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swag STATUS OF WOMEN NEWS

Sexual Harassment



Sexual Harassment

THE GAME MEN PLAY AND WOMEN LOSE

Sexual Harassment

CHANCE

JOBS

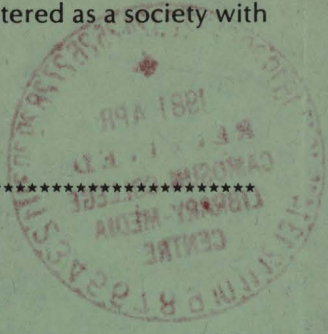


April '81

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 annually.

ADDRESS: P.O. Box 6269, Stn. C,
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598-1704

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383-2502

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Sylvia Watson
129 Ontario
V8V 1M8 382-3914

Contact Persons

Each of the Contact Persons has a particular area of interest in women's issues. Members who share that interest or, have a concern or problem in that area are encouraged to make contact.

Contact Persons

Family Law	Gwen Bavin 383-2502
Education	Jean Newton 598-3786
	Marguerite Mousseau 479-1572
Human Rights	Norrie Preston 598-1390
Health	Susan Moger 592-4215
Labour	Stella Lord 595-2542
Feminist History	Alice Albert 382-1536
Archives	Alice Albert
Social Services	Elizabeth Hamlet 595-2569
Newsletter Editorial Board	Lois Vickery, Shirley Avril, Catherine Winter
Editor	Catherine Winter 592-1281 Ext. 378

MEMBERSHIP Entitles you to a subscription to SWAG NEWS (\$7.50 per year) — 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 Centre, 140 Oswego St., Meeting Room. 2, 7:30 p.m.

WHO? WHAT? WHEN? WHERE?

April 1 - May 2

Pork Roasts: 250 Feminist Cartoons. An Exhibition at the UBC Fine Arts Gallery. Hours: Tues. - Sat. 10-5. Closed April 17-20.

April 14 - Tuesday

7:30 Coalition for Choice at the Unitarian Church. Phone Don 479-0603 for more information.

April 21 - 25

Paper Wheat at the Belfry by Stage Left. 8 p.m. Tickets available at the usual outlets.

April 24

Deadline for job applications at the Rape Assault Center. Ad in this issue.

April 25 - Saturday

Vancouver Island BCFW Anti-Isolation Meeting. 149 Wallace St., Nanaimo 10 to 5.

April 26 - Sunday

3:30. Feminist History Group. Speaker: Lynn Gough. Topic: The Struggle for Equal Pay in Britain 1914 - 1950. Contact Alice Albert for place.

April 27 - Monday

SWAG General Meeting. James Bay Community Centre. Business Meeting 7:30. Speaker 9 p.m. Topic: Women and the new Employment Standards Act.

April 29 - Wednesday

Women's Network Meeting on Women and Politics. Dinner at the Tally Ho, Nanaimo. Pre-registration.

April (last week)

Self Defense Course. 8 weeks \$24. For information contact Rowena Hunnisett 384-2833

May

A group of parents and child care workers in Victoria are working to form a new organization through which parents can express their concerns regarding day care. Some of the issues to be discussed include the long waiting lists for good day care; how the low wages paid child care workers affect the quality of day care; the increasing costs of providing this service; and how we, as parents, can influence the government to improve this service. The next meeting will be held in May. Call Martha at 384-6533 or Peggy at 386-2850.

May 5

SWAG Co-ordinating Committee Meeting 7:45 at 2149 Granite.

Deadline for May/June issue of Newsletter

May 16

International Day of Action. For information write: International Contraception, Abortion and Sterilization Campaign. 374 Grays Inn Rd, London WC1, England. The aim of their 1981 fund raising appeal is £3000.

May 16 - 18

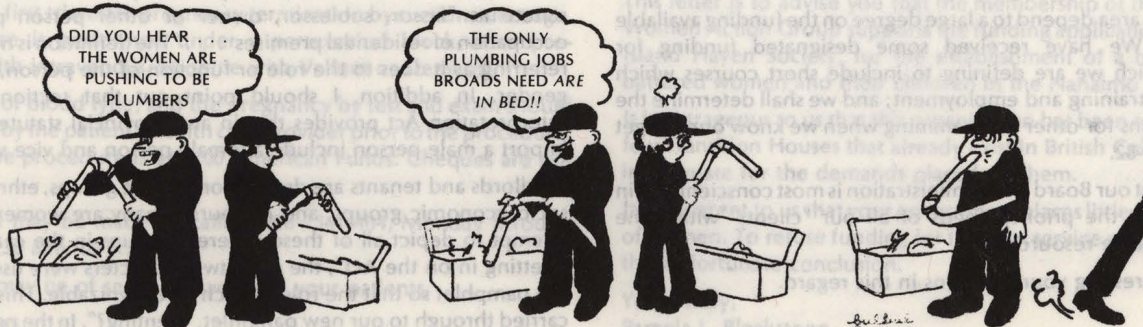
National Lesbian Conference. Langara College Campus, Vancouver. For information write to: National Lesbian Conference Committee, P.O. Box 65563, Station F, Vancouver.

June 4 to June 6

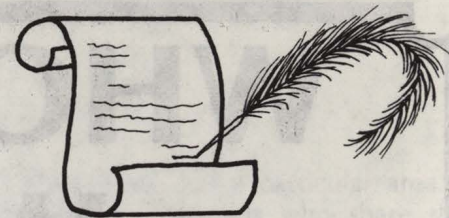
National Women's Network Conference in Vancouver. Call 228-2181 Vancouver.

June 20

Canadian Women in the World: Rights and Responsibilities. Theme of the MATCH Annual General Meeting in Ottawa. For information contact Murielle Vachon, 401 - 171 Nepean St., Ottawa K2P 0B4, (613) 238-1312.



Letters



March 30, 1981

Ms. Lois Vickery
Status of Women Action Group
c/o 1160 Greenwood
Victoria, B.C.

Dear Ms. Vickery and Ms. Bavin:

I would like to thank you for attending the information exchange meeting at the Office of the Ombudsman on March 20, 1981.

I hope this contact was as helpful to you as it was to my office and that this meeting will have provided the foundation for future exchanges between us.

Yours sincerely,
Karl A. Friedmann
Ombudsman.

March 18, 1981

Status of Women Action Group
453 Moss St.,
Victoria, B.C. V8W 4N5

Attention: Lois Vickery

Dear Ms. Vickery,

Thank you for your participation in the International Women's Day Fair. We would appreciate your further assistance in completing the attached questionnaire and returning it to Carmen Cadrin c/o Community Education Services, Camosun College, 1950 Landsdowne, Victoria B.C., V8P 5J2.

Yours truly,
Barbara Colombo
Co-ordinator
Community Education Services

March 9, 1981

Ms. Avis Rasmussen
Education Committee
Status of Women Action Group
Box 6269, Station C
Victoria, B.C. V8P 5L5

Dear Ms. Rasmussen:

Thank you for your letter of March 3rd expressing your appreciation for the work done by Barbara Colombo in the area of programming for women.

Our options in this area depend to a large degree on the funding available to the College. We have received some designated funding for counselling — which we are defining to include short courses which facilitate access to training and employment; and we shall determine the most effective means for other programming when we know our budget allocation for 1981-82.

I can assure you that our Board and administration is most conscientious in attempting to meet the priority needs of all our "clients" within the constraints of available resources.

Thank-you for expressing your concerns in this regard.

Yours very truly,
Lloyd H. Morin
Principal, Camosun College.

March 18, 1981

Victoria Status of Women Action Group
Box 6269, Station C
Victoria, B.C. V8P 5L5

Attention: Ms. Avis Rasmussen
Education Contact Person

Dear Ms. Rasmussen:

Thank you for your letter of March 3 objecting to what you describe as sexist language in a publication entitled "Getting in on the Act". The office of the Rentalsman does not come under my jurisdiction and by copy of this letter I am forwarding your complaint to my colleague, Honourable Peter Hyndman, at the Ministry of Consumer and Corporate Affairs.

