, and the almost unbelievable efforts made by the "Big 5" chartered banks to stamp out this organizing drive. Intimidation, harassment, illegal lay-offs for union activity are reminiscent of the worst anti-union hysteria of the 1930s and 1940s.

That despite all this the organizers succeeded in getting 24 banks certified and were able to start negotiations for a first contract must be considered a minor miracle. Unfortunately it was the only one. The banks predicably had no

intention of bargaining in good faith. They insisted on negotiating for each branch separately (instead of negotiating one master contract for each bank as the union wanted).

These and other stalling tactics dragged on for eight months, to the point where the UBW inevitably ran out of funds. Unable to pay for the continual traveling from branch to branch, and to provide the salaries for negotiators who had to miss work during the bargaining sessions, the union was forced to withdraw from negotiations. Round 1 had been handily won by the banks.

The decision to withdraw from negotiations has been severely criticized by organized labor and particularly by unions affiliated to the Canadian Labour Congress. However, while UBW (SORWUC) had taken the initial risks, including convincing the Canadian Labour Relations Board that each branch was an appropriate bargaining unit, the CLC and its affiliates sat on the sidelines and watched. When it became apparent that bank workers could be organized, CLC affiliates moved into the field in direct competition with UBW (SORWUC).

The picture which emerges from the correspondence between SORWUC and CLC printed as an appendix to the book is one of a power struggle between a David and a Goliath. Unfortunately, David and Goliath both represented workers.

An Account to Settle also reveals another simmering controversy at the deeper level of the Canadian labor movement: how much power is to be exercised in Canada by Canadian as opposed to international unions?

Finally, because the struggle was by women on behalf of women, the book encourages us to look at women as potential labor leaders. Many who became actively involved in the bank workers' struggle had no experience in the labor



movement. They had to learn what the very terms meant; they had to familiarize themselves with labor codes and learn to defend their cases before the CLRB. They learned how to draw up collective agreements, how to negotiate with powerful adversaries, how to present their case not only to the public but to bewildered co-workers suspicious and ignorant of unions.

The women converted this experience into a book which can be used, among other things, as an organizing manual. And one of the most useful features of the book is a full glossary of labor terms, fully defined.

The women tell their story with honesty and humor (the cartoon illustrations by Pat Davitt are delightful). Mistakes and inadequacies are admitted, techniques discussed and evaluated. In fact, the book is an example in print of the best aspects of women working collectively. There's a refreshing absence of moaning over failure, and an equally refreshing appreciation of the strengths and capabilities the women have acquired as a result of their experience.

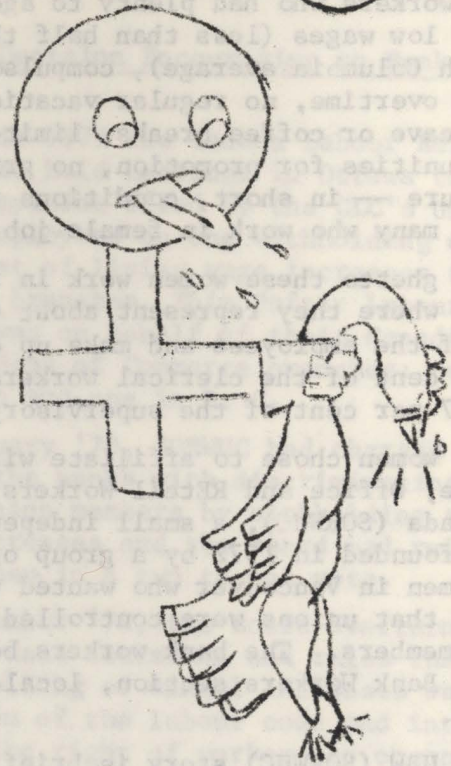
One puts down the book proud of those gutsy women, and certain that their account will be settled.

Alma Norman is an Ottawa freelance writer.

From: Perception, March/April 1980.

Trades hiring co-op spokesman who ignored a sexual harassment complaint saying,

Turkey



"I've been a tradesman myself and I know these things happen."

OUT OF EVERY 10 WOMEN IN CANADA TODAY

one never marries; of the nine that do marry 8 work 30 yr. or more.



FATHERS IN SWEDEN GET PATERNITY LEAVE

Fathers in Sweden are eligible for paternity leave, allowing them to stay home a 90% of their salary for up to seven months to care for newborn babies. The unique program is financed by payroll taxes.



