



WOMEN'S EDUCATION
DES FEMMES



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Canadian Congress for Learning Opportunities for Women



congrès canadien pour la promotion des études chez la femme

47 Main Street, Toronto, Ontario M4E 2V6 * (416) 699 - 1909

Women's Education Des Femmes

Yes, we have moved - and the cover of this issue of WEDF shows our spacious new premises. We occupy the entire second floor of this renovated house, located in the Beaches area of Toronto. Please note that our new address is 47 Main Street, Toronto, Ontario M4E 2V6; telephone (416) 699-1909.

Mais oui, nous avons déménagé. Et la couverture de ce numéro de WEDF montre les nouveaux locaux de notre organisme. Notre bureau occupe tout le second étage de cette maison rénovée, située près du bord du lac, à Toronto. N'oubliez pas notre nouvelle adresse: 47 rue Main, Toronto, Ontario M4E 2V6; téléphone (416) 699-1909.

Table of Contents Table des matières

President's Message from Lisa Avedon
Message de la présidente par Lisa Avedon
Open House/Portes ouvertes

NATIONAL FEATURES / ARTICLES DE FOND (Equality/Egalite)

Equality: Some Unresolved Issues
L'égalité: questions encore non résolues
by/par Susan McCrae Vander Voet

Les droits à l'égalité
Symposium on Equality Rights
par/by Sophie Arthaud

Thoughts from the Circle of Nirva
Pensées du Cercle de Nirva
by/par Paula Angela DeCoito

NATIONAL FEATURES/ARTICLES DE FOND

National Voluntary Organizations Montreal Economic Forum
Forum économique des Organisations Nationales Volontaires à Montréal
by/par Susan McCrae Vander Voet

La Décennie pour la femme: égalité, développement et paix
The Women's Decade: Equality, Development and Peace
par/by Jacqueline Pelletier

DEPARTMENTS / SECTIONS

CLOW Across the Provinces/Dans les provinces

New Publications/Nouvelles publications

Book Review/Livres

Resources/Ressources

Upcoming & Current/Événements

Women's Education Des Femmes

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President's Message

In the Speech from the Throne, the principle of ensuring economic equality for women was referred to just after the announced development of "an innovative employment strategy that will be cost effective and oriented to the private sector." How can the principle of economic equality for women be satisfied? Flora MacDonald, with her Women's Day announcement of proposed legislation to enact affirmative action, equal pay for work of equal value and contract compliance, has taken a huge step forward in providing a framework for women's economic equality.

Recognition of women's increasing permanent role in the labor force has been very slow. In some circles it has been seen as a temporary phenomenon. Contrary to many other studies, a 1982 American Journal of Economics and Sociology article, authored by senior employees of Canada Employment and Immigration, concludes that the rate of participation of married women will be decreasing in the 1980's. We do not know how such research impacts on policy. We know, however, that while women are the fastest growing sector of the labor force, the number of women in training programs is decreasing. The amount now spent on programs geared to the needs of women is small. Such programs have a low priority in regard to location, numbers offered, number of participants, quality and quantity of available resources. In many colleges, program staff are hired on a sessional basis because women's programs are run only a few times a year. The result is a high staff turnover.

Low levels of training allowances assume the student will work part time, but a major reason why single-parent women are so under-presented in training programs is that they cannot go to school full time, take care of families and still work part time.

The economic equality of women can be achieved only if there is a will to do so. As long as there are those who profit from ensuring women earn low wages, or remain in the home doing unpaid work, but available as a temporary work-force, equality will be difficult to achieve. Barriers to training help ensure this.

The Federal government will have to give recognition to the fact that achieving women's economic equality requires the redistribution of training resources, the enactment of legislation, and cooperation among the public, private and voluntary sectors. This requires leadership by the Canada Employment and Immigration Commission. We must always remember that the public and voluntary sectors spend much of their time attempting to prevent and undo actions of the private sector which impact negatively on those who do not have the power to defend themselves. CLOW would not be in existence if women had the same opportunities for education, training and economic independence as men.

The great central question of our time is: what kind of a society do we want for Canada - one in which inequality allows those in power to focus greater wealth and greater power in the hands of a favored segment of the society, or one which provides opportunities for all who want to make use of them? The members of CLOW will be awaiting, with great anticipation, the outcome of Federal government employment and training strategies.

Sincerely,



Message de la présidente

Dans le Discours du trône, le principe de l'égalité économique des femmes a été mentionné juste après l'annonce d'une "stratégie novatrice d'emploi caractérisée par son coût-efficacité et son orientation sur le secteur public". Comment arriver à satisfaire au principe de l'égalité économique des femmes? En annonçant des propositions de lois sur l'action positive, le salaire égal pour un travail de valeur égale et la conformité contractuelle, dans son allocution prononcée le Jour de la femme, Flora MacDonald a fait un très grand pas pour donner un cadre formel à l'égalité économique des femmes.

Le fait que les femmes occupent un rôle permanent toujours plus important dans la main-d'oeuvre n'a été reconnu que très lentement. Dans certains milieux, le phénomène a été perçu comme temporaire. Contredisant beaucoup d'études, un article publié par [l'American Journal of Economics and Sociology](#) en 1982 et rédigé par des cadres supérieurs du ministère canadien de l'Emploi et de l'Immigration, conclut que le taux de participation des femmes mariées baissera dans les années 1980. Nous ignorons dans quelle mesure de telles recherches influent sur les politiques. Par contre, nous savons que, même si les femmes constituent le groupe qui grandit le plus rapidement au sein de la main-d'oeuvre, le nombre de femmes inscrites dans les programmes de formation diminue. Les fonds maintenant consacrés aux programmes axés sur les besoins des femmes sont très restreints. Ces programmes n'ont qu'une faible priorité en termes des lieux choisis, du nombre de cours offerts, du nombre de participantes, de la qualité et de la quantité des ressources disponibles. Dans beaucoup de collèges, le personnel responsable est engagé à contrats saisonniers car les programmes pour les femmes ne sont offerts qu'une ou deux fois par année. En conséquence, le personnel change constamment.

Les allocations d'études sont peu élevées. En effet, les étudiantes sont censées travailler à mi-temps. Or la principale raison pour laquelle tant de femmes mères de famille monoparentale ne peuvent assister aux programmes de formation professionnelle est qu'elles ne peuvent pas matériellement étudier à temps plein, s'occuper de leur famille et

travailler à mi-temps. Pour arriver à l'égalité économique des femmes, il faut la volonté de le faire. Aussi longtemps que certains profitent d'une situation où les femmes continuent de toucher des salaires bas, où les femmes continuent de rester au foyer à faire un travail non rémunéré, tout en étant disponible en tant que main-d'oeuvre temporaire, l'égalité sera difficile à réaliser. Les obstacles dans le domaine de la formation contribuent à ces difficultés.

Le gouvernement fédéral doit reconnaître que, pour arriver à l'égalité économique des femmes, il faut redistribuer les ressources consacrées à la formation, édicter des lois, obtenir la collaboration des secteurs public, privé et bénévole. Pour cela, il faut que la Commission canadienne d'emploi et d'immigration montre la voie. Il faut se souvenir que les secteurs public et bénévole passent une grande partie de leur temps à empêcher ou à éliminer certaines actions du secteur privé qui ont des répercussions négatives sur les gens sans défense. Le CCPEF n'existerait pas si les femmes avaient les mêmes possibilités d'éducation, de formation et d'indépendance économique que les hommes.

La question fondamentale qui se pose de nos jours est la suivante: quelle sorte de société voulons-nous pour le Canada? Une société où les inégalités permettent aux gens au pouvoir de conférer toujours plus de richesse et de puissance à un petit groupe privilégié? Ou bien une société où des possibilités sont offertes à tous ceux qui veulent les saisir? Les membres du CCPEF attendront avec beaucoup d'espoir les effets concrets des stratégies d'emploi et de formation du gouvernement fédéral.

Cordialement,

Lia Arden



OPEN HOUSE

To show off our new offices, we held an open house on January 25 in conjunction with the first CCLOW Board of Directors meeting for 1985. This marriage of events provided the perfect opportunity for members and other guests to meet our board and staff, as well as to exchange ideas and get a first-hand look at CCLOW National.

Many members and friends from a variety of women's organizations, women's programs, and the field of education stopped in for a visit.

We were delighted to welcome the Honorable Flora MacDonald, Minister of Employment and Immigration, as well as Neil Young and Marion Bryden, M.P. and M.P.P. respectively for the Beaches riding, and Alderpersons Dorothy Thomas and Tom Jakobek.

Also joining us were our new neighbors - the doctors and staff of the medical clinic that

occupies the first floor of the building and the residents from the upper floor. It was a thoroughly enjoyable and successful occasion, and we wish to extend our thanks to everyone who attended.

PORTES OUVERTES

Pour montrer nos nouveaux locaux, à nos membres et à d'autres, nous avons organisé une soirée "portes ouvertes" le 25 janvier simultanément avec la première réunion 1985 de notre conseil d'administration. Cette combinaison d'événements était idéale pour permettre à nos invité(e)s de rencontrer notre conseil d'administration et notre personnel, d'échanger des idées et de voir de près le bureau national du CCPEF.

Beaucoup de nos membres, de nos ami(e)s appartenant à d'autres organisations féministes, à des programmes féminins ou au monde de l'éducation sont venu(e)s nous rendre visite.

Nous avons eu le plaisir d'avoir parmi nous l'Honorable Flora MacDonald, ministre de l'Emploi et de l'Immigration, ainsi que Neil Young et Marion Bryden, respectivement député fédéral et député provincial de la circonscription des "Beaches", ainsi que les échevins Dorothy Thomas et Tom Jakobek.

The Honourable Flora MacDonald, Minister of Employment and Immigration (left) with Lisa Avedon, President of CCLOW.

L'Honorable Flora MacDonald, ministre de l'Emploi et de l'Immigration (à gauche) avec Lisa Avedon, présidente du CCPEF.



Nos voisins sont également venus nous dire bonjour: les médecins et le personnel de la clinique médicale située au premier étage de notre immeuble ainsi que les occupants du dernier étage.

La soirée s'est merveilleusement bien passée et nous voulons remercier tous ceux et toutes celles qui y ont participé.



National Features Articles de fond

EQUALITY: SOME UNRESOLVED ISSUES

by Susan McCrae Vander Voet

INTRODUCTION

On April 17, 1985, Section 15 of the Charter of Rights and Freedoms will become law. This was the only section of our Constitution on which a three-year moratorium was placed. This period of time was granted to allow governments to do some housekeeping on existing legislation, to "tidy it up" and make it conform with the Equality Rights section of the Charter. For the most part, governments have cleaned up sexist language in legislation, and modified statutes to make them applicable to both sexes, where previously they may have been relevant to only one.

Some areas of federal law have not, as yet, been modified in order to allow for public discussion and debate before determining legislative directions. To assist in the debate, the Department of Justice Canada has issued a discussion paper entitled, Equality Issues in Federal Law. This paper outlines, the major issues, which the federal government has identified as requiring resolution, under various categories: age, sex, race, citizenship, marital or family status, and sexual orientation.

This article will provide a brief discussion of Section 15, its context, and the federal government's approach to the resolution of equality issues. This discussion will be followed by a summary of the issues raised in Equality Issues in Federal Law, and a brief analysis of different concepts of equality and their usefulness for women in interpreting Section 15.