I would in passing point out if government in its literature had to specify every special interest group in the population, not only would the literature be interminable but the cost to you the taxpayer would be greatly increased.

Thank you for writing.

Yours sincerely,
James R. Chabot
Minister

March 10, 1981

Status of Women Action Group
Box 6269, Station C
Victoria, B.C. V8P 5L5

Attention: Ms. A. Rasmussen, Education Contact

Dear Ms. Rasmussen:

Your letter dated March 3, 1981, regarding the Residential Tenancy Act and our 1977 brochure "Getting in on the Act", has been referred to me for reply.

The word "Rentalsman" comes from section 44 of the Residential Tenancy Act, which says "the Lieutenant Governor in Council shall appoint a person to be called a rentalsman . . ." The person chosen by the government as the Rentalsman has the authority to appoint employees and to designate their title and responsibilities. The employees who exercise powers delegated by the Rentalsman are called Rentalsman Officers. At present, 47 Rentalsman Officers are working throughout British Columbia; 18 of these employees are women.

The Rentalsman and the people to whom decision-making powers are delegated under the Act are the only people to whom the words Rentalsman, Deputy Rentalsman or Rentalsman Officer apply. These titles refer to the function being performed, rather than to the gender of the person performing the job.

Similarly, the word "landlord" is specifically defined in section 1 of the statute as "lessor, sublessor, owner or other person permitting the occupation of residential premises . . ." The definition is not sex-specific, referring as it does to the role or function of the person, rather than to gender. In addition, I should point out that section 24(2) of the Interpretation Act provides that in any provincial statute, words which import a male person include a female person and vice versa.

Landlords and tenants are drawn from all age groups, ethnic origins, and socio-economic groups, and of course, many are women. Rather than attempt to depict all of these different groups in the cartoons used in "Getting in on the Act", the same two characters were used throughout the pamphlet so that the role of each is recognizable. This idea has been carried through to our new pamphlet, "Renting?". In the new pamphlet, a

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particular effort was made to construct the sentences so that neither maleness or femaleness of the parties was implied.

Thank you for writing to bring your concerns to our attention.

Sincerely
M.A. Johannson
Senior Rentalsman Officer

April 7, 1981

Hon. Mark McGuigan,
Minister for External Affairs,
House of Commons,
Ottawa.

Dear Sir:

We wish to bring to your attention that the enclosed Resolution was passed at the S.W.A.G. General Meeting on March 23, 1981.

We hope to hear that a more enlightened attitude will be taken by your government toward U.S. intervention in El Salvador.

Sincerely,
Lois Vickery,
President.

"For a long time, gross violations of human rights have been occurring in El Salvador. These acts of savagery directly or indirectly attributable to the military Junta have included the assassination or disappearance of more than twelve thousand persons in 1980.

It has become clear that the military Junta maintains power by the economic and military aid of the United States and that it exercises this power in a brutal and repressive manner.

Accordingly, BE IT RESOLVED that the Victoria Status of Women Action Group request that the Canadian Government:

- a) publicly oppose U.S. intervention in El Salvador.
- b) use all diplomatic means to pressure the U.S. Government to cease its intervention in El Salvador;
- c) exert pressure on the United Nations to: 1) stop all foreign intervention in El Salvador, in order to prevent an expansion of the conflict into all of Central America; 2) protest the fact that the American Government is ignoring the U.N. resolution calling for a stop to all arms shipments to El Salvador."

Editors Note: Lois has other contacts on the following information.

January 22, 1981

Dear Sirs: (sic)

We have recently experienced in our office, an increased number of requests by Canadian women for pregnancy termination. We would like to make available to you, information regarding the procedure as performed in our office.

Bellingham Family practice is comprised of five Family Practitioners, all certified by the American Board of Family Practice. In addition to maintaining an active general practice, the physicians in this clinic perform pregnancy terminations.

We perform a first trimester pregnancy termination by suction curettage. This procedure is performed under a paracervical block, after pre-medication with intravenous Atropine with Valium or Demerol.

Confirmation of blood type, and the pregnancy by test and exam should be performed by the patient's health care provider prior to the procedure. The fee for the procedure is \$150.00 American Funds. Cheques are not accepted.

Appointments may be made by calling 206-734-4404, Monday through Friday from 8:30 a.m. to 5:30 p.m.

We hope we may be of service to you and your patients.

Very truly yours,
Bellingham Family Practice

March 27, 1981

TO WHOM IT MAY CONCERN:

This is to advise you that the membership of the Victoria Status of Women Action Group supports the current funding application of the Vancouver Status of Women.

This organization carries out vital work, day-in, day-out, year-round, and — as with most non-profit societies — must rely heavily on government assistance to survive.

They also produce an excellent newsletter, which is a valued tool for those of us working in B.C. to achieve improvements in the status of women. "Kinesis" is widely known and respected throughout Canada, as is the group which produces it, for their fine work in the area of women's rights.

We strongly urge that their funding proposal be granted as submitted.

Yours truly,
Pamela L. Blackstone,
Correspondence Co-ordinator

March 28, 1981

Hon. Francis Fox,
Secretary of State,
House of Commons,
Parliament Buildings,
Ottawa, Ontario.

Dear Sir:

We are writing in support of the Lesbian Information Line, who we understand were recently turned down by your department for funding. They feel they have been discriminated against on the basis of sexual orientation, and — after reviewing the facts — we are inclined to agree.

One of the reasons given for their "official" rejection was that their project did not fall within the regional priorities of the women's program. Lesbians, for your information Mr. Fox, are not only lesbian in the bedroom, but 24 hours a day. They face the loss of their children, their jobs, for their chosen life-style. They are doubly oppressed: as women, and as lesbians.

We feel that, indeed, the project they wished to have funded, is vital in combatting stereotypic thinking and discrimination which lesbian women encounter daily. We are alarmed and angry to see this same discrimination prevalent in Sec. State, which purports to "encourage the full integration of women as citizens in Canadian society". We hope to hear shortly that this unfair decision has been reversed.

Yours truly,
Pamela L. Blackstone,
Correspondence Co-ordinator

March 28, 1981

Hon. Grace McCarthy,
Minister of Human Resources,
Parliament Buildings,
Victoria, B.C.

Dear Mrs. McCarthy:

This letter is to advise you that the membership of the Victoria Status of Women Action Group supports the funding application of the Vancouver Island Haven Society, for the establishment of a transition house for battered women and their children in the Nanaimo area.

It is outrageous to us that this organization has been refused funding. The few Transition Houses that already exist in British Columbia are woefully inadequate for the demands placed on them.

It is apparent to us that your government places little priority on the needs of women. To refuse funding for this vital service only serves to reinforce this unfortunate conclusion.

Yours truly,
Pamela L. Blackstone,
Correspondence Co-ordinator

9026 W. Saanich Rd.,
R.R.2,
Sidney, B.C.
March 29, 1981

The Editor,
Monday Magazine,
823 Broughton St.,
Victoria, B.C. V8W 1E5

Dear Sir/Madam:

I take serious issue with the attitude expressed in your March 27 editorial about the resurgence of creationism in our schools. While not condoning it, you support its presence in the schools with the rationale that the scientific community has become complacent and needs challenging.

This may well be true, but it doesn't justify the imposition of this nonsense on my child. The fundamentalists are, of course, free to teach their children what they choose, and the creationist myth is readily available to them at home or in Sunday School. I don't care whether we descended from Adam and Eve or King Kong. The former is myth; the latter theory. Neither — it should be pointed out — is fact.