## WOMEN AND UNIONS

### A History of Women in Canadian Unions (From the Women's Bureau, Canadian Labour Congress)

The participation of women in unions goes back to 1886 when Elizabeth Wright of the Knights of Labour became the first woman delegate to the Trades and Labour Congress (TLC) convention in Toronto. Before 1900 women were active in locals of the United Garment Workers in London and Winnipeg. In 1906, the International Brotherhood of Electrical Workers organized a local of telephone operators in B.C. In 1913 the Home and Domestic Employees Union was formed in Vancouver, and in 1916 the women clerks of Woolworth's in Winnipeg struck for better wages.

From the beginning, equal pay was a hotly debated issue. AS early as 1882, the Toronto Labour Council supported the principle but when the Trades and Labour Congress drew up its first "Platform of Principles" in 1898, it advocated the abolition of female labour "in all branches of industrial life."

It was not until 1915 that the efforts of a Vancouver trade unionist, Helena Gutteridge, changed this policy. She was actively involved in organizing laundry and garment workers, and she was active in the women's movement of the time. By bringing together labour and women's groups, she was responsible for B.C.'s first minimum wage act in 1918.

Throughout the 1920's, a minimum wage was the main issue. The TLC supported the minimum wage for women because they "need protection," but opposed the same for men. The TLC also opposed the introduction of family allowances in 1929 on the grounds that government payments should not substitute for a fair and adequate wage. The All-Canadian Congress of Labour (ACCL) favoured a minimum wage for all workers and supported family allowances as a set towards the redistribution of income.

Although women were very active in various unions throughout the Depression, the economic slump provoked disagreement within the labour movement about the role

of women in industrial society. The TLC condemned married women who worked but supported single working women. The ACCL held that men and women should be admitted to industry on the same basis.

World War II brought the rise of the Congress of Industrial Organizations and a dramatic increase in the number of women in the work force. THE CIO, committed to industrial unionism, aimed largely at the manufacturing sector but also included white-collar unions. In Canada, this activity was particularly evident in the first Canadian bank strike in 1941. Eileen Tallman of the Steelworkers, one of the organizers of the strike, went on to become one of the most active organizers of her time. She led the long but unsuccessful battle to organize the T. Eaton Company in Toronto in the late 40's and early 50's.

More women became leaders in the labour movement during this time. With increased participation of women during the post-war years came an increased awareness of the problems they faced. "Equal pay for equal work" helped to end some of the most blatant forms of discrimination but said nothing about job ghettos and lack of opportunity for women. Unions were beginning to tackle the question of separate seniority lists for men and women, but little was said about the subtle discrimination in fringe benefits.

In 1956, the TLC and the CCL merged to form the Canadian Labour Congress. Issues of concern to women had very low priority for the first ten years of the new organization's existence. But in 1956, the election of Huguette Plamondon of the United Packinghouse Workers of America from Montreal, as a regional vice-president, put a woman in the top ranks of the organization. In 1968, when the executive was reorganized, Plamondon became a vice-president at large in the CLC.



A new initiative began in 1966 when the Human Rights Committee of the CLC called for an end to discrimination against women through collective bargaining and effective legislation. The CLC amended its own constitution to include sex as a prohibited ground for discrimination. In 1967, a committee of the CLC prepared a brief to the Royal Commission on the Status of Women. The brief looked into some of the real problems of discrimination: equal pay, access to education and training, income tax, child care, "protective legislation." Although the brief was well received by the Royal Commission, and most of the CLC recommendations were incorporated into the report of the Commission, it was not until 1972 that these issues became a priority for the CLC. At the convention, the CLC Executive was directed to draw up a programme of action to encourage unions to assist in the improvement of the status of women.

As a result, a special report on the rights of women was put together for the 1974 convention. At this time, Shirley Carr of the Canadian Union of Public Employees was elected to the full-time position of executive vice-president, making her one of the four top officers of the Congress. She was the first woman to hold this position.

In July 1975, a subcommittee of the Human Rights Committee was formed to deal with women's rights. In March 1976, this committee held a national conference on women's issues, both as an educational tool and as a forum for policy planning and recommendation. At the conference, a statement of Equality of Opportunity and Treatment for Women Workers was drawn up, based on the standards of the International Labour Organization. This statement, accepted by the 1976 convention, became the cornerstone for future policy development. Among its many recommendations was a call to establish a "Department on the Status of Women Workers" within the CLC, and in December 1977 the CLC's Women's Bureau was formed, a focal point for interest and action on women and unions.