Equality rights in the Charter are set out as follows:

- 15.1 Every individual is equal before and under the law and has the right to equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.
- 15.2 Subsection (1) does not preclude any law, program or activity that has as its object the amelioration of conditions of disadvantaged individuals or groups including

those that are disadvantaged because of race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.

Section 15 needs to be examined within the context of the whole Charter, and particularly in relation to those clauses and sections which either enhance or limit it. The tremendous battle waged by Canadian women during the Constitution process achieved the inclusion of Clause 28, guaranteeing Charter rights and freedoms equally to male and female persons. Unless the courts rule otherwise, we may assume that the provisions of "28" - our clause - enhance and strengthen those contained in Section 15.

Section 1, on the other hand, subjects the entire Charter to "only such reasonable limits prescribed by law as can be demonstrably justified in a free and democratic society." The approach which the Dept. of Justice is taking in promoting discussion of unresolved equality rights issues, is one of determining the "reasonable limits" which may be applied to the provisions for equality under Section 15. The approach of establishing limits is cause for serious concern. An alternative approach which women's organizations and other equality promoting groups will want to take is that of determining the actions, programs and legislation which will develop and achieve equality rights for all citizens.

As Section 15 will presumably be applied in cases of systemic discrimination, research by women's groups will be needed to document those areas where women are "systematically" discriminated against; i.e., where women are adversely affected by a law or practice which is apparently neutral. An example of systemic discrimination might be the exclusion of part-time workers, three-quarters of whom are women, from benefits plans.

The wording of Section 15 will likely leave the prohibited grounds for discrimination open-ended. It may be possible to lay complaints of discrimination based on grounds other than those listed in the clause. Other grounds could include marital status and sexual orientation.

FEDERAL ISSUES

Age

Under the category of age, some specific issues are being raised for public comment. Present variations in the use of the age of majority, and retirement age, are being called into question.

Adult education groups are considering using discrimination based on age and the accompanying rationale of unequal benefit of laws, which provide free public education to the young - to ensure the rights of under-educated adults to educational resources

Sex

The major issue raised in the federal paper, in relation to discrimination based on sex, is

that of maternity leave provisions under the Unemployment Insurance Act. We are all familiar with those hard-fought, lost cases taken before the courts under the Canadian Bill of Rights. The courts decided that distinctions based on pregnancy did not constitute distinctions based on sex! A reversal of these rulings, in cases taken under the Charter, will mean that substantial changes to the Unemployment Insurance Act will be required. The longer eligibility requirements for maternity leave and other criteria applied to pregnant women, which are not applied to other beneficiaries, will have to be removed.

The government has also called for further discussion on the current policy of restricting women in the military to non-combat roles. These restrictions have also meant, de facto, a limitation on women's access to a full range of training opportunities, now provided by the military to male personnel.

Questions raised about the distribution of Family Allowance payments, primarily to mothers, are cause for concern, and will require discussion by women's organizations to develop a position. Family Allowance payments to mothers are about the only financial recognition given motherhood in this country. These payments are, in some cases, the only independent income available to women who do not have access to a spouse's income. In such cases, in fact, even if the family unit were offered the option of which parent should receive the payment, it is unlikely that the mother would be given the choice of maintaining the payments in her name. While feminists have argued consistently that child-rearing should be a shared responsibility, in reality, in the majority of families the mother carries the primary responsibility for child care.

Discrimination based on sex is still contained in the Criminal Code in relation to some sexual offences against female (only) minors; in the Pension Benefits Standards Act administrative practices, which pay lower pension benefits to women based on life expectancies; and in the War Veterans Allowance Act which extends benefits to widows at age 55, but to widowers at 65.

Disability

Disability-based discrimination, for either physical or mental disability, is still present in a number of Canadian Statutes. By virtue of having medical requirements for enrollment in the Armed Forces, the disabled are excluded. Differential treatment of mentally disordered individuals is permitted under the Criminal Code in relation to processing of cases in the justice system. The Immigration Act allows for exclusion of disabled persons from Canada, as well as the negation of immigration status, on the basis of disability. Citizens who are involuntarily institutionalized are disqualified from voting under the Canada Elections Act. And, under the Unemployment Insurance Act, similar eligibility requirements are applied to both sickness benefits and maternity leave.

Race

Formal distinctions based on race, in Canada, apply exclusively to aboriginal peoples, and

particularly to Indians on reservations. Native Indians are eligible for some benefits not available to other citizens, but are also excluded from certain benefits widely extended to the rest of the population.

Citizenship

In a number of federal laws, certain benefits are extended only to citizens. Aside from the right to vote and hold office, citizenship is generally a requirement for Public Service employment, some sponsorship arrangements under the Immigration Act, and for appointment to a number of federal boards and commissions, most notably the CBC and federal banking institutions.

Marital Status

Although marital status is not one of the prohibited grounds of discrimination in Section 15, it is expected that because of the open-endedness of the clause, cases involving marital status discrimination could be brought before the courts. Canadian laws and administrative practices are inconsistent in their treatment of marital status - in some cases, the law benefits those who are legally married and, in other instances, disadvantages them. The major problems to consider when examining marital status and benefits conferred, arise with the distinction made between those who are legally married and those who are living common-law. For example, while the Income Tax Act allows some transactions of financial benefit to couples living common-law, it prohibits them between those who are married - and vice versa. One of the classic examples of the problems which arise is among elderly couples receiving the Guaranteed Income Supplement. Those who are married receive less than those who are simply cohabiting. Further problems based on marital status arise in the Immigration Act and the Armed Forces.

Sexual Orientation

Sexual orientation, like marital status, is not a prohibited ground for discrimination, but it may be possible to challenge discrimination on this basis, under the equality rights section. This issue of sexual orientation is raised in the federal discussion paper, particularly in relation to employment in the Armed Forces, where homosexuality is grounds for dismissal in practice, sexual orientation is undoubtedly used by other employers as a criterion for dismissing people or not hiring them.

The foregoing is a summary of issues which the Dept. of Justice has identified as requiring resolution through public discussion and debate. These issues, under the categories of age, sex, race, citizenship, marital or family status, and sexual orientation are all of significance and importance to women. Women have a large stake in each of these areas and, consequently, must be involved extensively in the discussions, presentations and debate about the resolution of these equality rights issues in Canada.

CONCEPTS OF EQUALITY

(How Will We Know When We Get There?)

There is not, as yet, a universally accepted definition of equality. In fact, a number of theories, interpretations and goals for equality are used by different interest groups, and in different contexts.

One of the most common interpretations, or concepts, of equality is that of sameness. The use of the concept of sameness for equality presents a number of problems where women are concerned. Aside from the obvious fact that women are not the "same" as men, the principal difficulty is that the male standard is used as the standard against which the treatment and achievements of women are measured. The use of the male standard is not only offensive to many women, it is also conceptually inadequate to deal with issues related to women's reproductive capacity and violence against women. Nor can this standard be related to either the inequities of women's dual workload or the general disadvantaged state of the female population.

Another concept of equality, used extensively by Native rights organizations, is that of sovereignty. The notion of sovereignty, or supreme power, implies a degree of autonomy, which can only be achieved through complete separateness. The reality of most women's lives and aspirations does not suggest that complete separateness, or supreme power, is in any way a desirable goal.

In some situations, equality is construed as equity, or that which is fair and just. Equity is an attractive concept, but one which is dependent upon interpretations of what is fair and just.

The concept of parity as equality may have the most relevance for women. Parity includes the notions of equivalence and non-subordination, and has the advantage of using, as a standard for judgment of its achievement, equal results. It takes into account disadvantages, and the need to compensate or ameliorate these disadvantages, in order to achieve equal results. Parity allows for specialized programs and services for women and, therefore, provides a frame- work, both for proposing equalizing measures and for evaluating their results.

It has not been the intention of this article to propose a concept of equality which would apply to all cases and all situations. The intention has been to clarify some of the various interpretations and concepts of equality which are in use, and to emphasize the need for discussion and consensus development within the women's movement. Presentations and discussions aimed at resolving the equality rights issues, which have been raised by the federal government, will be that much more fruitful if a common understanding of equality is developed and utilized by status of women groups as a framework for discussion and action. The concept of equality, which we adopt now, can be used in identifying, developing and arguing cases in the future when the Charter clauses governing equality rights finally come into effect this April.

* * * * *

**Susan McCrae Vander Voet is Executive
Director of CLOW.**

L'ÉGALITÉ: QUESTIONS ENCORE NON RÉSOLUES

By Susan McCrae Vander Voet

(Sommaire)

L'auteur rappelle en introduction un fait maintenant bien connu: l'article 15 de la Charte des droits et libertés n'entre en vigueur que le 17 avril 1985. Elle explique que pendant trois ans, soit depuis la proclamation de la nouvelle Constitution, les gouvernements se sont préparés à cette date en épurant leurs documents officiels pour en éliminer le langage sexiste et en modifiant certains textes de loi pour qu'ils se conforment à cet important article.

Mais elle souligne immédiatement que dans bien des secteurs, les lois fédérales n'ont pas été modifiées, ceci afin de permettre des débats publics sur la nature des changements à apporter à la législation. Pour contribuer aux débats, le ministère fédéral de la Justice a publié un document de travail intitulé Les droits à l'égalité et la législation fédérale, dans lequel sont énoncées les principales questions qui - de l'avis du ministère - méritent d'être explorées avant un amendement des lois. Parmi les catégories principales qui exigent des études et des pourparlers entre les divers groupes concernés de la société figurent le sexe, la race, l'âge, la citoyenneté, l'état civil, la situation de famille et l'orientation sexuelle.

L'auteur explique que l'article 1 assujettit l'ensemble de la Charte "à des limites qui soient raisonnables et dont la justification puisse se démontrer dans le cadre d'une société libre et démocratique". L'approche suivie par le ministère fédéral de la Justice dans la discussion des droits à l'égalité encore non résolus (discussion en vue de laquelle il a publié le document mentionné plus haut) semble se résumer à déterminer ces "limites... raisonnables". Ceci inquiète beaucoup les organismes féminins et les autres mouvements de défense des droits de la personne, qui voudraient plutôt que les efforts visent à déterminer concrètement les actions, les programmes et les lois propres à garantir l'égalité de tous. Mais encore faudrait-il trouver une définition de l'égalité qui satisfasse l'ensemble de la population (égalité = similarité? souveraineté? équité? parité?)

LES DROITS À L'ÉGALITÉ

Sophie Arthaud

Il y a bientôt trois ans que la constitution canadienne a été rapatriée au Canada et que la Charte canadienne des droits et libertés a été promulguée. Mais l'un des articles fondamentaux de cette charte, celui sur les droits à l'égalité, n'entre en vigueur qu'en avril 1985. Depuis trois ans, les divers paliers de gouvernement, le secteur privé, les groupes de pression se préparent à cette date car l'article 15 aura probablement de profondes répercussions sur l'évolution de la société canadienne. Récemment, à Toronto, un symposium national sur les droits à l'égalité a réuni des juristes, des avocats, des professeurs de droit, des employeurs ainsi que des représentants des commissions des droits de la personne et des groupes traditionnellement défavorisés. Ensemble, ils ont essayé de faire le point sur le périlleux sujet d'une société plus égalitaire.

Au dire du ministre de la justice, M. John Crosbie, invité d'honneur de ce symposium, "la reconnaissance des droits à l'égalité marque le début d'une ère nouvelle". Selon madame le juge Abella, à qui l'on doit un célèbre rapport sur l'égalité en matière d'emploi, cet article est "un moyen de rectifier [les inégalités] et un symbole d'espoir.