The one most compelling argument against creationism has been overlooked in the flurry of "liberal" criticism. In judeo-cristian myth, Eve is blamed for the Fall (Adam being merely her unwitting dupe), and thus all sins of mankind. As her daughters, all women (according to christain teaching) must bear this burden. We are told we shall suffer the pain of child-birth ever after as punishment for the sin of femaleness. (Did you know that fundamentalists also opposed the introduction, not so long ago, of painless child-birth techniques?) This myth is used even today to assert and reinforce the supposed inferiority of women. Christian myth functions to perpetuate and justify misogyny.

In the first epistle of Paul to Timothy (2:11-15) we do — in fact — find the creation myth used for just this purpose: "But I suffer not a woman to teach, nor to usurp authority over the man, but to be in silence . . . For Adam was first formed, then Eve. And Adam was not deceived, but the woman being deceived was in the transgression."

A little known fact is that Adam, according to ancient myth, had an earlier wife, Lilith. She was banished for the crime of refusing to "lie under"

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Adam; for wanting — in effect — equal billing. An independent, assertive woman. You can bet she'll be down-played (or over-looked). Eve, after all, is the properly submissive wife, the perfect role model for us all.

We women are, we are told, unclean, inherently evil, and undeniably inferior to the male, who is "next to God". Thus we have: "Blessed art Thou, oh Lord our God, that I was not born a woman" (Jewish morning prayer); "All witchcraft comes from carnal lust, which is in women insatiable" (Malleus Malleficarum, 1486, the major hand-book of the witch-hunters); "Do you not know that you are Eve? . . . you are the Devil's gateway . . . How easily you destroyed man, the image of God." (Tertullian, an early church "father"); "I will greatly multiply they sorrow, and thy conception; in sorrow thou shalt bring forth children, and thy desire shall be to thy husband, and he shall rule over thee." (Genesis 3:16); "And if a woman have an issue, and her issue in her flesh be blood, she shall be put apart seven days . . . and whosoever toucheth her, shall be unclean until the even." (Leviticus 15:19); "Likewise, ye wives, be in subjection to your own husbands." (1 Peter 3:1). Etc. ad nauseum. (For more on this, see: *The Church and the Second Sex*, Mary Daly; *When God Was a Woman*, Merlin Stone; *Patriarchal Attitudes*, Eva Figes.)

The message of creationism is woman-hatred. If we are to allow sexist creationism into our schools to counter science, must we not then also allow the Ku Klux Klan equal time for racism, offered as an alternative to humanism?

Literal interpretation of the bible was used as justification for the slaughter of an estimated 6 - 9 million women as witches between the 15th and 17th centuries. It is often used today to justify rigid sex-role differentiation, subordination of women, and compulsory motherhood (who do you think the "pro life" people are!), not to mention bigotry, racism, and war.

Certainly, Darwinism can be used by some to equally sexist ends (male dominance, etc.) Such is the nature of misogyny — like water, it seeks every available channel. Perhaps, as you assert, the scientific community does need a kick in the behind, but the answer is not a return to the fear and hatred of the Dark Ages. I will not tolerate the imposition of this garbage on my child. I hope other parents will feel as strongly and protest this regression vigorously.

Sincerely,
P.L. Blackstone.

ARTICLES

Sexual Harassment and the Human Rights Code

In addition to guaranteeing an individual's rights to equality of opportunity in employment, the Human Rights Code regulates the terms and conditions under which people work. An employer has the responsibility to protect employees from any unwanted sexual innuendos, sexual advances or sexual attention initiated by either supervisors or other employees.

What constitutes sexual harassment?

Sexual harassment may be defined as any repeated and unwarranted sexual comments, looks, suggestions or physical contacts that create an uncomfortable working environment for an employee or that threaten the employee's job or chance for promotion. Studies show that more than 70% of women, for example, have had at least one experience which fits into the above definition.

Because many people feel embarrassed or ashamed when they talk about personal incidents of harassment, it has been a hidden problem. Like rape, sexual harassment has been treated in the past as a joke or blamed on the victim. Under Section 8 of the B.C. Human Rights Code sexual harassment is forbidden and no individual should have to tolerate the following types of behaviour:

1. being the butt of sexual innuendos, jokes, comments on your body, clothing and sexual activities to the point of unpleasantness;

2. receiving repeated touching, patting, pinching, punching or close body contact which is unwelcome and unsolicited,
3. being pressured to go out with a supervisor or client of the company with the understanding that your job depends on this;
4. receiving demands for sexual favours accompanied by implied or overt threats concerning your job; and
5. being subjected to physical assault or rape.

What can be done?

A person who suffers discomfort or loses a job due to sexual harassment at a place of work should first document each incident including the date, time, name, and place as well as the details of the unwelcome behaviour. Sympathetic co-workers should be informed as often more than one person is being harassed by the same individual.

A letter, including the documentation, should be written about the situation to the senior management of the company. If the workplace is unionized, a grievance should be filed by the union local on behalf of the victim. If the situation includes physical intimidation, assault or rape, the police should definitely be notified and a lawyer consulted.

The B.C. Human Rights Branch should also be contacted to discuss the possibility of filing a formal complaint. If a formal complaint is made, an officer from the Branch will investigate the case in a confidential manner and attempt to reach a settlement. Retaliation against any person who files a complaint or who gives information to assist the investigation is prohibited under the Human Rights Code.

Where a settlement cannot be reached, the Ministry of Labour may refer the case to an independent Board of Inquiry. If the Board finds that the Code has been violated, it can order an end to the discriminatory practice, it can provide monetary compensation and it can restore the job or promotion which has been lost.

No one has to put up with sexual harassment at work. Everyone has a right to complain and take action. Anyone who experiences problems in this regard should contact the B.C. Human Rights Branch.

A publication from the B.C. Human Rights Branch.

Sexual Harassment: An Annotated Bibliography

As I read articles and one of the listed books to prepare this bibliography I learned a number of things which may be of interest but which won't necessarily surface in the annotations. I will give short introductory summary and then the actual bibliography.

The definition of sexual harassment is difficult to pin down. Most definitions include the following common elements: the sexual remarks, advances etc. are unwanted and unsolicited; men who harass are exercising power rather than expressing sexuality; a woman's economic survival is involved. (For a sample definition see the information from the Human Rights Commission which is reprinted in this issue.) The elements of sexual harassment put it clearly on the continuum between general misogyny and rape.

The history of sexual harassment is as yet untold. Backhouse and Cohen give a brief introduction in their book and Bularzik looks at a short period in American history but most of the research has yet to be done. Sexual harassment was not even used as a term until 1975 when Susan Meyer and Karen Sauvigne coined the phrase as a result of their research.

There are only two organizations in existence that deal with sexual harassment as their focus and only issue. Working Women United Institute, 593 Park Avenue, New York, N.Y. 10021. Founded by Susan Meyer and Karen Sauvigne as a result of research done in Ithaca, New York. See Backhouse and Cohen pp. 154-157. The Alliance Against Sexual Coercion, P.O. Box 1, Cambridge, Mass. 02139. Founded by nine women who had worked in a Boston area rape center and came to realize that this was an issue of its own. A very active collective which publishes regularly in *Aegis*. See also Backhouse and Cohen pp. 157-159. There is no Canadian organization to date.

Women who are sexually harassed have little recourse as yet. However, a few cases have created precedents (mostly American) and have shown some possible avenues of action. Usually there is little a woman can do on her own, effective action is collective. Collective action usually causes less psychological and financial damage to the victims. Women need to talk to each other in this type of situation because harassers usually harass more than once. There are some good basic suggestions in the information from the Human Rights Commission.

Every woman who is harassed must realize that it is important to make a personal record of dates, times, names, witnesses if any, and nature of incidents. If nothing else, if you are forced to quit this may carry some weight with U.I.C. But be aware that U.I.C. ruled in 1978 that sexual harassment was not sufficient reason to quit.