### The Women's Bureau in the Canadian Labour Congress

The Bureau's main task is to carry out the recommendations of the CLC's policy statement "Equality of Opportunity and Treatment for Women Workers" adopted in 1976 and which details areas in which change must be made to ensure equality between men and women in working, family and social life -- ending all discrimination on the basis of sex, guaranteeing women's right to seek work, improving education, training and vocational guidance, achieving equal balance in occupational fields, equal pay for work of equal value, parental leave, safer working environment, better social services in the community, equal pension rights, and fairer taxation.

The Women's Bureau provides services to affiliates of the CLC on women's concerns, and works with the affiliates to establish or improve committees on women's issues and to educate unionists on the barriers and solutions to achieving equality. The Bureau undertakes research into equal pay, parental leave, sexual harassment, job ghettos, and occupational health hazards. It works with groups outside the labour movement, helping to prepare briefs to governments on women's issues and pushing for legislative change in the status of women.

The Bureau is located at 2841 Riverside Drive, Ottawa, Ontario K1V 8X7, (613) 521-3400. Its director is Mary Eady. In B. C., the B.C. Federation of Labour, Women's Rights Committee can be contacted through Astrid Davidson, Director of Women's Programmes, B. C. Federation of Labour, 3110 Boundary Road, Burnaby, V5M 4A2.

### Organizing Women

Historically unionization amongst women workers has been low. Unions have been most solidly entrenched in the male-dominated, blue-collar occupations of manufacturing, construction, mining and transportation. The reasons for this are numerous and complex. Sex discrimination and stereotyping within the union movement itself are partly responsible



but at least equally so has been employer opposition in traditional white collar occupations -- secretaries, retail and wholesale clerks, bank workers, insurance and real estate agencies (the occupations where large numbers of women are found). Job fragmentation, workers located in small numbers in a large number of places (e.g. banks, restaurants) makes organizing difficult and intimidation easier. Often as well, women's attitudes based on negative stereotypes towards unions have not helped.

Today, however, active women are found in almost every union, and often in positions of authority and responsibility. The Federal Department of Labour has reported that women are organizing at a faster rate than men.

- Between 1966 and 1976 women increased by 73% in the labour force and by 160% in unions (men increased by 25% in the labour force and by 40% in unions).
- The highest proportion of female unionized workers, 63% was in public administration, the lowest was in agriculture -- 1.1%.
- The greatest increase was in the services industries where unionized women increased by 417% (men by 27.9%)
- In 1966, 16% of the female work force was unionized compared to 28% in 1976.
- In 1975 only 9.9% of unionized women were on executive boards, in 1977 there were 16.7%.

### Using Your Union

The Canadian Labour Congress, Women's Bureau, has prepared educational material to encourage women to participate more actively in union activity and to help women use their unions to deal with women's issues and bargain for women's rights. The following is a summary of some CLC suggestions to help women gain influence in their unions.

1. The establishment of Women's committees or equal rights and opportunity committees within labour councils. Procedures for establishing and operating such a committee could be as follows:

A) The Labour Council passes a motion to establish a committee on equality. A chairperson is named.

B) Members of the committee are chosen from affiliates, with as wide a representation as possible from both unions and occupational groups.

C) The committee meets to decide on terms of reference which might include examining hiring policy of local employers; services of government to find out how they treat women clients; child care services; educational opportunities for women and career choices offered to young girls still in school.

D) The committee takes its proposals and terms of reference to the labour council for adoption.

E) The committee reports regularly to the labour council on progress in implementing the proposals.

2. Union locals can establish women's committees or equal rights and opportunities committees to:

A) Seek out and encourage women to run for elected positions in the local.

B) Study the collective agreement to see if there are any clauses which have a discriminatory impact. Ask women workers what clauses they would like to see added to the next contract.

C) Propose an affirmative action programme to end discrimination in hiring and promotions and open doors to non-traditional occupations to women.

D) Carry out research into the health problems of women employees to see if there is a pattern which could indicate a hidden health hazard. Some occupations dominated by women workers pose particular risks: airline attendants face jet-lag, stress and noise causing fatigue and alterations in the menstrual cycle. Dental workers and hospital workers are exposed to anaesthetic gases, X-rays and contagious diseases. Textile workers are in danger of cancer, brown lung or asbestosis from chemicals, cotton dust or asbestos fibres. Laundry and dry cleaning employees come in constant contact with dangerous chemicals causing diseases from skin rashes to cancer. All of these health hazards are more threatening to pregnant workers who may suffer miscarriage, stillbirth and prematurity as well as the possibility of birth



defects in their children as a result of workplace conditions.