Mais derrière ces promesses, quelle vérité se cache-t-elle? Car l'égalité des droits parmi les êtres humains, sans distinction aucune notamment de race, de couleur, de sexe, de langue, de religion, d'origine nationale ou sociale, de fortune, de naissance, est reconnue depuis longtemps, dans le principe, par l'ensemble de la communauté internationale, et notamment le Canada. (Les mots qui précèdent sont en partie tirés de la Déclaration universelle des droits de l'Homme.)

Au niveau des discours officiels, donc, l'égalité est assurée depuis longtemps déjà. Pourtant, un simple coup d'oeil à la réalité suffit à révéler les inégalités dans notre société. Au Canada, le Comité sénatorial sur les seuils de pauvreté estime que 22% des unités familiales ont un revenu inférieur au seuil de la pauvreté; pour les personnes seules, le pourcentage se situe à 47% (chiffres donnés lors du symposium). En ce qui concerne la condition féminine, rappelons une fois de plus que les femmes qui travaillent à plein temps gagnent en moyenne 64 cents pour chaque dollar gagné par les hommes. Celles qui ont un diplôme universitaire ont en moyenne un salaire à peine plus élevé que les hommes possédant tout juste un diplôme d'études secondaires. Il y a aussi la discrimination dont souffrent les Amérindiens, les handicapés, les minorités visibles. Un exemple frappant: le fait que l'espérance de vie chez les Amérindiens est considérablement moindre que chez les Blancs.

Alors que va changer l'article 15 dans toute cela? Est-il réellement "un signe d'espoir"? Même les plus pessimistes semblent reconnaître que cet article constitue, potentiellement du moins, un outil précieux. Ceci pour trois raisons. Tout d'abord, parce qu'à la différence des textes de loi qui existaient avant lui au Canada sur l'égalité, cet article fait partie de la constitution: à ce titre, il ne peut être ni abrogé, ni modifié à moins d'un amendement

constitutionnel, ce qui est un procédé long et coûteux. Deuxièmement, parce qu'il exige que toutes les lois, tant fédérales que provinciales, se conforment aux dispositions sur l'égalité - non seulement dans la manière dont est formulée la loi, mais aussi dans celle dont elle est appliquée. Troisièmement - et c'est là un point très important - parce qu'il prévoit la création de programmes d'accès à l'égalité, qui permettront des mesures spéciales envers des groupes traditionnellement défavorisés. Ces mesures qui pourront sembler discriminatoires à premier abord, auront pour but d'éliminer les inégalités de longue date. Le ministre de la Justice l'a reconnu dans son discours au symposium: "le développement de l'égalité doit partir de l'aveu qu'il y a eu et qu'il y a encore discrimination dans notre pays". Le grand problème, toutefois, est de savoir qui aura la responsabilité de créer ces programmes d'accès à l'égalité. Le gouvernement? Les commissions de droits de la personne? Les employeurs? Les syndicats? Selon quels critères décidera-t-on des programmes? Sous quelle forme seront-ils appliqués? Quelle force réelle auront-ils? Comment s'assurer que certains groupes ne se sentent pas menacés face à la protection spéciale dont jouiront d'autres groupes? Comment leur faire comprendre qu'il y a simplement rétablissement d'équité sociale? À ce niveau, il faudra sensibiliser la population canadienne car le problème dépasse de loin le strict plan juridique.

Mais de quoi parlons-nous quand nous parlons d'égalité? De droits à l'égalité. Car aucune définition ne semble faire l'unanimité. Comme l'a expliqué Francine Fournier, ancienne présidente de la Commission des droits de la personne, première femme chef de Cabinet au Canada, une distinction s'impose entre l'égalité formelle et l'égalité réelle. La première comprend l'égalité juridique et politique. La seconde l'égalité économique, sociale et culturelle. Or, la charte canadienne énonce spécifiquement les droits à l'égalité au niveau civil et politique mais ne contient pas de dispositions précises sur les droits sociaux et économiques. Comme Francine Fournier l'a souligné, il faut concilier ces deux types de droit, leur porter une attention égale. "Il ne faut pas se leurrer et croire que la charte fera de notre société une société égalitaire. L'égalité sociale implique de toute évidence une redistribution des richesses. Le droit à l'éducation, à un niveau de vie décent, font partie intrinsèque des droits à l'égalité."

Revenons-en à la discrimination, dont il existe bien des formes. La première, la plus familière, est la discrimination individuelle qui peut être intentionnelle ou non. Exemple intentionnel? C'est le cas d'un employeur qui refuse une promotion à une femme, pensant qu'elle ne saura pas exercer d'autorité sur le personnel. Non intentionnelle? C'est le cas d'un employeur qui refuse un candidat souffrant d'une déviation de la colonne vertébrale parce qu'il croit de bonne foi, mais à tort, que ce handicap empêchera le candidat de faire son travail. "L'expérience concrète des commissions des droits de la personne au Canada nous permet de conclure sans hésitation que la discrimination individuelle existe, qu'elle est souvent intentionnelle et même malicieuse, a dit Francine Fournier (les exemples précédents ont été cités par elle lors du symposium). La seconde forme de discrimination se traduit par un traitement inégal vis à vis d'un groupe sans qu'intervienne l'intention (classification d'emploi différente pour les femmes et pour les hommes). Enfin, il y a la discrimination systémique, qui résulte de pratiques apparemment neutres, mais adverses à

certaines groupes (normes de poids et de hauteur minimales dans certains corps professionnels qui éliminent automatiquement les femmes par exemple).

Autre aspect problématique: le droit à l'égalité implique le respect des différences. Si égalité signifiait identité, similarité, la poursuite de l'égalité pourrait mener à la répression de différences culturelles, nationales, religieuses, linguistiques que veulent garder à tout prix les minorités. Il faut donc prendre garde que l'accès à l'égalité ne devienne pas un prétexte permettant d'éliminer des différences qu'il est essentiel de préserver. (L'un des conférenciers a eu ce bon mot, qui illustre bien l'absurdité de pousser à l'extrême certaines situations. "C'est vrai, je veux avoir le droit de m'asseoir n'importe où dans l'autobus quand je vais à l'aéroport (pas de places réservées aux Blancs, d'autres aux Noirs). Mais quand j'arrive à l'aéroport, je ne veux surtout pas avoir le droit d'exiger de m'asseoir à la place du pilote!")

À partir d'avril 1985, donc, les mouvements de promotion de la femme, les groupes de défense des minorités visibles, les associations de handicapés devront surveiller les événements et agir pour faire valoir leurs droits à l'égalité, pour préserver leurs différences, et pour s'assurer qu'un groupe ne défend pas ses droits aux dépens d'un autre. Mais une chose reste certaine: en dépit de l'espoir que fait miroiter l'article 15 de la charte des droits, on pressent que pour arriver véritablement à l'équité il faudra des modifications qui dépassent de beaucoup le cadre juridique. Les textes de loi et les programmes spéciaux d'accès à l'égalité sont de toute évidence essentiels, mais leur portée restera limitée sans de profonds changements dans les attitudes et dans la mentalité de la société canadienne.

Sophie Arthaud travaille comme traductrice et journaliste à Toronto.

SYMPOSIUM ON EQUALITY RIGHTS

(English Precis)

Although legislation protecting the equal human rights of all Canadians has been on the books for many years, it remains a fact that inequalities have been allowed to exist and perpetuate among many social groups. Women earn two-thirds the salary of men; the life expectancy of Amerindians is lower than that of Whites; the 22% of Canadian families below the poverty line stay there. There is legislation, but little in the way of real social equality.

In April 1985, Equality Provision of the Canadian Charter of Rights and Freedoms comes into effect, and with it, the possibility that a constitutional guarantee of civil equality will open a path for action on social reform.

A recent symposium uniting professionals in the fields of law, education, human rights,

labor, and business as well as representatives of minority groups foresaw problems with the Equality Provision (section 15). "Temporary inequalities" needed to redress entrenched biases might be resisted. Examples set by government may not be followed by the private sector. And above all, an "equality provision" does not provide equality. That is up to us.

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THOUGHTS FROM THE CIRCLE OF NIRVA

by Paula Angela DeCoito

The pale blue sky was their blackboard; the pearl white sand on the beach, their chairs. The soft rippling of the ocean, punctuated by the regular cries of the fuchsia seagulls, provided them with background music. Nirva addressed her students slowly, the rhythm of her voice blending harmoniously with the sounds surrounding her. As she spoke, she traced the form of a rose in the sand.

"The path towards equal opportunity for women on Earth was a path full of boulders. These gigantic formations were centuries old and firmly lodged in the path of our Earth mothers. Like twisted and jagged organic mutations from a despotic galaxy, these barriers to the full realization of women's energies protruded to colossal heights from the ground on which women had to walk. Beyond these monstrous barriers was a silver gate, a gate, to a new order of reality for our Earth mothers. In this new order, the distinct and precious energy of women was welcome and necessary for the maintenance and evolution of the life streams therein. Freedom to be, and to become, was the principal value of the new order. This freedom, however, was only possible for women once the silver gate of equal opportunity had been constructed. Building this gate was one of the most arduous tasks for our Earth mothers. "

Nirva paused as a seagull flew gently towards her and landed softly beside her sandaled feet. "Travel a while more, my winged sister," she said to the little feathered one. Her students knew that this signaled the end of Nirva's usual poetic introduction to the history lesson of the day. Today, they were discussing popular notions of equality during the period of the Women's Revolution on Earth, 2000 years ago. Shedra would share her findings from the Earth records on the concept of equality. At the end of her presentation, her sisters and brothers would ask her questions, with Nirva acting as moderator. This much, they had retained from the academies of the Middle Earth Years before the Great Exodus to the planet of Lanello.

The seagull at Nirva's feet rose quietly into the morning air and very soon became a speck enmeshed in the flowing rays of the Lanello suns. Shedra looked at each person in the circle before she began.

"Two notions of equality were very prominent on Earth approximately 2000 years ago. One equated equality with sameness. The other, the different-but-equal perspective, recognized that while humans were similar in many respects, each was unique and different from the others. An intriguing aspect of these two notions of equality is their reflection of the Earth values of unity and preservation; diversity and change.

"Both concepts of equality, and the belief in an all-knowing, all-powerful supreme being, are present in the major creation myths of our Earth ancestors. Humankind was the creation of this being. Humans were not the same as the creator, hence they were not

God's equal. Here, equal means sameness. On the other hand, humans insofar as they were all created by God, were alike with respect to their common source of origin and were equal to each other.

"It did not follow, however from the fact that God made all humans, that there are not differences among humans. Humans can be the same with respect to the source of origin and, at the same time, each human can be unique with respect to her form and potency. Hence the second meaning of equality - different yet equal. Here, differences pertain to the individual human and sameness, to their common origin as creations of a supreme being.

"These two viewpoints of equality are present in the creation myth of an old Earth religion, Judaeo-Christianity. In this myth, God the creator made man in his own image. Then, after making man, he made woman - also in his own image - from the rib of the man. The God-created man and woman were not the equals of God. This was symbolized in many ways in the myth. For example, God lived in heaven which was above Earth where humans lived. God gave orders to the man and woman, which they had to obey or perish. While they were not the same as God, the man and woman were equal to each other with respect to their shared relationship with God and insofar as they were both created in God's image.