This is not a complete bibliography. I have listed mostly materials which I could obtain and which are useful. I have also listed other materials which looked unusual or particularly useful. All the books that I located listings for are included because there are so few.

Alliance Against Sexual Coercion. *Fighting Sexual Harassment - An Advocacy Handbook*. Cambridge: AASC, 1979. \$3.50

"Myths and Facts and Sexual Harassment", *Aegis* Sept./Oct. 1979. pp. 22-26.

This article in *Aegis* is an excerpt from the handbook. It is a clear concise summary. I would expect that the whole book is as good.

★ Backhouse, Constance and Leah Cohen. *The Secret Oppression: Sexual Harassment of Working Women*. Toronto: Macmillan of Canada, 1978. Available in hard and soft cover.

A good, thorough introduction to the practical aspects of the problem - how to define it, what attitudes are about it, and what recourse is open to women. Some very realistic Canadian advice about Human Rights Commissions and legal avenues.

★ British Columbia Federation of Labour. Women's Rights Committee. The Vancouver Women's Research Centre. *Sexual Harassment in the Workplace: A Discussion Paper*. Burnaby: The Federation, 1980.

A survey done in 1978 in B.C. corroborates research done elsewhere and gives some ideas for future research. Has a good bibliography.

★ "BCFL Sponsors Sexual Harassment Conference", *Canadian Labour*. June 20, 1980 p.7.

A brief report of the conference.

★ Bularzik, Mary. "An Historical Analysis of Sexual Harassment in the U.S.", *Aegis* Jan./Feb. 1979. pp. 27-31.

Covers the period 1734 - 1940 and looks particularly at how the blame for "sexual activity" in the workplace is shifted to women. She also notes that contemporary reports never admit that men of the middle and upper classes were involved in the "downfall" of working women.

★ "Combat Sexual Harassment On the Job", *Aegis*. May/June 1979 pp. 24-28.

Reprint of an article from *Hammer House* published by Local 774 of the International Association of Machinists. A good example of the type of education that can go on in a union. Particularly good at addressing the issue of "dividing the working class" with "women's issues".

Farley, Lin. *Sexual Shakedown: The Sexual Harassment of Women on the Job*. New York: McGraw-Hill, 1978. \$9.95 also Warner Bks, 1980 \$2.50 pb.

★ _____ . "Response to Sexual Shakedown Review", *Aegis*. Jan./Feb. 1979 pp. 24-26.

Although I was unable to get a copy of the book, it became evident that this is an important work. It was often cited. The book analyzes sexual harassment in the framework of patriarchal society as well as giving practical advice.

Harragan, Betty Lehan. *Games Mother Never Taught You: Corporate Gamesmanship for Women*. New York: Warner, 1977 \$2.50

Her chapter "Sexy Games, or Playing Around in the Hierarchy" makes it clear where sexual harassment comes from, that it pervades all levels of the workplace, and that the women always lose.

★ Hendry, Marina. "Sexual Harassment on the Job", *SWAG Newsletter*. Nov. 1978 pp. 8-9

Text of a speech. A good, short introduction.

★ Henley, Nancy. "Male Chauvinism" *SWAG Newsletter*. June 1977 pp. 16-17

A general look at male chauvinism which includes some sexual harassment practices.

The Hidden Price. (Videotape) Produced by the BCFL and the Labour Education and Studies Program.

★ Hoover, Martha and Fraeda Klein. "Is Sexual Harassment Legal?" *Aegis*. Sept./Oct. 1978 pp. 27-30

The laws referred to are American, but the article puts legal action into perspective and looks at other alternatives.

★ Kelber, Mim. ". . . the UN's dirty little secret", *Ms*. Nov. 1977 pp. 51, 79.

Reports on the situation within the UN, the research which has been done and the efforts to cover up rather than deal with the problem.

★ Lefkowitz, Rochelle. "A Grass-roots Model", *Ms*. Nov. 1977 p. 49

A very brief history of the Alliance Against Sexual Coercion.

★ Lesser, Ellen. "Sexus et Veritas: Yale Sued for Sexual Harassment", *Seven Days* Feb. 23, 1979 pp. 25-26.

A brief outline of the case against Yale. Although the women lost their case they gave impetus to other women using the courts.

★ Lindsay, Karen. "Sexual Harassment on the Job", *Ms*. Nov. 1977 pp. 47-48, 50-51, 74-78.

One of the earliest and most widely read articles on the subject. Still valid and worth reading.

McKinnon, Catherine A. *Sexual Harassment of Working Women*. New Haven: Yale University Press, 1979.

Mead, Margaret. "A Proposal: We Need Taboos on Sex at Work" *Redbook*. Apr. 1978 p. 31+

Cited by Backhouse and Cohen. Seems to have some interesting ideas, making it worth tracking down.

Meyer, Mary C. *Sexual Harassment at Work*. Petrocelli, 1981 \$14.95

★ Preston, Patricia. "Sexual Harassment in the Workplace", *Status of Women News*. Sept. 1978 pp. 2-5.

Included in an issue on women in the workplace. Examines the Canadian situation.

Safran, C. "What Men do to Women on the Job: A Shocking Look at Sexual Harassment", *Redbook*. Nov. 1976 p. 149+.

The much cited Redbook survey which received 9000 responses.

"Sexual Harassment Strike", *Status of Women News* June 1978 p. 12

A short report of the strike in Campbell River in February 1978 over sexual harassment. Information about the strike is also given in Backhouse and Cohen p. 104.

Shore, Valerie. "Prevention is Better", *University Affairs*. Mar. 1981 pp. 2-4.

Updates information on Canadian cases, especially those dealing with universities.

★ "Strike Ends in Victory", *Priorities* Jan./Feb. 1980 p. 15.

Reports on a strike which was partially about sexual harassment.

★ "Three Male Views on Harassment", *Aegis*. Winter/Spring 1980 pp. 52-59.

Given that research has shown there is little to differentiate a harasser from a non-harasser, members of the AASC interviewed some men to try to find out what motivates men to harass.

"Update: Sexual Harassment on the Job", *Ms.* July 1978 pp. 85-88.

Includes updates on legal cases and excerpts from readers' responses to the original articles in November 1977.

★ Starred items are available at the Camosun College Library. The Library is available to the community. Anyone outside the Greater Victoria Area should check with their Public Library and, if necessary, ask about inter-library loans.

Catherine Winter.

NAMING OURSELVES: A FIRST STEP TOWARD BECOMING WHOLE

This is the first of a 2-part article I have written in response to the interest expressed by many in the women's community about my change of name last summer. In Part I below, I will explore the "Name Act", the major stumbling-block you will encounter if you attempt to change your name to one of your own choice — as I did — and you happen to be female. Part II, next month, will deal with how I arrived at my new surname.

Part I: The Law

The "Name Act" is an archaic and sexist piece of legislation, painfully inadequate for present-day values. If you investigate this Act, you will discover that, in fact, we have not really moved so far beyond the status of chattel which we held in the last century.

I collided, head-on, with this Act (and the officious public servants who enforce it) last summer when I decided — after my divorce became final — to change my surname to one of my own choosing; one which I could wear proudly, and give also to my soon-to-be-born daughter; and one which would reflect our female heritage.

My reasons for wanting a new name were feminist: I did not want to retain the name of my ex-husband, or to return to my "maiden" (father's) surname, or in fact, take the name of any male. I wanted a self-chosen surname, women-identified, which would reflect who I am now, and which could set a precedent of matrilineality for others. It would be a surname my daughter would also bear. I wanted my own identity, not that of someone's daughter or someone's wife.

So I commenced — with the naive faith of a novice — investigation of the channels I would have to follow to ensure its complete legality.

The first discover was that I was only "allowed" to change my surname to one of my own choice because I was divorced. A widow has the same right to choose. But a married woman has no right (under the "Name Act") to change her surname to anything but her "maiden" surname, even with hubby's full consent . . . even if she's separated from him.