E) Encourage women workers to speak out about sexual harassment on the job. Through the local, request the employer to issue a memorandum to supervisory staff condemning sexual harassment. The attitudes to the victims of sexual harassment explain why it is not taken seriously as an occupational problem. Rather than being seen as a victim of unwelcome abuse, the woman is assumed to have been willing or have encouraged the advances. She is made to feel that she could stop the harassment if she really wanted to, or she is accused of over-reacting or being vindictive. Therefore improving union protection for women workers begins with educating union officials and union members about sexual harassment. Women workers should be encouraged to report all cases of sexual harassment to the union, even if no contract provisions protect them. By reporting all cases and discussing the problem at union meetings all workers can understand the importance of putting protective language in their next contract.

F) Examine the fringe benefits in your contract to see if they discriminate against women and recommend to the local ways to equalize benefits in the next contract. In negotiating contracts, unions need to ensure that pension plans and health and life insurance plans equally protect male and female workers. Presently, this is rarely the case.

G) Discuss maternity/parental leave provisions to see if they adequately protect the income, seniority and well-being of parents.

H) Conduct a study into child-care arrangements made by the working parents in your workplace. Unions can help working parents by asking for joint union-employer child care programmes, either as on-site facilities or as financial subsidies so that parents can purchase services near their homes.

I) Study the position of part-time women workers and their wages and fringe benefits.

J) Support attempts of other women in other workplaces or occupations to

organize, and support workers striking or picketing over issues of special concern to women.

### Some Major Issues (From the Women's Bureau, Canadian Labour Congress)

#### Equal Pay

In 1951, Ontario became the first province to introduce equal pay laws. Now all provinces and the federal government have legislation to encourage equal pay for equal work. However, most of the legislation covers only equal pay for work that is identical or substantially the same.

Recently, the federal Human Rights Act introduced the concept of equal pay for work of equal value for the federal labour jurisdiction. The province of Quebec now interprets their equal pay legislation in a similar way. Equal pay for work of equal value means that predominantly female jobs can be compared with predominantly male jobs in terms of skill, responsibility, effort and working conditions. For example, a woman's secretarial job could be evaluated against a man's work as a machine operator and found to be of equal value to the organization. If widely implemented and enforced the concept of equal pay for work of equal value would bring profound changes to the workplace.

Most women employees are not, however, able to receive equal pay for work of equal value because no legislation guarantees them that right. Through their union, however, it is possible for them to bargain for the right which should be ensured by provincial law. Unions will be insisting on equal pay for work of equal value clauses in their next contracts.

The value of work is determined by weighting the composite of four factors -- skill, responsibility, effort and the conditions under which the work is done.

A) Skill -- the intellectual and physical abilities needed to do the job. Skills may be acquired through education, training, experience or natural ability.

B) Effort -- the physical or intellectual exertion demanded by the job. Different jobs may require similar effort



although one may be mental effort and one physical effort.

C) Responsibility -- the extent to which the employer relies on the employee to do a job, and the extent to which the worker is accountable for human or financial resources of the organization.

D) Working conditions -- heat, cold, noise, and stress may also be used to determine the value of a job.

Under the existing federal legislation, the employer is responsible for determining the value of work as long as the legislation is obeyed. The employer may, but does not have to, ask for assistance from the union. Federal law should require the same kind of 50/50 union-management committee structure as is developing in the health and safety field. It is clear that unions must continue to be involved in determining value of jobs if they are going to be able to put the concept of equal pay for work of equal value into their contracts. Few collective agreements provide a means for re-evaluating the wage rates of present jobs, therefore the problem must be dealt with during collective bargaining. Unions who bargain without a joint job evaluation formular may find it more difficult to determine the value of different jobs, particularly where the work is not similar in nature.

In workplaces that use a job evaluation system, the evaluation may be carried out in different ways:

A) The employer sets the categories for rates of pay without any criteria.

B) The employer, with or without the union, ranks jobs against each other and decides what the value will be.

C) The jobs are jointly evaluated according to a point-rating or a factor comparison plan using guidelines and numerical measures.

D) Jobs in governments or public sector employment are compared against imilar jobs in the private sector, and evaluated and paid accordingly. Thus if pay scales are discriminatory in the private sector they are used to continue the practice in public employment. This kind of comparison is also used among industries.