Yet, they were different from each other with respect to their manifestation or appearance in time and with respect to their form in space. Man appeared on Earth before woman, and woman was made by God from the rib of man. Man was not so created. These differences between man and woman were in turn causally connected to a common source, the creator God, who made man and woman in his own image. God, then, was the source of both sameness and diversity.

"These concepts of equality - as sameness, and as different but equal - can be seen in the pervasive values of Earth cultures. Equality as sameness emphasizes unity among human beings. Linked to this emphasis is the notion of preservation, preservation of the united whole. The recognition of differences among humans is indicative of the values of change and diversity. Indeed, the whole of Earth's history can be understood as a struggle to achieve a balance between preservation and change in the status quo."

At this point Shedra stopped. Timala indicted to Nirva that she wished to inquire further. Nirva smiled at Timala in acknowledgment, then nodded to Shedra. "Shedra, you have given us two Earth perspectives of equality: equality as sameness, and equality as different but equal. There were, however, at least two other views: equality as parity, and equality as sovereignty. Will you be addressing these today?" "I am aware of these other notions of equality, Timy," replied Shedra. "While I did not intend to deal with them today, I can do so if our circle agrees." The other members of the circle touched the centre of their foreheads with their thumbs indicating their agreement.

Shedra spoke: "I think that we should begin by clarifying what we mean by parity and

sovereignty." A loud sigh came from Zadkiel. "Why are we so concerned about having a definition of a concept? Why can't we have as many definitions of equality as suits the variety of circumstances in which the issue of equality arises?" Romena looked at Zadkiel, her eyebrows very much raised. "Have you ever thought that there may be a connection between standard definitions and the maintenance of social order, Zadkiel," she asked sarcastically? "Yes, I have," Zadkiel retorted, "and the price we pay for social order is mediocrity." Shedra interjected at this point. This was not the way she had planned her presentation. Different ideas were straying in from all over. "How did we move from equality to mediocrity?" she asked, trying to sound calm and composed. "Via Zadkiel," said Timala, laughingly. "That sounds like the name of an ancient Earth railway company," quipped Romena. Everyone laughed, even Zadkiel.

Nirva looked up at the sky. "How nourishing are the rays of Lanello's suns," she said. A silence fell upon the circle. The issues raised had to be addressed - but only after the circle had developed a suitable discussion form. The energy of human life streams was too precious - a fact that their Earth ancestors ignored to their detriment.

Nirva rose to her feet. The others did likewise. "I suggest that we rest for a while, after which we can do some precipitation exercises, and then return to the questions raised by Timala and Zadkiel." As they left the circle one by one, the rose that Nirva had traced in the sand became a brilliant blood red organic rose. "How nourishing are the rays of Lanello's suns."

PENSÉES DU CERCLE DE NIRVA

Par Paula Angela DeCoito
(Sommaire)

L'immense ciel bleu et clair leur servait de tableau; le sable blanc de la plage leur servait de sièges. Le clapotis de l'océan, ponctué par le cri régulier des mouettes aux plumage couleur fuchsia était leur musique. Nirva parlait doucement à ses élèves, mêlant harmonieusement le rythme de sa voix aux sons qui l'entouraient. A mesure qu'elle parlait, elle dessinait lentement du doigt une rose sur le sable.

"Le chemin qui menait à l'égalité pour les femmes, sur la planète Terre, était tout hérissé d'obstacles. De gigantesques rochers, vieux de plusieurs siècles, barraient fermement le chemin à nos mères. Semblables aux mutations organiques tourmentées d'une galaxie despote, ces rochers que devaient franchir nos mères pour faire s'épanouir leur potentiel de femmes s'élevaient à des hauteurs colossales. Au-delà de ces monstrueux obstacles il y avait une grille argentée, qui s'ouvrait sur un Nouvel ordre économique pour nos ancêtres femmes. Dans ce nouvel ordre, l'énergie si caractéristique et si précieuse des femmes était appréciée, nécessaire au maintien et à l'évolution des grands courants de vie. Ce nouvel ordre reposait sur une valeur fondamentale: la liberté d'être, et de devenir. Mais pour obtenir cette liberté, les femmes de la planète Terre durent ériger La Grande Grille de l'égalité, ce qui fut l'une des tâches les plus longues et les plus ardues de toutes pour elles...



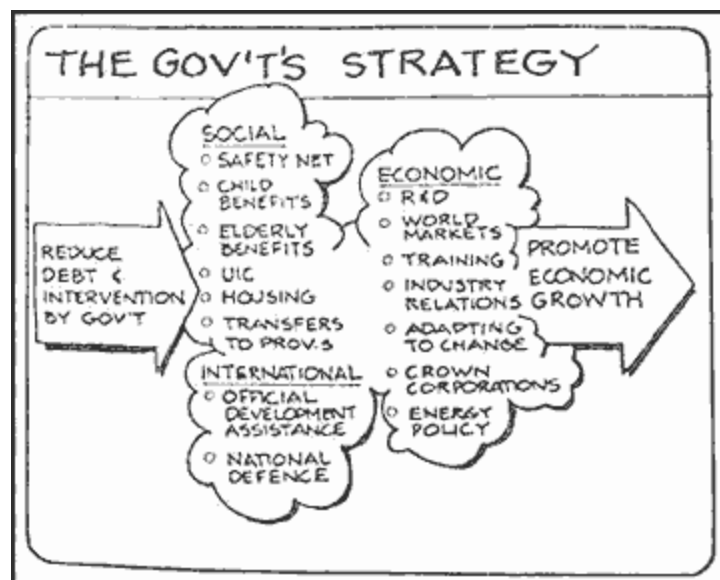
National Features Articles de fond

NVO MONTREAL ECONOMIC FORUM

THE GOVERNMENT'S ECONOMIC AGENDA: VOLUNTARY ORGANIZATIONS RESPOND

In November 1984, the federal government tabled its Economic Agenda for Canada and invited public discussion of new directions for the country. Since then, many organizations have been reviewing and commenting on the implications of the directions proposed by the government for economic renewal. Part of the consultation process with all sectors will culminate in the Federal Economic Summit in March. Lisa Avedon, president of CCLOW will be

participating. In preparation for the summit, National Voluntary Organizations, including CCLOW and 58 others, met in January to discuss the national issues arising from the agenda and to develop a voluntary sector response.



CONSENSUS

A high degree of consensus emerged in three areas:

1. **The roles and relationships of Canadian social and economic partners need to be re-examined** if there is to be any consensus achieved on broad national issues. The voluntary sector, labor, big business, small business and government all have very different, but complementary characteristics. Each partner in the relationship must be strong and independent to enable joint planning which builds on the

strengths of each sector. The government must show leadership in removing barriers which hinder the effective operation of each sector, and provide the kind of support and guidance which allows each sector to function independently before they can become truly interdependent.

2. **A government committed to deregulation should change the rules governing charitable activity to enable more effective advocacy and service by Canada's voluntary sector.** While this sector has long been one of the most innovative in Canadian society and has provided very efficient provision of services to communities, the dependence of the sector on government for both funds and freedom hampers the growth of one of the most significant potential partners to economic growth and new employment.
3. **Except for its non-profit nature, the voluntary sector should be seen in the same light as small business.** It is labor intensive, a producer of innovative new services in communities, and has demonstrated a capacity for social entrepreneurship unmatched by any other sector.

SOCIAL PROGRAMS

Women's Organizations and others at the Forum defined three major principles to be put forward in discussions of social programs:

1. That universality be maintained;
2. That redistribution of benefits to those most in need be done through tax reform, rather than compromise of universality;
3. That voluntary sector involvement should be strengthened in the planning, implementation, and delivery of social programs, in preference to increased government involvement.

EMPLOYMENT

Various groups, including CLOW, supported taking a holistic approach to employment development, training, and support programs for training and employment. Cooperation among government, business, education, social services and community is required to develop such an approach. The voluntary sector can and should be the facilitator in this approach to community economic development.

OTHER AREAS

Other areas which were discussed included the adoption of Life Long Learning as a Federal Policy and the need for voluntary sector involvement in training. A summary of the federal government's agenda is included for your information and discussion with this

issue of WEDF. It was prepared by the Canadian Association for Adult Education and was offered for distribution by the NVO.

COMMUNITY DIALOGUE WORKSHOPS

Building on the basis of the Montreal Forum, the NVO Coalition is cosponsoring a series of Community Dialogue Workshops in Fredericton, Ottawa, Winnipeg, Calgary and Montreal. Based upon the consensus of our Montreal meeting and the forthcoming cross-country consultation arising from the Dialogue Workshops, the Coalition is building a Position Statement for the National Economic Conference to share with the delegates. Following the Conference, the NVO plans to continue its Community Dialogue Workshops in other centres throughout the country to obtain grass roots input on major issues.



The NVO has prepared a summary of A NEW DIRECTION FOR CANADA and an audiovisual presentation for use by community groups. Copies are available from the NVO, 275 Bay Street, Ottawa, Ontario K1R 5Z5. Additional information: Lynn Berthiaume, NVO Secretariat, (613) 238-4079.

The above article was prepared by Susan McCrae Vander Voet. Excerpts from the Executive Summary of the NVO Economic Agenda Forum have been included with their permission.

FORUM ÉCONOMIQUE DES ONV À MONTRÉAL

LES ONV RÉPONDENT À L'AGENDA ÉCONOMIQUE DU GOUVERNEMENT (Sommaire)

En novembre 1984, le gouvernement fédéral déposait son Agenda économique pour le Canada et invitait le public à en discuter, en vue de proposer de nouvelles orientations de l'économie nationale. Le processus de consultation publique s'est terminé par le Sommet économique de mars 1985, auquel étaient représentés tous les secteurs d'activités. Quelques mois avant cet événement, en janvier, une soixante d'organisations nationales volontaires (dont le CCPEF) se sont réunies pour préparer la réponse du secteur volontaire à l'agenda gouvernemental. Trois grands points ont fait le consensus quasi-général parmi elles.

- 1) Le rôle et les rapports des différents groupes associés à la vie sociale et économique du Canada méritent d'être fondamentalement réexaminés. Le secteur volontaire, le patronat, la petite entreprise, les syndicats et le gouvernement ont des caractéristiques distinctes mais complémentaires.
- 2) Le gouvernement devrait modifier les règlements régissant les activités des

organismes de charité, pour donner plus de marge de liberté et d'action aux organisations volontaires.

- 3) Exception faite de ses buts non lucratifs, le secteur volontaire devrait être considéré de la même manière que la petite entreprise.

LA DÉCENNIE POUR LA FEMME: ÉGALITÉ, DÉVELOPPEMENT ET PAIX

Par Jacqueline Pelletier, Ontario

Pour saisir l'impact de la Décennie pour la femme, il est essentiel de s'éloigner du feu de l'action à l'échelle locale ou nationale et de se situer un moment dans une perspective internationale. Mené par l'Organisation des Nations Unies (ONU), cet énorme projet n'a produit aucun miracle. Les Canadiennes qui ont participé à l'effort d'évaluation de la Décennie ont bien vu combien frustrant peut être un exercice de cette envergure! Comment évaluer, et quoi au juste? Pourtant, il ne fait aucun doute que les activités reliées à la décennie pour la femme ont aidé, au moins à démasquer les faits et pratiques discriminatoires dont sont victimes les femmes. Les médias, les gouvernements et le public ont été alimentés en informations, donc en outils de travail, qui ne peuvent pas être "effacés". Elles font en quelque sorte partie de la conscience collective. Comment cela s'est traduit au sein des frontières des étatsmembres de l'ONU reste à voir. On sait bien que dans l'ensemble, la condition féminine ne s'améliore que lentement. Mais dans notre effort d'évaluation de l'impact de la Décennie, il faut se demander: lorsqu'il y a eu progrès, les activités de la Décennie y ont-elles contribué?