Had she retained her "maiden" surname on marriage, she cannot later change it . . . as a friend of mine was recently appalled to discover. Yet (of course), a man (married, divorced, or contemplating priesthood) can change his own, his wife's and his children's surnames, as he pleases! (He needs her written consent, which is meaningless tokenism; it can easily be obtained under duress.)

Angry, I delved yet deeper, and unearthed several more shockingly outdated and sexist aspects of this Act. The child of a married woman must be registered in the father's name. The mother's cannot be used, even with Dad's consent. The child of an unmarried woman is usually registered in the mother's name (Not surprising.) Then, I can register Samantha in my new surname. Right? I'm not married!

"Not so fast, dear. When was your divorce final?" "June". "Sorry, dear, you were still considered "married" at the time of your baby's conception." (There's that hysteria about the egg meets sperm again!) "You'll have to put the child in your husband's surname." "But that's ridiculous! We're divorced. I haven't lived with him since 1975. He's not the father, and I've just changed my name from his." (This must be a bad dream.)

When, angry, I pointed out to her the absurdity — and sexism — of this, she got pompously defensive and informed me that "if everyone could name his (sic) baby what he pleased, it would make our job impossible!" So, there you have it sisters . . . the laws exist for the convenience of government!

She informed me that I could register Samantha under her father's name, and always change it later. That's apparently quite permissible. Now there's typical government thinking. More delay; more red-tape; more paper-work at tax-payers' expense. I responded that this costs money. (approx. \$50.00 for a legal name change). It was, in fact, discriminatory toward welfare mothers. And what about women who didn't know who the father was? She admitted, grudgingly, that the Name Act had a few flaws, but added "there's nothing I can do about it. I don't make the laws".

She further informed me (somewhat reluctantly) that this piece of legislation has come under some fire lately (no wonder), and is "presently under review by the Minister" (whatever that means . . . probably means he has commissioned a \$500,000 study to determine feasibility of a new Name Act.)

Among other things, in my odyssey through the bureaucratic maze of Vital Statistics, I discovered:

1) If the parents of a child registered in the woman's name later decide to marry, the "legitimation" procedure involves transferring the child to the father's name (even if Mom retains her own), and falsifying (!) records to indicate that the marriage took place prior to the birth! When I asked what the legal advantages of "legitimation" were, she searched around vainly for something, and finally exclaimed, "Well, I wouldn't want my child to be illegitimate!"

(As I understand it — and I could be wrong; check with a lawyer if you're concerned — there is very little advantage to "legitimation" now, with the possible exception of inheritance.)

2) Should the "bride", upon marriage, prefer to retain her own surname, the wording on the Marriage Certificate is as follows: "Under the provisions of the Name Act . . . the bride has elected to retain the surname of _____". This is typical, and hardly surprising, though it should be worded "has elected to assume the groom's surname". It is apparent that for a woman to retain her own surname upon marriage is still very much the exception.

3) Hyphenated surnames for the child are not permitted, unless the father allows his name to be hyphenated. But (here's a crumb for all you "women's libbers") the mother's surname can be inserted as a "middle" name. This applies to legally married people only — not common-law.

So, sisters lest we forget our place, the Name Act exists to remind us we — and our children — are still the property of men (husbands, fathers). I'm surprised a single woman doesn't need daddy's permission to change her surname. This legislation urgently needs feminist input. I encourage anyone contemplating a name change to challenge this Act. The Family and Children's Law Commission has recommended that married women be entitled to choose their surname on marriage, and that more options be available in the naming of children. It falls under the jurisdiction of Jim Neilson, Minister of Health. Let him know your views. If you're caught in red-tape, you have SWAG's support, as well as mine. Please call me if you're having problems. 656-7776.

(One final note: while it is important to get this legislation changed, it is not necessary to go the official route, with its attendant cost in \$\$ and hassle. You may simply use another name for everyday purposes. "Provided that there is no intention of defrauding anyone by the use of the name . . . that name is not illegal, and contracts made using it are as

enforceable as any others. However, official documents such as your birth certificate and passport will remain in your legal name — ie. your married name — unless the change has been made under the Change of Name Act." (Vancouver People's Law School.)

Pamela Blackstone

Report on the National Action Committee on the Status of Women Conference

Held: March 13 - 16, 1981. Submitted by: Sirley Avril, delegate. "It's the best damn conference ever!" (Dorothy Richardson, Edmonton, Alta. Conference Committee).

National Action Committee on the Status of Women met for its annual conference March 13-16, 1981. Within my experience of two previous conferences I would heartily agree with Dorothy. Certainly there appears to be a broader representation of Canadian women with larger delegations from the regions and even a handful of visible minority women. A change in hotel provided better facilities, room space and food. Organization had been top notch and workshops went well on Saturday. Saturday evening's entertainment was fun and participation was spontaneous. Sunday was business day. It was long and hard, requiring an unusual degree of stamina. It is a perennial problem, dealing with workshop resolutions and executive/committee reports, and new business all on one day. As it was there was barely a forum left as we ground to a halt at about seven-thirty. Unfortunately the lobbying workshop has been pre-empted but I was pleased just the same that business had not been cut off and/or tabled to the executive. Perhaps serious consideration can be given to alternative processes that might deal more efficiently with this section of the conference. One attempt was made in that workshops had a suggested limit of three recommendations. This was, however, and I think quite rightly, rejected as a crippling of member group participation. All recommendations were brought to the plenary floor and if passed became resolutions to be included in policy.

The lobby rehearsal was held well into the night and excellent presentations were given to the three party caucuses on Monday. Responses were typical: NDP caucus said they would present our recommendations to the constitution committee if there was any time left after the Conservatives finished. The Conservatives said they didn't know if the Liberals were going to initiate closure of debate, in which case they would not have time to present womens issues. The Liberals said they had no indication from the Conservatives how much longer they intended to take and therefore could not guarantee they would not initiate closure. AARRGGHH.

Those of you who travel east or come from there know the woman-energy is different. It is difficult to explain. Certainly in terms of NAC some of the difference comes from the emphasis on political lobbying and legal analysis and therefore the large percentage of professional and academic women. It is exciting to me to watch women in groups exercising and developing skills of analysis, co-operation and procedure. Then to have this talent and skill focused on making Canada a better place for all women is wonderful! If we never change a coma of the constitution, if we are never adequately represented in parliament it is worth coming together to see ourselves grow in personal and collective power.

The major controversy during the weekend was the subject of funding. It appeared that the past executive committee had been split on the issue of government funding and the delegates were similarly at odds. Four resolutions were significant and I shall quote them in full:

Be it resolved that NAC take funds and actively solicit them from any source (government or otherwise) that is willing to contribute them. (By taking government funds we are simply drawing on the account to which we contribute on a regular and extensive basis.)

This motion was defeated quite soundly with some discussion of the possible strings attached to foundation money.

Be it resolved that NAC aim at 75% self sufficiency over the next three years.

Carried: 73-70 7 abstentions.

Be it resolved that NAC decrease its dependance on government funding and explore all the other possible sources for funds including expanding the Friends of NAC, private foundations and all other sources of non-governmental funds.

Carried: 87-46 5 abstentions

Be it resolved the Friends of NAC be an executive priority.

Carried: 38-37 5 abstentions (late in the day).

It seemed to me unfortunate that the issue was so polarized as none of the motions recommended a decrease in government dollars but rather an increase of our own sources of money and therefore less dependence on grant money.

An example of what I consider to be a classic problem in accepting government money was the recommendation from the Media Committee that NAC hire two women to work on the quarterly magazine STATUS. This would be possible through a grant from Employment and Immigration. However, a stipulation of the grant is that workers be paid minimum wage. CATCH 22. The recommendation was defeated after heated debate.