Unions with job evaluation programmes in their contract must be sure that the

programme is not used to justify paying less to women. A good evaluation programme ensures that:

A) All factors are weighted appropriately. For example, a physical exertion could not be weighted too highly in a plant where there is mainly light work, or the dexterity and speed involved in jobs traditionally done by women could not be seen as a "female" skill and underpaid accordingly.

B) The plan should cover only the bargaining unit and not supervisors.

C) The unions should have equal input with the employer into development and implementation of the plan.

D) Where separate plans are used for office and plant workers, the plans must produce acceptable results for women workers.

E) Public employees in federal and provincial governments are prevented by law from bargaining on classifications with their employers. This must be changed.

Through collective bargaining, unions can go a long way to set up fair job evaluation programmes, modify existing pay scales and push for equal pay for work of equal value. To do less would be unjust to women employees.

#### Equal Opportunity

If women are denied equal opportunity they will still be restricted to job ghettos. Women do not rise through the normal channels to jobs of authority and responsibility.

From the first stage of employment, the hiring process, women face discrimination. They are often only considered for certain types of work and automatically rejected if they apply for non-traditional jobs. They are not hired if the employer feels they might leave to get married or have children, or to care for their children. Employers often feel that men should get the jobs because they are the "bread-winners" in the family. Women's experience as a homemaker or a community volunteer is rarely considered for most occupations. "Protective" legislation, which keeps women from doing certain jobs, such as heavy lifting, automatically excludes women from certain



occupations without testing for individual abilities.

Once women are hired, they are seldom given access to the on-the-job training or educational programmes that would help them move up the job ladder. Often women are denied promotions because the employer feels that family responsibilities prevent women from doing a good job. Jobs requiring extensive travel are often denied to women for the same reason.

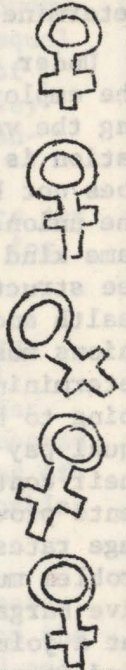
To open the barriers which restrict job opportunities for women, and to end female job ghettos, affirmative action programmes must be started in the workplace. An affirmative action programme sets policies and goals to combat sex discrimination and monitors the progress towards meeting these goals. The committee to plan and monitor such a programme should be made up of equal management and union representatives.

A good affirmative action programme eliminates job qualifications that discriminate against women and are unrelated to the job. It prevents employers from classifying women as a group without regard to their individual abilities. Affirmative action seeks out skilled women to fill jobs, and provides on-the-job training and upgrading so that less-qualified women may improve their abilities and move ahead. It is necessary to set goals and guidelines through a comprehensive affirmative action programme to reduce job segregation and to move more women into higher paying and skilled labour positions.

Historically unions have not had much say in hiring, promotion and training procedures. However unions are recognizing the need to establish affirmative action plans through collective bargaining. Once the need for affirmative action has been recognized and declared by the union, the individual workplace must be studied to determine how women are being discriminated against. Once an affirmative action programme has begun, the union should monitor it closely to see that the objectives and procedures are being followed.

Although organizational changes will bring about a more equal treatment of women workers, it will not guarantee equal opportunity. Women have long been taught to have fewer expectations, to put family

needs first and to accept less opportunity. It is necessary therefore to ensure that an affirmative action programme also helps individual women through career-development, confidence-building and assertiveness-training seminars. As most women will have many years when they will have to or be able to work, they must be encouraged to plan their work lives.



### YOUR VITAL STATISTICS

51% of the population is female

40% of the workforce is female

97.6% of all secretaries are female

94.2% of all typists are female

1% of all registered apprentices are female

For every dollar a man earns a woman earns forty-four cents

23% of all women workers are organized

Editors question: Where are all those typists when we need to type the newsletter?



## IT'S TOUGH AT THE TOP ....

Lyn Owen resists the latest suggestions that women should be content to stay at home

"One thing you have to face up to -- however successful you may be, you can never really become "one of the boys" -- men never seem to realize that a woman is actually a member of the same species, a fellow human being."

So runs a rather sad little footnote to an otherwise light-hearted (and helpful) book for aspiring women careerists, "Success without Tears," just published. The writer, Rachel Nelson, herself a former top manager, describes how even the top-most women get cold-shouldered out of office camaraderie, such as pub outings, and are snubbed by hordes of middle-aged MCPs identifiable by their short haircuts, pipés, compulsive tidiness and insultingly averted eyes.