Si l'on s'en tient uniquement aux grandes crises politiques, la capacité de l'ONU d'intervenir efficacement paraît pour le moins douteuse - les super-nations y voient. Mais on aurait tort d'arrêter là l'examen car, à l'ombre de l'Assemblée générale et du Conseil économique et social, dans les comités et les commissions innombrables de l'ONU se déroule, à pas feutrés, un tout autre processus, celui, plus subtil, de l'engagement des nations à des déclarations et conventions qui à long terme, affectent l'avancement social, politique et culturel de l'humanité.

Ah les beaux mots!... diront certaines. Pas trop vite! Si l'on accepte comme prémisse qu'à l'échelle mondiale, le progrès est lent et ardu, si l'on reconnaît qu'il doit être mesuré selon un barème qui tient compte de l'importance relative des jeux de coulisses, alors, l'on constate qu'il y a là plus que de beaux mots. Rassemblés dans un système complexe de diplomatie et de lobbying, système qui sous-tend plus d'une négociation d'ordre économique, les états-membres de l'ONU sont en quelque sorte emboîtés dans un jeu qui oblige. À quoi au juste? À un engagement moral, légal dans certains cas, dont on observe à travers les années qu'il prépare fréquemment le terrain à des projets concrets, sur les plans national et régionaux. Tout au moins les favorise-t-il.

Ainsi, plusieurs pays, dont le nôtre, se sont inspirés de la Charte de l'ONU ou de la Déclaration universelle des droits de l'homme (sic) pour formuler leur propre constitution nationale. De même, la proclamation d'années ou de décennies thématiques, qui s'accompagne toujours d'une profusion de rencontres et de documentation, contribue à motiver les nations à mettre à jour leurs lois, leurs pratiques et leurs programmes, à se fixer des objectifs au moins minimaux.

PETITE HISTOIRE DE LA DÉCENNIE

Lorsque l'Assemblée générale de l'ONU désigne l'année 1975 comme "Année internationale de la femme", elle se fixe comme objectif de définir une société où les femmes participeraient pleinement à la vie économique, sociale et politique. À cet effet, une conférence a lieu à Mexico. Plus de 100 nations y adoptent un Plan d'action mondial (PAM) pour la période de dix ans allant de 1976 à 1985, que l'Assemblée générale proclame "Décennie pour la femme: égalité, développement et paix". Le PAM est subdivisé en plusieurs thèmes et comprend des propositions précises pour la mise en oeuvre des principes adoptés. Citons en exemple, parmi les thèmes, l'éducation et la formation, la santé, le logement, la famille, les services sociaux. Parallèlement à la conférence de l'ONU, les ONG se réunissent aussi à Mexico, pour la "Tribune de l'année internationale de la femme".

Un énorme travail de déblayage avait été accompli au préalable par la Commission de la condition de la femme, créée en 1946 et qui avait réussi, à travers les années, à faire adopter par l'Assemblée générale une série de mesures visant l'avancement de la condition féminine, entre autres:

- la convention sur les droits politiques de la femme (1952)
- la convention sur la nationalité de la femme mariée (1957)
- la convention sur l'élimination de toutes les formes de discrimination à l'égard des femmes (1979), cette dernière comprenant des dispositions concernant les rapports devant être soumis par chaque état-membre et prévoyant la désignation d'un organe de surveillance.

La Commission de la condition de la femme se réunit tous les deux ans pour étudier les progrès en cours dans le monde, formuler des recommandations et proposer des conventions. C'est elle qui a recommandé la proclamation de l'Année internationale de la femme. De plus, des comités représentant les grandes régions du monde ont été mis sur pied, dans le but de stimuler l'engagement concret des nations membres, chacune, à l'intérieur de ses frontières. Ces comités se réunissent dans tous les coins du monde. Ainsi, l'on observe que des mécanismes sont en place pour favoriser et soutenir l'action des états-membres de l'ONU en matière de condition féminine.

En 1980, la conférence de la mi-décennie réunit 145 nations à Copenhague. Un sérieux conflit émerge, notamment à cause d'une section de plan d'action proposé, qui encourage l'élimination du sionisme. Pour cette raison, certains états-membres, dont le Canada votent

l'élimination du sionisme. Pour cette raison, certains états-membres, dont le Canada votent contre le Plan d'action mondial pour la seconde moitié de la décennie. À cette exception près toutefois, le Canada affirme être en accord avec le PAM. Par ailleurs, tout comme ce fut le cas à Mexico, les ONG se regroupent à Copenhague pour le "Forum de la mi-décennie".

Les années 83 et 84 sont consacrées à un effort massif d'évaluation des progrès de la condition féminine à travers le monde, selon les nombreux thèmes et sous-thèmes du PAM. Par un système élaboré de questionnaires et de sondages les structures de l'ONU chargées de la condition féminine tentent de dresser un bilan qui deviendra la base des travaux de la troisième conférence mondiale, cédulé cette fois pour l'été 85, à Nairobi (Kenya). À cette occasion, l'examen des résultats observés conduira à l'adoption d'un ensemble de stratégies pour les 15 prochaines années. Ainsi, ce qui devait être "l'année" des femmes (1975), fut étendu à une "décennie" (1976/1985) qui sera suivie de stratégies d'avenir (1986/2000). Encore une fois, à Nairobi, les ONG se retrouveront à la même table, au "Forum de la fin de la décennie".

QUE S'EST-IL PASSÉ AU CANADA?

Comment la décennie s'est-elle vécue au Canada? En 1975, le gouvernement fédéral augmente le budget des subventions aux groupes communautaires, crée le Secrétariat de l'année internationale de la femme et lance, par ce biais, une campagne de sensibilisation de la population canadienne. On se souviendra longtemps du "POURQUOI PAS?" de cette campagne! Aucun slogan n'a suscité plus de débats, plus de rage, plus de cynisme, ni avant, ni depuis. Face au branle-bas de cette 'année des femmes', craignant que la flamme ne s'éteigne vite, les critiques ont crié au feu de paille. Cette crainte n'était pas sans fondement. Par contre, l'on peut affirmer avec confiance que la population presque entière a été touchée, de quelque façon, par les activités de promotion de cette année. Les organismes féminins en ont profité pour réclamer des subventions et initier des projets dans tous les secteurs et qu'on le veuille ou non, pour plusieurs d'entre nous, l'Année internationale de la femme fut le point de départ d'une prise de conscience, d'une analyse, d'un engagement féministe. On ne crache pas là-dessus! Puis en 1980, à la clôture de la conférence de Copenhague, le ministre d'état chargé de la condition féminine, Lloyd Axworthy, annonce l'adhésion du Canada au 'coeur' du PAM pour la seconde moitié de la décennie et engage notre pays à oeuvrer à l'amélioration de la santé, de l'éducation et de l'emploi, sous-thèmes du nouveau plan. Le Canada appuie un ensemble de mesures visant l'intégration des préoccupations des femmes dans les politiques, les programmes et les pratiques de l'ONU, et s'engage à mettre à jour son propre Plan d'action. Voilà donc de bonnes, de nouvelles munitions, pour les organismes féministes canadiens.

1981. Le Canada ratifie la Convention sur l'élimination de toutes les formes de discrimination à l'égard des femmes. L'année suivante, le Parlement canadien adopte la loi constitutionnelle de 1982 dont la première partie, la Charte des droits et libertés, comprend deux articles d'une importance capitale pour les Canadiennes. D'abord, l'article 15, qui entrera en vigueur dès avril de cette année et qui se lit comme suit:

15. (1) La loi ne fait acception de personne et s'applique également à tous, et tous ont droit à la même protection et au même bénéfice de la loi, indépendamment de toute discrimination, notamment des discriminations fondées sur la race, l'origine nationale ou ethnique, la couleur, la religion, le sexe, l'âge ou les déficiences mentales ou physiques.

(2) Le paragraphe (1) n'a pas pour effet d'interdire les lois, programmes ou activités destinés à améliorer la situation d'individus ou de groupes défavorisés, notamment du fait de leur race, de leur origine nationale ou ethnique, de leur couleur, de leur religion, de leur sexe, de leur âge ou de leurs déficiences mentales ou physiques.

Puis, l'article 28, dont le libellé ne laisse aucun doute sur ses visées:

28. Indépendamment des autres dispositions de la présente charte, les droits et libertés qui y sont mentionnés sont garantis également aux personnes des deux sexes.

Ce n'est pas mon mandat de faire ici l'analyse féministe de la Charte. Je tiens à souligner toutefois que le puissant lobby orchestré par les Canadiennes pour assurer l'enchâssement de leurs droits dans la Charte a pu profiter de l'obligation morale imposée au gouvernement canadien par le fait de sa participation aux conventions et déclarations de l'ONU, notamment dans le contexte de la Décennie. N'oublions pas la réputation dont se targue notre pays, sur la scène internationale! Le Canada est l'un des rares pays qui adhèrent à toutes les composantes de la Charte internationale des droits de l'homme, ce qu'il ne manque pas de faire valoir ici ou à l'étranger, comme médiateur, protecteur des droits de la personne, etc. Celles qui n'accordent pas à nos dirigeants le bénéfice du doute reconnaîtront tout au moins que stratégiquement, le gouvernement canadien a tout intérêt à donner suite à ses engagements internationaux par des mesures concrètes au moins minimales.

Lorsque le gouvernement retarde trop sa démarche, le public peut entrer en jeu, et il le fait. Plusieurs ONG canadiens ont pris l'habitude d'étoffer leurs mémoires et présentations de références aux documents internationaux. De plus, le Comité des droits de l'homme de l'ONU a déjà entendu quatre communications canadiennes, dont celle relative au cas de l'Amérindienne Sandra Lovelace. Certain/e/s diront que les résultats de cette démarche furent nuls, que notre gouvernement ne s'est pas senti bousculé par l'événement. Je n'en suis pas certaine. Au rythme où bougent les gouvernements, il faut voir que lentement mais sûrement, l'effet cumulatif des revendications porte fruit. Nous sommes presque assuré/e/s maintenant d'une nouvelle loi gouvernant les droits des Amérindiennes. À mon avis, la démarche de Sandra Lovelace auprès de l'ONU, le rappel constant du décalage entre les 'beaux engagements' internationaux du Canada et la réalité législative auront été l'un des outils de la victoire. La Charte des droits et libertés, le cas Lovelace - deux exemples de situations dont le dénouement fut (est) influencé par le fait de la participation

du Canada à l'ONU, et, plus précisément, par la pression qui s'est intensifiée au cours de la Décennie.

Une comparaison pourrait être utile. En 1967, le gouvernement canadien instituait la Commission royale d'enquête sur la situation de la femme (Commission Bird). Cette Commission devait livrer son rapport en septembre 1970. Des 167 recommandations mises de l'avant, la grande majorité ont été depuis mises en oeuvre, partiellement ou en totalité. Pendant plusieurs années, les organismes féministes s'y sont référés, s'en sont inspirés, les ont utilisées pour faire avancer leurs revendications. Ces recommandations sont devenues en quelque sorte une borne routière et ont donné le coup d'envoi au CCCSF, qui poursuit depuis 1973 l'oeuvre initiée par la Commission.