Another question which raised adrenalin was that of the Advisory Council. The resolutions concerned were:

Be it resolved that NAC call for the resignation of Lloyd Axworthy, the present Minister responsible for the Status of Women.

Be it resolved that NAC call for the resignation of the current executive of the Canadian Advisory Council on the Status of Women in order to restore the credibility of the council.

Be it resolved that NAC take the initiative with other women's organizations to continue to press for an independent public review of the Advisory Council undertaken by external personnel after consultation and participation with women's groups as to the structure, personnel and terms of reference of the review group; and that the request go to the Prime Minister and members of the Cabinet.

Be it resolved that the National Action Committee not co-operate with the Council's proposed internal review of itself.

These passed easily in terms of numbers but many women, including myself, felt that no purpose was served by continuing to censure the women remaining on the Council. However, most women, including past Council members and research staff felt there was no ground for continued co-operation. It was a result of the first resolution above that the two delegates from Quebec left the meeting, withdrawing the membership of their group, representing approximately one thousand women.

While discussing Advisory Councils, Madeline La Blanc, New Brunswick Council Chairperson, said that Councils must be elected or the government will choose people who cannot work in groups and watch them destroy themselves. I am infuriated to imagine that perhaps Axworthy did precisely that. It is imperative that we sweep up the pieces of this conflict. I expect that an internal and an external review will be done of the Advisory Council situation. Hopefully while that goes on we can all work on the primary federal/provincial issue right now which is the constitution.

The conference resolutions regarding the constitution were as follows:

Resolved that NAC oppose the Charter of Rights and Freedoms as proposed without at least the following amendments.

1. An overriding statement of purpose providing that the rights and freedoms under the charter are guaranteed equally to men and women with no limitations.
2. The word 'person' (personne) be used throughout the charter in lieu of any other word denoting human being, such as 'one' or 'individual'.

Resolved that NAC endorse all the amendments passed by the Women's Constitutional Conference (Feb. 14-15, 1981) and that NAC continue to lobby on all of these amendments with a view not stopping at our minimum demands.

Resolved that NAC reaffirm its recommendations that the federal government immediately repeal section 12 (1) b of the Indian Act and reinstate native women who have lost their status: and that the Minister of Indian Affairs be pressured to honour the commitment at the United Nations to change section 12 (1) b of the Indian Act in 1981.

Resolved that NAC reiterates its position opposing the transfer of federal divorce legislation to the provinces.

Be it resolved that NAC endorse the expansion of federal jurisdictions in family law to include jurisdiction over the enforcement of all maintenance

and custody orders by means of a national enforcement system whether these orders are issued pursuant to federal or provincial law.

Be it resolved that the member groups of NAC urge their executives to work with our regional representatives to lobby actively and immediately the provincial and federal governments in support of the resolutions passed here today confirming:

1. federal jurisdiction over divorce
2. expansion of federal powers over enforcement — mindful of sensitivity to women in Quebec who have achieved in principal a commitment from their provincial government to legislate 'no fault' divorce and a central collection agency for maintenance payments.

Be it resolved to endorse the Ad Hoc Conference resolutions in Section 6 (3) (b) of the resolution on the constitution as follows:

"Whereas the proposed constitutional resolution discriminates against Canadians who may require public social services by its inclusion of Section 6 (3) (b) which allows government to restrict access to social services solely on the basis of the length of time a person has lived in a particular province; and

Whereas this appears to invalidate the portability requirements of the Canada Assistance Plan the Hospital and Diagnostic Care Act, and the Medical Care Act, through which many services to women are funded, therefore,

Be it resolved that we, women and peoples of Canada, demand the deletion of Section 6 (3) (b) from the proposed constitutional resolution."

Be it resolved that NAC oppose the present method of constitutional reform by means of First Ministers Conferences and recommends instead that the process be changed to a constituent assembly which guarantees the inclusion of a representative member of women and all levels of government, including the municipal governments.

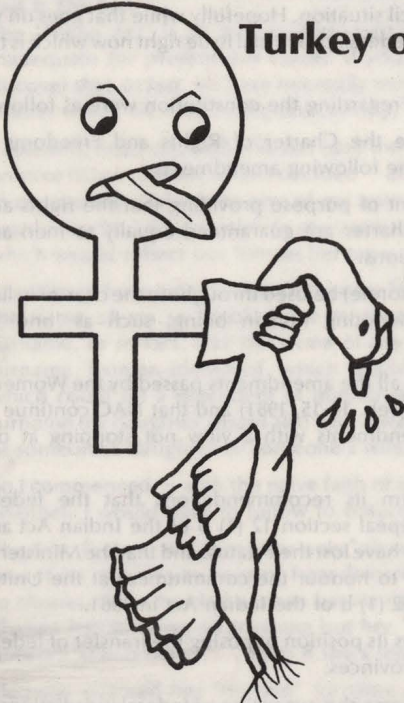
New business items were introduced at the end of Saturday's session. One involved a discussion of a non-confidence motion called on last years president, Lynn MacDonald. It was clear that the year had not been a smooth one in terms of personalities and policies on the executive committee. Other new business involved resolutions which although precipitating a major change were easily passed. They included procedural items around the issue of 'politicizing' for election to the NAC executive. Specifically we voted for nominations to be in by Dec. 31 and C.V.'s to be distributed by Jan. 31 before each annual conference. Mailing lists of member groups are to be available upon request to member groups. The policy against campaigning for office was deleted and we agreed to have no voting for executive positions before the afternoon of the first day of conference. Hopefully these procedural changes will lead to more knowledgeable voting by delegates for executive members.

National Action Committee on the Status of Women is a feminist umbrella organization representing over one hundred fifty non-governmental women's groups. As with all volunteer efforts it stumbles and limps, bound by constraints of energy and funds. As our national basis of networking and co-operation it shines with the glory of women standing together determined to be a part of this country's political structure.

1981-82 NAC Executive Committee

President — Jean Wood, Toronto, Ont. **Vice-President** — Lee Grills, Vancouver, B.C. **Pat Preston**, Calgary, Alta. **Kathy Moggeridge**, Halifax, N.S. **Secretary** — Chaviva Hosek, Toronto, Ont. **Treasurer** — Lynne Sullivan, Toronto, Ont. **Editorial Committee/Chairperson** — Catherine Devlin, Toronto, Ont. **Regional Rep. B.C./Yukon** — Alicia Lawrence, Vernon, B.C. **Members at Large** — Rosemary Billings, Ottawa, Ont. Betsy Carr, Toronto, Ont. Caroline Ennis, Fredericton, N.B. Pat Haker, Ottawa, Ont. Bev. LeFrancois, Oakville, Ont. Terry Padgham, Edmonton, Alta. Jill Porter, Ottawa, Ont. Farida Shaikh, Ottawa, Ont.

Announcements



Turkey of the Month!

Arne Lane
for his expressed view that the Wax Museum "could just as well hire housewives" to replace "unimportant" students fired for asking why they weren't receiving minimum wage.

Merran Twigg is the new head of the Women's Division in the Saskatchewan Labour Department.

Art Classes — Offered by Studio 14. 10 weeks, 20 hours. \$80. April 28 - June 30. Call Shirley Avril 386-4467.

Women's Studies — Simon Fraser University Summer 1981. Courses offered! Issues in Women's Health and Health Care. Women's roles: a comparative study. Special topics: Women and Education. Special topics: Sociology of gender relations.

Important Reading: *Canadian Forum* March 1981 issue. Two articles: The need for independent feminism p. 5. Pierre Trudeau on Women p. 9-13. Canadian Advisory Council on Status of Women. *Women and the Constitution* available from the Advisory Council free.

Birth: Mays Downey gave birth to Megan Maril on March 8, International Women's Day.