She casts doubt, too, on the value of getting through this frosty endurance test. She herself didn't like the top once she'd got there -- there was more ritual than fulfilling work. What's more, she points out how very few women reach boardroom level -- three per cent, in leading British firms.

Since sociability, work-fulfilment and reward -- rather than empty status -- is what women (according to a Central Office of Information survey) work for, can the latest feminist ideas to emerge from America be right? Has women's lib got it all wrong? Should women stop trying to play men's futile games and aim for their own brand of success? Has eagerness to match men outside the home led women up a blind alley?

The British sociologist, Ann Oakley, believes so. In a recent article in New Society magazine, she musters some daunting figures in favour of her argument. The unemployment rate for women, for example, increased by 53 per cent between 1976 and 1978, as compared with 9 per cent for men -- although, during this period masses more women were being taken on, as well as being sacked, from work. Her figures, coupled with Rachel Nelson's suggest such boundless mountain-ranges of

of prejudice that women can be forgiven for feeling like giving up.

Why, when women are massed in science and technology (Nelson) are there none on Parliamentary Select Committees for these subjects (Oakley)? Why when women are thick in finance and law departments of business (Nelson), are there none on the Law Commission, or high up in Inland Revenue?

Should we believe those enticing bank advertisements, when few of the girls they lure become managers? (Only 1 per cent of British bank managers is a woman.) Faced with the fact that only 5 per cent of professors, architects, and 2 per cent of chartered accountants, are women, should we all retreat, as Oakley now proposed, into a 'sexes-are-separate world' in which we concentrate on specifically feminine roles and demand due respect for them?

The ones she has in mind are largely domestic, and consist of a self-immolating service to family and others. The employment of married women, she says, is a 'red herring,' diminishing women's freedom, overloading them with two jobs; publicly validated power in a male world is limited power, no legislation for equality can be effective if it fails to tackle the question of the relationship between 'natural' sex differences and the social and domestic roles of the two genders. "Having and bringing up children are burdens only in a society that makes them so..."

She even concludes -- presumably like Nelson's MCPs -- that, 'when men and women believe they are basically the same kinds of people, the balance of power is disturbed...' Nothing is gained, she asserts, by women competing in male fields, 'since female activities, resources and values are ignored.' And she asks whether 'having and rearing children, and a sense of emotional connection and responsibility for others, are capacities that women must be liberated from in order to become human -- that is, to



become equal to men?'

It seems bizarre, in the second half of the twentieth century, to have to argue with a woman such as Ann Oakley, the case for women being part of what civilization generally regards as the human race.

But men and women have never been as rigidly divided as Ms Oakley supposes. Men are not simply soulless, status-seeking automats, devoid of emotional commitments, nor are women self-immolating paragons, exposing their trembling breasts, pelican-like to be utterly consumed by their young.

This artificial division is par excellence the imposition of over-specialised modern industrial societies, and is simply not found 'in nature.' Both sexes have roles of family and emotional commitment -- in fact, it can be argued that, historically, this role has always been the overwhelming one for men as well as women. The male traditional role -- of establishing his growing family, socialising them and launching them on the world in older childhood -- survives skeletally, even in our society, everywhere from 'the family firm' to the unionized 'family mafias' in the London docks.

'Fathering' is as vital for children, from about six or seven onwards, as the 'mothering' role is to younger children.

Throughout history there has been no conflict between productive work and emotional commitments. Your work -- farm or craft workshop -- was your home too, and you reared your children into your work, in which children participated from a very early age. Just as men enjoyed no exclusive separation from the responsibilities and child-rearing activities of the family, so women enjoyed no exclusive freedom from the public and productive work of a community.

It is extraordinary how, in the two centuries which separate us from this way of life, we have completely forgotten this form of human existence. I have to hand, this moment, a textbook on Roman society, half illustrated by modern imagined pictures, half by pictures of genuine Roman remains. The modern fiction shows every task performed by men,

apart from dress and make-up; the Roman relics show almost half performed by women. We have simply censored out of our minds all those Roman women fish-mongers and medieval female textile guilds.

If societies across the world have deemed 'woman's role' at different times to be anything from pearl-diving to war-mongering (to say nothing of managing banks) how can we in Britain believe in a strictly limited sexually limited range of activities?

In fact, biology suggests no such pre-determination. Beyond the realms of procreation, there is no human behaviour unique to one sex. Scientists have tried (hard) and failed to find significant behavioural differences arising from a 'male' and 'female' human brain. There are differences of degree, of course; male physical strength, or female fine dexterity for instance.