Or la population cible accueille généralement la création de commissions d'enquête avec le même cynisme qu'elle réserve aux systèmes des Nations Unies. Si la critique est parfois, souvent même, bien fondée, certaines circonstances, elle échoue à capter les enjeux qui sous-tendent le processus de l'enquête. Il est vrai que ce processus sert parfois à retarder ou à éviter une prise de décision. Pourtant, comme ce fut le cas avec la Commission Bird, l'enquête contribue à la sensibilisation graduelle de la population, y compris les pouvoirs en place et parfois, dans l'examen interminable et fastidieux de la problématique, des propositions utiles font surface qui, de fil en aiguille, s'insèrent dans les mentalités, donnant lieu ici, à un projet de loi, là, à la création d'un programme. Chose certaine, l'enquête constitue pour les intervenant/e/s une tribune privilégiée pour faire publiquement l'analyse de la problématique et promouvoir les solutions de rechange. Elle crée une vulnérabilité de l'état puisqu'elle alimente dans le public une volonté, tout au moins, une possibilité de questionnement. Une fois formulée, les recommandations constituent un parfait outil de revendication, tant pour les intervenant/e/s que pour les média d'information et les partis de l'opposition.

La dynamique est semblable lorsqu'il s'agit d'événements ou de proclamations issus de l'ONU ou d'autres organismes Internationaux. Ils s'inscrivent dans le lent processus de la démocratie, en arrière-plan plus souvent qu'autrement, et font appel non seulement à la volonté des gouvernements, mais aussi, à celle du public qui, de sa part, a la responsabilité d'y participer. Mais comment?

En se familiarisant d'abord avec les instruments internationaux. La plupart d'entre nous n'avons jamais lu le PAM, ou les conventions qui s'adressent à la condition féminine. Nous savons qu'il existe des mécanismes internationaux de recours, mais n'y faisons pas appel. Une bonne pratique serait de publier les textes dans nos revues et bulletins et d'en faire l'analyse, l'interprétation. Des ateliers peuvent y être consacrés lors des congrès. Les organismes féministes peuvent en d'autres mots s'approprier les 'beaux engagements' du Canada pour en faire des outils de travail, pour étoffer leurs revendications de références bien documentées aux instruments internationaux.

Les événements tels la Décennie pour la femme ne produisent que rarement des résultats immédiats et importants, à l'échelle locale. Ils servent cependant de toile de fond,

soutiennent ainsi l'activité revendicatrice spécifique des nations, et, à longue échéance, font partie de l'ensemble des circonstances qui obligent les gouvernements à agir.

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THE WOMEN'S DECADE: EQUALITY, DEVELOPMENT AND PEACE

By Jacqueline Pelletier, Ontario
(English Precis)

In order to appreciate the impact of the Women's Decade, it is essential to temporarily retreat from the heat of the local or national action to an international vantage point. Although this grand project of the United Nations produced no miraculous results, it unmasked policies and practices discriminatory to women. The media, government and public were exposed to information which now forms a permanent part of the collective consciousness. How this will be accommodated in member states of the U.N. remains to be seen; it appears that the condition of women will improve only slowly. Still, the question must be asked: when there has been progress, has the Decade of Women contributed to it?

The U.N. has little ability to intervene directly in political crises. In the shadow of its General Assembly and of its Economic and Social Council, however, its numerous committees and commissions have the capacity to introduce subtle but long-term changes through international agreements and conventions.

Must women wait for the effects of grand words and gestures? 1975 and 1984 were dedicated to a massive study of the condition of women throughout the world. "International Women's Year" (1975) became a "Decade" (1976-1985) with a follow-up lasting until the year 2000.

In Canada, International Women's Year did have an effect. The "Why Not" slogan and the rise of feminist groups cannot be disregarded. Even the federal government expressed interest in integrating women into the political and social mainstream, signed equality of women conventions and passed the Charter of Rights and Freedoms. For many women, the IWY triggered a new awareness, analysis and commitment to feminism.

Although progress is slow, a questioning attitude has begun to develop which international dialogue may nourish. By itself, such an event as the Women's Decade could rarely produce immediate results at the local level. Its real role is as a background support for women's struggles and as one of the factors which move governments to take action.



CLOW Across the Provinces Dans les provinces

Ontario

CLOW Ottawa sponsored a meeting on the Charter of Rights at which the slide and tape show was presented. An all-day session was held to "clarify values" and "vision the future," as a preparatory step to examining a feminist approach to policy development and preparing a submission to Michael Wilson et al. The Ontario Women's Directorate has rejected a funding proposal (\$24,300) from the Ottawa group to undertake a follow-up study of women who have taken education/training programs specifically designed for women.

As a result of two meetings with Algonquin College senior management, CLOW Ottawa has been invited to advise the College on its evaluation criteria for programs for women and has suggested that women sit on all of the advisory committees. For the past year, we've been supporting the creation of an Ottawa Women's Information and Referral Service and **would be interested in current information on any other successful women's centers.**

In Toronto, an invitational flyer in WEDF drew a response from some 20 women. An enthusiastic organizing committee of members held a luncheon meeting in February. Speaker, Kathleen O'Neil, a labor lawyer and NAC Southern Ontario representative, discussed the trends the new government is developing in dealing with women's issues. She emphasized the necessity of helping government to broaden its definition of equality, and observed the tendency to see equality in a narrow legalistic sense which, if maintained, will reduce or even eliminate the impact of Section 15 (the equality clause) of the Charter of Rights. The group decided to focus its program on developing policy and action initiatives to make women's voices and views unmistakably clear to public and government alike. Regular monthly meetings are planned.

Toronto CLOW activists have been participating with other women's groups in the Committee for Alternative Training and Education for Women. This committee is seeking funding to hire two people to do a six-month feasibility study. They will examine the possibility of establishing an umbrella Training Institute, which would assist women's community-based training programs with coordination, expansion and funding.

Alberta

The major CCLOW activity in Alberta has been the work done on the Women's Educational Research Project. The research was completed in January 1984, and we finally have a completed report ready. We will send copies to the Toronto office, and they will distribute them to interested people as a regular CCLOW publication.

The report, In Search of Opportunity: A Preliminary Evaluation of Learning Opportunities in Alberta, documents both interview data and data derived from a mail survey. Details of the research will appear in the next issue of WEDF.

In the meantime, a small group of us in Edmonton are using the report to re-analyze our position on feminist research, to create brochure-type documents on women's education in Alberta (to be distributed to women's groups), and to develop a long-term action plan for our group.

Quebec

CCLOW Quebec had its first meeting of 1985 on January 17 - there's a lot of energy and good feeling in the group! We are all optimistic about ourselves, if not about the general situation of women in Canada. We discussed various women's issues and events, and made the following decisions:

- to support the NFB in its bid to the CRTC for children's TV programming;
- to join NAC as a local chapter;
- to support Dr Morgentaler financially and by protesting, to the Ontario Attorney-General, the injustice of Dr. Morgentaler's treatment and the harassment of his patients;
- to write a letter to Marcel Masse protesting cut-backs at CBC.

We discussed at length Secretary of State's rejection of our proposal to do a study on community-based treatment for women incest victims/survivors. Since it is difficult to establish objective criteria in the local office, it was decided to write to Sheila Finestone and ask her advice on obtaining funds. Several of the members live in her riding. We are determined to follow through with this study.

Our group feels there is an unhealthy situation in the women's movement in Canada - only those women with some money and/or economic base can afford to go to the many interesting conferences devoted to the welfare of us **all**. We want to look into ways of redressing this situation.

We are interested in exploring IYY projects, with an eye to increasing the involvement of young women in the movement.

Québec

Le CCPEF Québec a tenu sa première réunion de 1985 le 17 janvier. Le groupe se sent plein de dynamisme et des sentiments très positifs. Nous sommes optimistes quant à nos possibilités, à défaut de pouvoir l'être quant à la situation générale des femmes au Canada. Nous avons parlé de divers problèmes et événements qui concernent les femmes et nous avons pris les décisions suivantes:

- appuyer la requête de l'ONF au CRIC au sujet des programmes télévisés pour les enfants;
- nous joindre au CCA (Comité canadien d'action sur le statut de la femme) en tant que groupe local;
- soutenir la cause du Dr Morgentaler, non seulement financièrement mais aussi en protestant auprès du procureur général de l'Ontario de l'injustice faite au Dr Morgentaler et du harcèlement causé à ses patientes;
- écrire une lettre à Marcel Masse, pour protester contre les coupures à Radio-Canada

Nous avons longuement parlé du rejet de notre proposition par le Secrétariat d'état, à qui nous avons demandé une aide financière pour étudier les programmes communautaires de secours aux victimes d'incestes. Comme il est difficile d'établir des critères objectifs au niveau du bureau local, nous avons décidé d'écrire à Sheila Finestone pour lui demander conseils sur la façon d'obtenir des fonds. Plusieurs de nos membres habitent dans sa circonscription. Nous sommes bien déterminées à poursuivre notre projet d'études.

Notre groupe perçoit une caractéristique malsaine au sein du mouvement féministe au Canada: seules les femmes qui ont de l'argent ou qui ont l'appui économique nécessaire peuvent aller aux multiples conférences très intéressantes où l'on parle du bien-être de toutes. Nous allons essayer de voir comment remédier à cette situation.

Nous sommes également intéressées à explorer les projets de l'Année internationale de la jeunesse, dans le but d'accroître la participation des jeunes filles au mouvement.

Prince Edward Island

CLOW and the PEI Advisory Council on the Status of Women received funding from Employment and Immigration Canada to sponsor one workshop and two lectures on employment-related issues of interest to women.

On January 7, Carol Ariano, Saskatchewan Director of CLOW, gave two presentations in Charlottetown. She addressed the Manpower Training Needs Committee and all CEC Managers and Women's Liaison Counselors on:

(a) Impact of the National Training Act on Women and (b) Bridging Programs for Women. Later in January, Lisa Avedon, President of CLOW, gave a public lecture on

the Counseling of Displaced Workers.

Still to come - in May, Judge Rosalie Silberman Abella will give an address on Employment Equity.

Nova Scotia

The roles assigned to women as individuals and as members of groups has been a theme examined during the monthly Fall meetings of CLOW in Nova Scotia. In October, Patricia Morris, CLOW member and employee at Dalhousie University, Part-Time Studies and Extension, presented a talk, "A Sense of Self." She asked us to examine the question: "What makes a healthy self, and what are the assumptions that form the basis of a whole person?" Patricia contrasted two models of behavior - Code A where care of the self is of primary importance, and Code B which emphasizes the care of others. For women, there is tension between these two codes. To emulate Code A is to reject traditional values and behaviors which women have been socialized to believe is the way a "good" person behaves, while practicing Code B behavior results in limitations in the ways women can participate in society.

In November, Claudine Lowry, another member of CLOW and faculty member at Mount Saint Vincent University, continued to look at women's roles by discussing, "Equality for Women in Organizations." As a result of widespread systemic discrimination and women continuing to select traditional career paths, few women are well placed on the career ladder, let alone in positions of power. Because women have little control over their work lives, they scale down their ambitions to fit their perception of what is the reality of their job possibilities. After describing Rosabeth Cantor's three models of organizational processes in order to explain women's participation in work organizations, Claudine concluded by suggesting that women need to network more across occupations and to work outside their employer's organization when dealing with women's issues.

A Christmas social after work was an opportunity for members who cannot attend noon-hour meetings to share news, and great wine & cheese, with other members at the home of Kaireen Vaison.