Coalition for Choice: A meeting was held March 17th at the Unitarian Church to organize a group to work toward getting memberships for the Southern Vancouver Island Hospital Society. There were a number of community groups represented. The name was agreed on and a committee was struck. There is a media Committee to do advertising. If you are interested in working on this issue there will be a second meeting Tuesday, April 14 at 7:30 in the Unitarian Church. For more information contact Don at 479-0603 or members of CARAL.

ARCHIVES

RECENT ACQUISITIONS

Feminist Newsletters:

Kinesis — March 1981.

North Shore Women — v.6 #7 April 1981.

Bulletin — v.7 #2 March 1981.

Resources:

"Feminist Theatre", Homemakers Magazine — April 1981.

The Province: Canada Venture Series on 'Prominent' Women in Canada.

"Women's Libber Extraordinaire" on Nellie McClung (x5) — Feb. 19, 1981.

"Emily Murphy's Law" and the Persons Case (x4) — Feb. 26, 1981.

cont'd

"Ma Told it Like it Was" on Margaret Lolly and Georgine Kendall (x5) — March 12, 1981.

"When Anahareo Met Grey Owl" on Anahareo (x5) — March 19, 1981.

"Lady of the Lake" on Marilyn Bell (x5) — March 26, 1981.

Non-Feminist Newsletters & Resources:

Working Teacher — v.3 #3, Spring 1981.

Leftwords — v.3 #1, April 1981.

Human Rights Commission of B.C. (x2) — v.2 #5, Feb. 1981.

Canadian Ecumenical News — v.2 #6, Mar. - Apr. 1981.

Canadian Labour Relations Board, A Study by Stephen Kelleher, for the Law Reform Commission of Canada, 1980.

Increases in Day Care Subsidies

April 6th, 1981

To: All Day Care Centres, Nursery Schools, Day Care Homes.

As you may have noted through your newspapers and through radio releases, the Day Care Subsidies have been increased as of April 1st, 1981. For your information, we are providing a rate sheet showing the change in rates per month and also per day.

The Parent Income Test has also been amended and many parents on partial subsidies may be affected to their benefit. If a parent should enquire about this, would you kindly ask him/her to call their worker at 386-6174 in order that a review may be done.

Although Day Care rates have been increased, it is your decision whether you wish to increase your rates. However, it states in Ministry of Human Resource Policy that, "an operator shall charge the same fee rates to all families using the day care facility". If you choose not to increase your rates, please show your ongoing rate on the billing form.

Please do not hesitate to call this office if you have any questions.

Yours truly,
Marion Riggs,
Acting Supervisor,
Day Care Section,
Ministry of Human Resources.

NEW DAY CARE RATES Effective — April 1, 1981

Family Day Care

0 - 36 months old, \$185.00 per month, \$9.25 per day.

Family Day Care

37 months to school age, \$160.00 per month, \$8.00 per day.

Group Day Care

18 months to 36 months, \$275.00 per month, \$13.75 per day.

Group Day Care

37 months to school age, \$200.00 per month, \$10.00 per day.

Out of School

More than 4 hours, \$100.00 per month, \$5.00 per day.

Out of School

Less than 4 hours, \$80.00 per month, \$4.00 per day.

Nursery School

2½ hour programme per day, \$60.00 per month, \$3.00 per day.

In Home

1st child, \$160.00 per month, \$8.00 per day. 2nd child, \$80.00 per month, \$4.00 per day. 3 or more children (Total Family, \$320.00 per month, pro rated per day.

Kindergarten

\$150.00 maximum, \$7.50 per day. *Attending Licensed Group out of School Programme more than 4 hours.*

cont'd



"Why, yes, I am a 'little homemaker' —
I'm in the construction business
and I build small homes."

JIM BERRY, © 1977 NEA, INC.

Feminist Groups and Contact People on Vancouver Island

★ denotes member groups of B.C.F.W.

SOUTH ISLAND

CARAL

Box 6282, Depot C
Victoria, B.C. V9P 5L5
Freya Corning 382-6001

★ Victoria Rape/Assault Centre

1947 Cook St.
Victoria, B.C.

Transition House

Box 6271,
Victoria, B.C.

B.C.F.W. Regional Rep.

Gyllian Davies
1450 Taunton Rd.
Victoria, V8R 1W9

★ Cowichan Rape/Assault Centre

Box 89,
Duncan, B.C. V9L 3X1
Jan Meadows 746-7368

Courtwatch

c/o Donna Ratcliffe 595-0462
1842 Brighton Ave.,
Victoria, V8S 2C6

★ FLAG

Box 1604
Victoria, B.C.

SORWUC

1618 Garnet Rd.
Victoria, B.C. V8P 3C8
Jeanette Poirier

★ U. Vic. Women's Action Group

P.O. Box 1770,
Victoria, B.C.
Alice Albert 382-1536

Women's Law Association

c/o Joy Illington
819 Fort St.
Victoria, B.C.

Camosun Women's Society

Camosun College
1950 Lansdowne,
Victoria

Sheila Reid (teacher's assoc.)

Box 689,
Ganges, Salt Spring Island
V0S 1E0

Everywoman's Books

641 Johnson
Victoria, B.C.

★ Status of Women Action Group

Box 6269, Station C,
Victoria, B.C. V8P 5L5
Lois Vickery 598-1704

Women's Building Society

Box 6264, Station B,
Victoria, B.C. V8R 6H4

Women in Social Work

c/o Trudy Gallant 382-8410
#5 - 59 Cook St.
Victoria, B.C.

Duncan Women's Resource Centre

c/o Lou Else
Cowichan Community Centre
Duncan, B.C.

R.C. Women's Support Group

c/o Alana Samson 382-5123
#1 - 605 Trutch St.
Victoria

NORTH ISLAND

Malaspina Women's Resource Centre

149 Wallace St.
Nanaimo

★ Rubyfruit Ranch

P.O. Box 246
Coombs, B.C.

Women's Welfare Rights Group

c/o Pat Nelson
AID Centre
Nanaimo

Norma Simms

Gen. Delivery
Lazo, B.C.

Dawna Ambers

Nimpkish Band
Alert Bay, B.C.

Gloria Jorg

Whaletown,
Cortez Island, B.C.

★ Nanaimo Rape Relief

285 Prideaux St.
Nanaimo

Women's Centre

Box 122,
Port Hardy, B.C.

Vancouver Island Haven Society

Box 311 753-1021
Nanaimo V9P 5L3
Ruth Lea Taylor 753-4317

Rennie Henn

Box 709,
Lazo, B.C.

Mair Smith

R.R.#1, Macauley Rd.
Black Creek, B.C.

Charlene Sommers,

c/o Haddington Reef
Radio Station
Alert Bay, B.C.

Port Alberni Women's Resource Centre

4965 Argyle St., Rm. 8
Port Alberni V9Y 1V6

Women's Self Help Network

145 Mansfield Dr.
Courtenay, B.C. V9N 2M1

B.C.F.W. Regional Rep.

Ruth Lea Taylor
R.R.#2, Little Blvd.
Gabriola Is, V0R 1X0

Carla Stein

Box 171,
Port Hardy, B.C.

Sharon Bradshaw

R.R.#2, Gilbert Rd.
Qualicum Beach, B.C.

Equal Pay for Work of Equal Value: Making Gains

Date: Feb. 1981.

The Right Honourable Jean Chretien,
Minister of Justice,
House of Commons,
Ottawa, Ontario.

Dear Sir:

I am writing you to urge the Liberal Government to make the following amendments to the Charter of Rights:

1. To use the word "person" throughout in lieu of any other word to denote human beings.
2. To introduce a Purpose Clause guaranteeing the rights set forth in the Charter equally to men and women.
3. To do away with the three-year moratorium in respect of Federal legislation.
4. To create a two-tiered test in Section 15 of the Charter on Human Rights.
5. To make the Multi-cultural Clause subject to the guarantee of rights and freedoms under the Charter.