Women, for example, have the edge in language, cooperative management skills, and the intelligence measures associated with university entrance -- but somehow do not figure large in media or management or university hierarchies. Men inherently, are better equipped for housework, the last role they would choose.

The married woman's role, as it has been pared down in modern times, is less than satisfying to the complete human being. Were child-rearing, together with social welfare and a host of other tasks performed from the home, as in the 19th century, it might be a different matter. But it must be faced that, once the children are at school, the main occupation of a married woman is wielding a duster, an iron and a frying pan. The bulk of housework, say the industrial experts, demands the intelligence of a child of eight.

It is not Utopian to work for a world in which there would be more workers in public life, but far shorter working hours, far longer holidays, many more long sabbaticals for concentration on family, children, enjoyment, home, education, community and environment, as well as far more flexibility to move between the worlds of work and home for both sexes.



In working life women have made most progress towards this kind of world -- their commitment to families leading them to stand out for part-time work. Flexi-time, maternity leave, home leave, the adaptable career-pattern.

But it is at management level, even more than at shop-floor level, that what Oakley sees as 'female' priorities (but which history says are human values) are least understood and organized for. And that is why, whatever the discouragement from whatever quarter, women -- those who've reared families as well as single career women -- must still try for the top.

Success Without Tears by Rachel Nelson is published by Weidenfield & Nicolson.

### AIN'T IT THE TRUTH DEPT.

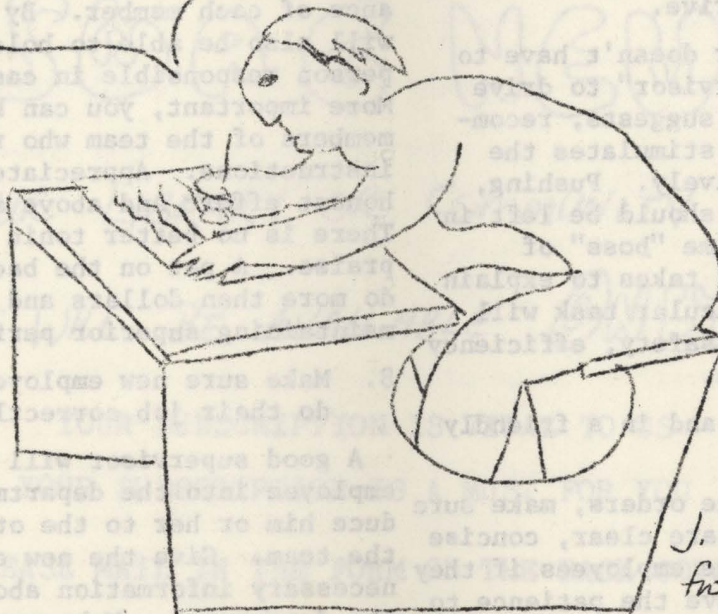
In 1908, in Dresden, Germany Melitta Bentz tried to improve her coffee by filtering it through a linen towel, then blotting paper. She hired a tinsmith to make pots, found a better grade of paper, and produced the Melitta coffee maker. And all because her husband complained about her coffee.

Oh really? Well at least one CR group says,

THANKS MELITTA!!!



The letter carrier  
The mailman - was a single person  
fighting a feminist women's lib battle...  
a spinster



J. Kamins '79  
from Working Teacher



# HOW TO BE A LEADER

Robert Young

In a survey conducted by the U.S. Department of Labor, to identify the desirable characteristics of a leader these 10 were found to be the most common:

1. Know your job thoroughly
2. Lead rather than drive
3. Give orders clearly and in a friendly fashion
4. Plan your work
5. Maintain constant standards of conduct, performance and quality
6. Keep up with each person's work
7. Acknowledge good work; hold the right person responsible for bad work
8. Make sure that new employees know how to do their jobs correctly
9. Take a personal interest in your employees
10. Keep your promises.

This list was completed from an employee survey, but top level management also came up with basically the same characteristics.

1. Know your job thoroughly.

There is no substitute for job "know-how." To be effective, to be trusted, and to get ahead the leader must understand all the jobs supervised.

2. Lead rather than drive.

The successful leader doesn't have to use the title of "supervisor" to drive employees. The leader suggests, recommends, encourages, and stimulates the staff to produce effectively. Pushing, bellowing and ordering should be left in the grave of the old-time "boss" of yesterday. The time it takes to explain the reasons for a particular task will eventually be saved in safety, efficiency and minimized down-time.