The new year got off to an exciting start with a visit from Carol Ariano, the Saskatchewan Director of CLOW. In conjunction with Carol's visit, we hosted an Atlantic Regional Director's meeting to welcome Barbara Cull-Wilby as the new Director for New Brunswick, and to exchange news and plan strategy for the Symposium on Women's Training Needs. This Symposium was an invitational meeting with the joint Federal/Provincial Labor Market Needs Committee to present to them the Bridging Programs for Women developed by Saskatchewan CLOW. Carol Ariano's description of this approach was extremely well received by the Committee, who expressed concern with the low participation rates of women in federally funded training. One result of this meeting is that CLOW has been asked to play a co-ordinating role in advising both the Labor

Market Needs Committee and its sub-committees on the training needs of women.

During her visit, Carol also described the Bridging Program to a well-attended CLOW meeting with members coming from various locations across the province, as well as making a presentation to people working in adult education in the Halifax Metro area.

Yukon

CLOW Yukon has been promoting the book, Yukon Women Non-Traditional Occupations It's a high quality production with photos and profiles of Yukon women and is **available at a cost of \$2.00 from Pam Evans, Yukon Director, 39 Bell Crescent, Whitehorse, Yukon Y1A 4T4**. A number of the women who were featured in the book have agreed to do demonstrations of their non-traditional occupations in schools, including some demonstrations for guidance classes in Whitehorse. Ten copies of our book will be accompanying Whitehorse resident, Virginia Labelle, when she goes on an exchange year to India. Virginia is profiled in the book in her profession of Chartered Accountant.

Yukon Women Non-Traditional Occupations is not only creating interest in non-traditional employment, but also in CLOW as an organization. We invited Yukon women to join us for a film evening in January. We discussed CLOW Yukon's goals, encouraged new members, and developed new ideas for future projects. We are considering a film project to develop at least one film and to learn film-making skills.

Pam Evans attended a Yukon Solidarity meeting in Whitehorse in January to discuss proposed human rights legislation. Yukon Solidarity is an informal grouping of labor organizations which come together to address specific issues and to ensure input from labor into new legislation.

New Brunswick

The New Brunswick network is currently undergoing a reawakening. We had our first meeting of 1985 on January 24 and found the meeting to be a good start to a new year. The meeting was blessed with the presence of one-month old Edward James Noble: a very congenial young fellow. It was decided to emphasize the development of our local network and work towards identifying the means by which the situation for women in New Brunswick can be improved.

CLOW members have been involved in a variety of activities. This past Fall, the University of New Brunswick's (UNB) Dept. of Continuing Education offered, for the first time, the course, "The Turning Point - Career Planning for Women." An October conference on Women's Issues proved to be a resounding success. Madelaine LeBlanc, chairperson for the New Brunswick Advisory Council on the Status of Women, opened the conference with an inspiring address. The five-day conference focused on issues such as: Women and Religion, Native Women, Women and the Third World, Women and the Law, Sexism and Language, Men and Feminism, Women and Psychology, and Women

and Work. Another Fall conference, "The Child: Birth to Six," once again brought women together to exchange old, and identify new, means of coping with the preschool child. And, in January, Saint Thomas University hosted a weekend conference: "Women and Development."

A bilingual public forum was held on March 2 to address Section 15 of the Charter of Rights and Freedoms. Keynote speaker, Marilou McPhedran, who started things off in the morning, was followed by a panel discussion which centred on the relationship of the Charter to various women's issues.

Newfoundland

Carol Jones, the Newfoundland Director, continues to be involved on the Executive of the Corner Brook Status of Women Council. In this capacity, she is liaison person with the local CEIC office and is involved in the monitoring of projects at monthly meetings.

During the winter, CLOW Newfoundland participated in the organization of a meeting held in St. John's to discuss Women and the Constitution. Other activities included liaison with other organizations on child abuse, the National Training Act and job creation.

Carol Jones represented Newfoundland at an Atlantic Region CLOW meeting in Nova Scotia in January. The focus of this meeting was discussion of the Saskatchewan Bridging Program for Women and assessment of its applicability to Maritime women. A pilot program for Newfoundland is being proposed, and Carol is working to develop pre-technology and pre-trades training for women.

British Columbia

With the new membership year beginning April 1, CLOW activity in B.C. has centered on facilitating networking among existing members and recruiting new members. In early February, Lower Mainland CLOW members gathered for a potluck and informal meeting - to share news, discuss items raised at the January Board Meeting, and consider suggestions for provincial CLOW activity. A similar meeting, involving Victoria members of CLOW, met early in March.

A second regional newsletter was circulated in February to all CLOW members in B.C. to share news from around the province. A large mailing was sent to various B.C. women's organizations and adult education networks, inviting members to join CLOW.

Elsewhere in B.C. ... Fraser Valley College in Chilliwack has initiated a "New Directions for Women" course which involves women in exploring careers, particularly in non-traditional occupations. All 15 spaces in the course are sponsored by Canada Employment. For information about future course offerings, please contact the course coordinator. Karola Stinson.

Kwantlen College in Surrey has initiated three courses in "Survival Skills for Women" -

Expressing Feelings, Dealing with Stress, and Assertiveness Training. The courses can be taken individually or as a series, and are offered with financial support from Health and Welfare Canada.

In Nelson, the West Kootenay Women's Association has recently received a Secretary of State grant to conduct a research project on women's studies programs. The Association is determining the feasibility of setting up an accredited Women's Studies Program in Nelson. **If you have information on accredited and/or non-credit programs for women that would be useful to this research, please write: Vita Storey, West Kootenay Women's Assoc., 307 Baker Street, Nelson, B.C., V1L 4E3.**

Saskatchewan

CLOW Saskatchewan has been **S L A V I N G** to finish, release and implement our Bridging Program for Women. There have been some 16 meetings with Provincial Ministers (Education, Advanced Education, Social Services, Status of Women), the D.G. of CEIC Saskatchewan, Regina CEC Manager and Assistant, Employment Development Branch, Women's Secretariat, etc. Thank the Goddess it worked! A huge effort has been made to coordinate around the Bridging Program, as it threatens a few local services which focus on limited smaller interest groups. We are constantly in touch with local groups because we can only guard against duplication by ensuring that we know what is already available.

Copies of the proposal, Bridging Program: Women-Learning - Working, are available from the national office (\$7.50, including postage).

We have been appointed to a provincial Accessibility Committee, lobbied our university against projected cut-backs, and monitored Affirmative Action in the Public Service Commission.

Collaborative activities with other organizations have included the Coalition for International Women's Day; Saskatchewan Action Committee, Status of Women Youth Conference for February 1985; and the Coalition to retain Matrimonial Property Act. We have also been monitoring the Charter of Rights Statute Audit.

Manitoba

Work continues on the bridging program for women, "Getting on Track." A key element of the project - cooperation of industry - is falling into place. The only hold-up seems to be the inability of funding agencies to determine: (1) funding available for 1985; (2) funding priorities at a time of program review. Monica Feist, who has years of experience with CEIC is steering the program through the government maze on behalf of CLOW Manitoba.

As part of our thrust to take CLOW beyond the perimeter, Martha Colquhoun made a

presentation at Thompson in November. The meeting was better attended by reporters than by prospective CCLOW members; however, write-ups in two local papers increased northern women's awareness of CCLOW. Consequently, we were invited to participate in a northern conference, "New Options for Northern Women" (Thompson, January 25-27). CCLOW stalwart, Heather Henderson, presented a session on our behalf.

Manitoba Director, Martha Colquhoun appeared on a local CBC TV news program, "Twenty-Four Hours," to comment on affirmative action programs for women. She's also making presentations to a number of groups on the impact of microtechnology on women - "Will Eve Get a Byte of the Apple?"

HERizons, a Manitoba feminist publication that recently went "national," published an article from WEDF: "Women's Studies - The Story of an Orphaned Curriculum" - an account of the women's studies programs by Martha Colquhoun.



New Publications Nouvelles publications

WOMEN AND ADULT BASIC EDUCATION IN CANADA: AN EXPLORATORY STUDY

by Paula DeCoito

edited by Dorothy MacKeracher

(Toronto: CCLOW, December 1984; 85 pages; \$8.00)

This survey is CCLOW'S most recent publication in the field of Adult Basic Education. It focuses on the main components of ABE programs, as well as the learning and related needs of women in these programs. Recommendations of the report are listed below in the Executive Summary.

EXECUTIVE SUMMARY

Data from the 1981 census of Canada reveal that 24.1 percent of the out-of-school adult female population has less than grade nine education and that only 2.0 percent of these functionally illiterate women attend formal programs to improve their educational achievement. The data provided in this report indicate that women who attend adult basic

education programs are not representative of the population of under-educated women in Canada.

This reports contains the findings of a survey of adult basic education programs in Canada. The objective of the survey was to provide information which could be used to answer the question: To what extent do adult basic education programs in Canada address the learning and related needs of women?

The survey focused on two areas:

1. Four components of adult basic education programs
 - program delivery (including supplementary services);
 - instructors;
 - curriculum; and
 - materials.

2. Learning and related needs of women in adult basic education programs
 - needs that led to attendance in the program;
 - learning and related needs during the program;
 - barriers to regular attendance at the program;
 - educational aspirations upon completion of the program; and
 - job aspirations upon completion of the program.

Questionnaires were mailed to 360 adult basic education (ABE) programs across Canada; 106 completed questionnaires were returned. Personal Interviews were conducted with thirty women students in ABE programs in three provinces - British Columbia, Manitoba and Ontario. The major findings are summarized below.

LEARNING AND RELATED NEEDS OF WOMEN

Both providers and women students identified the major needs of women, in order of importance, as educational, psychological and financial. Although lack of childcare services was perceived as a major barrier to regular attendance, it was not mentioned as a major need of women students, suggesting that neither group perceived childcare as an educational need or an education-related issue.

More women students than providers felt that there was a difference between the learning needs of women and men in ABE programs. Women students prefer to learn in a one-to-one student-teacher relationship and in small groups.

PROGRAM DELIVERY

Most ABE programs are delivered by community colleges and school boards - institutions which are designed to meet the educational needs of young adults and children respectively. These institutions tend to provide most ABE programs within the same kind of time schedule developed for children in school and young adults in colleges, and fail to

offer flexible programming geared to the needs of adult women. Many personal and financial responsibilities make it extremely difficult for adult women, especially those with young children, to pursue the upgrading of their education within rigid youth-oriented schedules.

Furthermore, these youth-oriented institutions do not provide adequate supplementary services to help women deal with the personal responsibilities which prevent them from regularly attending the programs. The service least likely to be provided is childcare, yet the lack of childcare is a major barrier to women's regular attendance in the programs. The second least provided service is transportation which, like childcare, is necessary to help women to physically get to the ABE programs.

Those supplementary services which are provided tend to be available mostly during the day. Consequently, women who work during the day and can only attend programs in the evening are deterred from so doing.

INSTRUCTORS

Under-educated women need to learn to read, write, and do simple arithmetic. They also need to acquire knowledge in such areas as mathematics and science in order to have meaningful access to the technical, non-traditional occupations, for which there is growing economic demand. The majority of ABE instructors in the survey do not have a science degree. Many tend to have a degree in education or in the general arts at the bachelor level. This is a problem with respect to the teaching of science to under-educated women. ABE instructors need skills in teaching the science and mathematics education required by the women. It is this kind of education that the women urgently need if the range of occupations accessible to them is to be expanded.