I am of the opinion that unless these amendments are made the position of women in Canada may be worse than that which presently exists. The Charter of Rights may indeed be viewed by history as a retrograde step for the women of Canada.

I am also writing this letter to urge upon the Federal Government that the so-called "Pro-Life", and more properly labelled "Anti-Choice", lobby does not represent the majority of women of Canada. I can think of no greater impediment to equality for women in Canada than the denial of the right to a medically safe abortion.

Yours truly,

Everybody wants to be fit!
No brackets to exercise

NAME:

ADDRESS:

TELEPHONE NUMBER:

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- inexpensive
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Albums \$10, Cassettes \$12
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*Feminist cards, with
standard message or
custom-lettered.*

Kalligrafia

** cards * posters
* customized*

*By Pam Blackstone
Box 91 Saanich, RR 2,
Victoria, B.C. V8L 1T1*

Rape Assault Centre

A Rape Assault worker is
needed. Position to begin in
early May. Deadline for
application is April 24, 1981.
Salary \$973/mo. Apply
in writing to:

Rape Assault/Centre
1947 Cook St.,
Victoria, B.C.
V8T 3P8

Feminist Groups and Contact People on Vancouver Island

* denotes member groups of B.C.F.W.

Date:

SOUTH ISLAND

CARAI

Box 6282, Depot C
Victoria, B.C. V9P 5L3
Freya Corning 382-6031

* Victoria Rape/Assault Centre
1947 Cook St.
Victoria, B.C.

Transition House
Box 6277
Victoria, B.C.

Cillian Davies
1420 Tauson Rd.
Victoria, B.C.

* Cowichan Rape/Assault Centre
Box 89
Duncan, B.C. V9L 4W9
Jan Macleod 748-7368

Cowichan
c/o The
1843
Victoria

NSIC

Box 122
Port Hardy, B.C.

* Broughton Island
P.O. Box 24
Cowichan, B.C.

Women's Welfare Rights Group
c/o Pat Nelson
AID Centre
Nanaimo

Norah Rees
Care, Delivery
Lano, B.C.

Dennis Andrew
Wimpole Band
Alert Bay, B.C.

Glenn Jorg
Whaletown,
Cortez Island, B.C.

* FLAG

Box 1604
Victoria, B.C.

SORWUC

1618 Garnet Rd.
Jeannette Poirier

* U. Vic. Women's Action Group

Victoria, B.C.
Alice Albert 382-1536

Women's Association
c/o Joy Illington
819 Fort St.

Ensenada Women's Society
Camosun College
Victoria

Shella Reid (teacher's assoc.)
Victoria

Women's Centre
Box 122
Port Hardy, B.C.

Vancouver Island Women Society
Box 311 753-1021
Nanaimo V9P 5L3
Ruth Lea Taylor 753-0317

Reenie Hearn
Box 109
Lano, B.C.

Maie Smith
c/o M. Agnew 543
Alert Bay, B.C.

Chloe Young
c/o Hollington Road
Alert Bay, B.C.

The Right Honourable Jean Chretien,
Minister of Justice,
House of Commons,
Ottawa, Ontario.

* Status of Women Agency
Box 6288, Station C,
Ottawa, Ontario
I am writing you to urge the Liberal Government to make the following amendments to the Charter of Rights:

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2. To introduce a Purpose Clause guaranteeing the rights set forth in the Charter, especially to men and women.
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Women's Self Help Network
145 Mansfield Dr.
Courtenay, B.C. V9N 2M1

B.C.F.W. Regional Rep.
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Equal Pay for Work of Equal Value: Making Gains

Labour Focus, Ottawa, Feb. 1981.

The Canadian Human Rights Commission recently awarded its largest equal pay settlement yet to the federal Library Service group. This settlement has been hailed as the first involving women claiming equal pay for *dissimilar* work of equal value. This article takes a closer look at the decision, and the implications for future claims of equal pay for equal work under the Canadian Human Rights Act.

THE INITIAL BATTLE

When the Canadian Human Rights Act was first introduced into Parliament it contained a section prohibiting discrimination based on unequal rates of pay for women and men doing equal work.

Women's organizations and individual women pressured for major improvements to the "equal pay for equal work" concept, since the majority of employed women are not performing the same type of work as men. Most women work in female-dominated occupations which, because of the low pay, have come to be known as job ghettos.

Through extensive organizing, women won the battle to have the concept of "equal pay for work of equal value" incorporated into the Canadian Human Rights Act in 1978. This breakthrough meant, in theory, that dissimilar types of work done by men and women could be compared on the basis of skill, effort, responsibility and working conditions in order to prove that the jobs were of equal value and should have the same wage or salary.

It was under the "no discrimination through unequal rates of pay" clause that last December 470 PIPS members of the Library Science group in the federal public service were awarded a \$2.3 million equal pay settlement by the Canadian Human Rights Commission (annual pay hikes of \$500 to \$2,500 plus back pay of up to \$5,900 each), to achieve wage parity with the mostly male PIPS members in the Historical Research Groups. This is the largest equal pay settlement awarded by the Canadian Human Rights Commission.

A TEST OF EQUAL VALUE

This recent decision was based on equal pay for equal work, it was not a test of "equal pay for work of equal value". The Library Science workers compared themselves to Historical Researchers whose work is of a similar nature. To date, all three of the successful equal pay cases under the Canadian Human Rights Act have resulted in the upgrading of the pay of women who work in jobs that are not radically different from others performed by men in the same workplace. A test of the effectiveness of "equal pay for work of equal value" may result from a complaint currently being investigated by the Commission. In this case 3,000 federal General Service workers in the female-dominated cafeteria, laundry and personal service categories are seeking wage parity with workers in the male-dominated warehouse, building and custodial service classifications.

In making an equal pay decision the Commission uses a job evaluation plan to assess or rate numerous work factors in the four general areas of skill, effort, responsibility and working conditions. Since there are many different types of job evaluation plans, with different inherent biases, the Commission tends to use or modify the evaluation scheme already in place in the particular firm or government department. One advantage of doing this is consistency since the importance assigned to various tasks or characteristics of a job vary from one evaluation scheme to another. But a disadvantage is that a biased job evaluation may have been used by the firm in order to justify paying women lower wages. If this is the case the Commission may build biases against women into their decisions.

Herein lies the importance of pursuing the struggle for equal pay for work of equal value through collective bargaining. In this approach workers themselves, male and female, decide about the value of their work. This important value judgement is not left to some government body. This is not to deny that favourable decisions will occasionally be made by the Human Rights Commission. The point is that for workers' judgements about the value of their work to be reflected in their pay, they must *make* those judgements and develop the strength to put them into practice in the face of employer opposition. This is what collective bargaining is all about.

Workers, and in particular women workers, will await the Human Rights Commission's decision on the General Service case with interest.

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GENERAL MEETING

MONDAY, APRIL 27th

Women and the Employment Standards Act

Business Meeting 7:30

Speaker 9:00

James Bay Community Center

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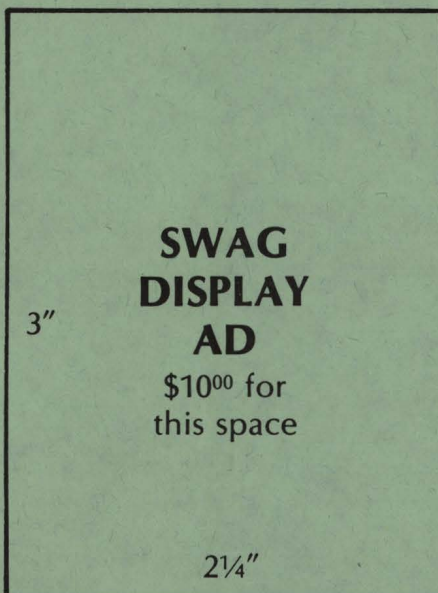
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