3. Give orders clearly and in a friendly fashion.

When you have to issue orders, make sure that your instructions are clear, concise and understood. Ask the employees if they understand them, and have the patience to give a second briefing when required. Explain not only how, but why things

should be done.

4. Plan your work.

The successful supervisor possesses the foresight to plan and delegate work in advance. The supervisor keeps the workers busy without driving them, and assigns work fairly.

5. Maintain constant standards of conduct, performance and quality.

A good supervisor maintains the same standards when under pressure and does not change with various outside influences. This cannot inhibit the supervisor from seeking better ways to do the job thus improving performance and quality.

6. Keep up with each persons' work.

A good supervisor will keep track of how each individual employee is performing. A leader will know each person's weaknesses as well as their strong points and will look for any sudden or gradual change in performance.

7. Praise good work; hold the right person responsible for bad work.

A team is no stronger than the individuals who are on it. It is essential for the leader of a team to know the performance of each member. By doing this you will also be able to hold the right person responsible in case of bad work. More important, you can help those members of the team who require aid and instructions. Appreciate and acknowledge honest effort and above average work. There is no better tonic than merited praise. A pat on the back will often do more than dollars and cents in maintaining superior performance.

8. Make sure new employees know how to do their job correctly.

A good supervisor will welcome a new employee into the department and introduce him or her to the other members of the team. Give the new employee all the necessary information about the job and the department. Make certain that the new person knows what their job is and



and that they can do it. Ask the employee if they have any questions. If the worker requires further instruction the supervisor will provide it as soon as possible.

9. Take a personal interest in your employees.

The amount of interest you as a supervisor show to your employees will be returned in their interest in their work.

10. Keep your promises.

To be a leader, you must earn a reputation from both employees and management for keeping your promises. Trust is the most important expectation of employees toward their supervisors.

From Career Probe, November, 1979.

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## ARCHIVES: RECENT ACQUISITIONS

### Newsletters, etc.

Lesbian Perspective. Lesbian Organization of Toronto. March, 1980

Northshore Women

Ottawa Women's Credit Union (x2). Vol. 5, Issue 6, March, 1980 and October, 1979

### Newspaper Articles:

"Women's Group Vote Boycott of Rights Job" Article on NAC Annual Convention, March, 14-17, 1980. The Citizen, Ottawa, Monday, March 17, 1980.

### Resource Materials:

Toronto Women's Bookstore -- Thematic Bibliography of Books, etc. for sale.

Human Rights Commission of British Columbia Newsletter (x2) February, 1980

Human Rights Commission of British Columbia. List of participants to the Conference on Human Rights for British Columbians, Dec. 7,8,9, 1979

and Proceedings of the Conference on Human Rights for British Columbians (x2), Dec. 7,8,9, 1979.

Brief to the Commission on Declining Enrolment, from the Federation of Women Teachers' Associations of Ontario, Feb, 1978.

Concerned Citizens for Choice on Abortion, Victoria -- Information Package

British Columbia Federation of Teachers -- Kit includes:

- Status of Women Information Sheet, September 1977
- Guidelines for Critiquing a Training Presentation
- Non-sexist Teaching -- Guide for workshops
- Non-sexist Literature
- Famous Women in History
- Non-sexist Teaching, Possible curriculum Topics, 1979
- Non-sexist Teaching, Workshop Outline and Two Topic Outlines, 1978
- Women's Studies; Public Schools Act and BCTF Policy, 1979
- The Politics of Community Involvement, 1978
- Primary Fiction, Kit Bibliograph
- Keynote Addresses: "The Contact Person -- the Key to the Programme," by Linda Coplin, 1978
- "Declining Enrolment and Women" by Lynn Hampson, 1979
- Policy Statement on Declining Enrolment and Women, 1979
- Miscellaneous

Status of Women News, V. 4, No. 4, June, 1978

Equal Treatment of the Sexes, Guidelines for Educational Materials, Department of Education, Victoria (x2), n.d.

About Face - Towards a Positive Image of Housewives, Ont. Status of Women Coun. 1977

Women's Studies; A resource guide for Teachers (x2), n.d.

Women's Studies: Annotated Bibliography for High School Students, 1976

Breaking the Mould: Lesson Aids to Explore Sex Roles, K-7, 1974

B.C.F.W. Constitution and Policy Handbook, Vol. III, 1977



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