CURRICULUM

The under-educated women included in this survey described themselves as students and unemployed persons. As students they need and want to learn the three R's; as unemployed persons they need to acquire job-related skills such as knowing how to look for a job, how to fill out job application forms, how to read their pay slips, and so on. These, too, are basic educational needs of adults in society. Clearly, the three R's are not sufficient for under-educated adult women.

The major focus of ABE programs is reading and writing, followed by basic mathematics. This is compatible with the providers' definition of ABE as education which provides the three R's. Yet, as has been pointed out repeatedly in this report, under-educated women need more than this. They need to be aware of the declining demand for traditional female jobs and the growing demand for technical, non-traditional occupations. They need to be encouraged to enter these occupations, and to acquire basic training in science. No respondent mentioned a basic knowledge of science in her definition of ABE.

There is no ABE curriculum for women. One is needed. Data were provided in this report which support the position that adult basic education comprises both basic literacy and

post-literacy or pre-occupational programs. Each type of program appears to require a somewhat different curriculum and both should incorporate support services - childcare, transportation and counseling - as an integral part of the educational program and curriculum.

MATERIALS

Most instructors use textbooks and workbooks. Few textbooks are designed to meet the educational needs of under-educated women. Many instructors reported that women were often portrayed in traditional roles in the materials. Many instructors also use materials that they have made themselves and "anything that I can find," even though materials development is not their official responsibility. As with program content, instructors have considerable control over the materials used in ABE programs. Few ABE programs use computers. However, many providers commented that the use of this technology should be increased in ABE programs.

RECOMMENDATIONS

The major recommendations of this report are:

General

1. That a national policy to eradicate functional illiteracy among Canadian adults be instituted, that this policy address the specific learning and related needs of women, and that women's groups be consulted in the development of this policy.
2. That increased funding for adult basic education (ABE) be made available by both provincial and federal governments to support the following programs and services for women: development of a wide range of ABE programs; provision of support services; professional development for instructors of ABE programs; curriculum development; and materials development.
3. That communication links be established among providers of ABE programs for women, providers of support services, and those responsible for occupational training programs.
4. That ABE program directories for each province and both territories be compiled immediately and that these directories: be available to anyone in any part of Canada; be provided in an accessible format; and be updated on a regular basis.

Program Delivery

1. School boards and community colleges should continue to provide ABE programs for women. The membership of committees charged with making decisions about such programs should include women adult educators and adult women students.
2. Alternatives to institutionally provided ABE programs should be encouraged. For example, literacy groups, community and voluntary organizations should be

encouraged politically and assisted financially to provide programs for under-educated women.

3. It is extremely difficult for adult women with jobs and children to pursue their educational goals within a time schedule designed for children and young adults. Measures must be taken to provide flexible time scheduling of programs for women.
4. Appropriate financial support should be available to women who want to upgrade their education during a full-time program. For example, a guaranteed income and access to free or low-cost childcare could be made available to women who are upgrading their education on a full-time basis. Subsidies should be made available to those who want to attend part-time programs.
5. The provision of supplementary services to women in ABE programs must be developed, especially childcare, transportation, counseling services, and support services necessary to assist women to enter training programs and the labor force. Supplementary services should be available not only during the day, but also in the evenings (and weekends, when necessary).

Instructors

1. Professional development programs should be developed to help instructors of women in ABE programs become more aware of the differences between the learning needs of women and men, and to incorporate this awareness in the content and process of their curriculum.
2. More instructors with a science background should be recruited to teach women in ABE programs.
3. Professional development programs should be developed to help instructors learn to teach basic science to under-educated women.

Curriculum

1. Curricula and teaching guidelines relevant to the learning needs of under-educated women should be developed by instructors in consultation with women students.
2. With respect to women, adult basic education should include introductory programs in elementary science to help them prepare for the academic upgrading necessary for entry into non-traditional training programs.
3. Women in ABE programs should be informed of the declining demand for traditional training programs and occupations.
4. Women in ABE programs should be given opportunities to become aware of the

support services appropriate for women in non-traditional occupations.

Materials

1. There is an urgent need for materials specifically designed for instructors and women students in ABE programs.
2. Materials for use in one-to-one and small group teaching format and for computer assisted learning should be developed for instructors and women students in ABE programs.
3. Instructors and women students in ABE programs should be involved in the development of materials.
4. Providers of ABE programs should provide women students with increased access to computers.

Further Research

A number of recommendations are made for further research in the area of ABE programs for women and the participation of under-educated women in such programs.

FOR COPIES OF CLOW'S NEW PUBLICATIONS WRITE:
47 MAIN STREET
TORONTO, ONTARIO M4E 2V6
(416-699-1909)

BRIDGING PROGRAM: WOMEN-LEARNING-WOMEN

by CLOW, Regina

(Regina: CLOW, 1984; 70 pages; \$7.50)

This proposal requested large-scale funding from the federal and Saskatchewan governments to establish a comprehensive education, training and employment bridging program for women in the Regina area. Includes background information, the program description, program benefits, and recommendations. A bibliography is also part of the document.

EXECUTIVE SUMMARY

I. REQUEST

The Canadian Congress on Learning Opportunities for Women (CLOW) Regina Chapter is requesting funds from the Federal and Saskatchewan Governments to establish a comprehensive education, training and employment Bridging Program for women in the Regina area. The Program will address the distinct learning needs of women and encourage and facilitate their successful participation in traditional and non-traditional areas of education, training and employment.

II. BACKGROUND

The underlying principle of this program proposal is that women have different and unique learning needs than men and that these needs must be met if women are to take advantage of the full range of opportunities available.

The present training system, for the most part, does not recognize or meet the prerequisite needs to women's success. Some of the learning needs of women include:

- the development of an education/training/job plan based on their own values, attitudes, interests, skills and current and projected labor market skills;
- the provision of accessibility factors such as childcare, adequate financial assistance, physical access, part-time programs and extended hours of operation;
- support services such as counseling, personal support (follow-up, advocacy, self-help groups) and referrals to other community groups;
- personal growth through the development of greater self-confidence and enhanced decision-making, problem-solving and goal-setting skills; and
- an exploration and analysis of the role and socialization of women in our society.

Given that the majority of women in Canada are now working in the labor force, that women will comprise the majority of labor market entrants in the future, and that technological change is eroding the traditional source of women's employment, it is imperative that measures such as the proposed Bridging Project be taken to encourage women to acquire the skills necessary to participate effectively in the current and future labor markets.

III. OBJECTIVES

- A. To provide the necessary support services to enable women to overcome the barriers to successful participation in education, training and employment:
 - counseling
 - follow-up
 - advocacy
 - self-help groups
 - group experience with other women
 - accessibility factors such as: childcare, flexible scheduling, extended hours of operation, adequate financial support for participants, transportation
 - referrals to other community support services

- B. To provide the appropriate program components to enable women to gain access to education, training and employment:
 - assessment
 - vocational planning and employment options workshop
 - upgrading (including pre-trades and pre-technology)
 - entrepreneurial and business skills workshop
 - job readiness workshop
 - job club
 - work experience

- C. To provide on-going evaluation of the program to ensure that it is flexible and innovative in meeting the needs of the participants and the community.

IV. TARGET GROUPS

Although the program will be available for all women it will primarily serve:

- women-re-entering the work force
- native women
- women who are underemployed
- women who face job abolishment due to technological change
- women with disabilities
- young women

V. PROGRAM BENEFITS

It is anticipated that this program will serve one thousand women in its first year: 230 full-time participants, 70 part-time participants, 400 women provided with information or referrals to other agencies, and 300 participants in special interest courses.

The predicted retention rate for full and part-time participants is 90%. Of the women completing the program, it is predicated that 70% will go on to further training or employment in non-traditional areas and that 30% will go on to further training or employment in traditional areas.

The program will be delivered through the Regina Plains Community College. Seeking wherever possible to use existing community resources as points of referral and sources of proven expertise, the program would serve as a pilot and a model of an appropriate education and training program for women throughout Saskatchewan and across Canada.

Furthermore, such a program will serve as a visible, concrete example at the community level of the Federal and Saskatchewan Governments' commitment to greater equality for women.

VI. FINANCIAL IMPLICATIONS

The total estimated budget is	\$961,590.00.
Federal Government Contribution	\$763,240
Sask. Government Contribution	\$198,350

VII. EVALUATION

Ongoing evaluation will be carried out to determine the extent to which the program goal and objectives have been met and ensure that they accurately address women's needs.

VIII. RECOMMENDATION

Based on the documentation of needs and the program model presented in the following report, it is recommended that the Canadian Congress on Learning Opportunities for Women, Regina Chapter, receive funding in the amount of \$763,240 from the Federal Government and \$198,350 from the Saskatchewan Government for a comprehensive Bridging Program for Women in the Regina area.

FOR COPIES OF CLOW'S NEW PUBLICATIONS WRITE:
47 MAIN STREET
TORONTO, ONTARIO M4E 2V6
(416-699-1909)



Books in Review Livres

STEPPING OUT OF LINE: A WORKBOOK ON LESBIANISM AND FEMINISM

Nym Hughes, Yvonne Johnson and Yvette Perreault
Vancouver: Press Gang Publishers,
1984; 208 pages; \$12.95.

Reviewed by Caroline Koenig and Greta Hofmann Nemiroff

Greta: Caroline and I have worked together as student and teacher in three women's studies courses at the New School of Dawson College in Montreal. While I rarely have the time to give tutorials, no one who loves teaching can resist a truly committed student; Caroline has managed to persuade me to have a tutorial on issues about women which interest her. This is how we have come together to write this review for publication.

With Caroline, I find myself in the situation I often experience as a non-lesbian, feminist educator; namely, that I am teaching a young lesbian who shares many of my interests and beliefs, but whose life also has the important dimension of lesbianism which I do not share. We have much to teach one another about the ways in which our own and one another's sexuality informs our lives and relationship with each other, and our interaction with the society in which we live.

While I have read works on lesbianism, have close friends who are lesbians, and have worked with lesbians on many different projects, I have a great deal yet to learn. Stepping Out of Line is a very useful resource. It covers a vast array of subjects (these are listed in Caroline's section), and it suggests approaches and methodology for group work on the subjects of lesbianism and feminism, and where they intersect.

The book is clearly and well written, sensible in its approach, and humanistic in its outlook. I am especially struck by the attention paid to ensuring that groups maintain an egalitarian format, that the group leader be an equal participant, and that the issues of group trust and appropriate closure be addressed.

I recommend this work highly to anyone who works with women: to counselors, teachers, medical personnel, in particular. It is useful as a resource book for lesbians, without a doubt, but it is essential to non-lesbians who want to understand more. It is a helpful tool to aid us in crossing those divisions which can arise between women. We need one another's support and have many feminist projects to complete.

Caroline: Why is this book valuable for students? Throughout my fifteen years in the public education system, as a young lesbian feminist, I did not even exist. I could not find corroboration of my beliefs, sexuality, or self in anyone of my classes or in the texts which I studied. I was virtually invisible. There were no clubs to join, no one person to answer my questions and no support. I was alone with my fears and doubts in desperate search for guidance or a friend with whom to share my feelings.

Stepping Out of Line is an excellent book for students to start with, since it offers an overview of a wide variety of topics in relation to feminism and lesbianism. It begins by defining and removing the myths associated with lesbianism and suggests reasons why we lesbians make this choice. Many students, at an age of sexual discovery are in serious need of such guidance in order to feel less alienated from society and to be shown the choice of lesbianism or, at least, a clearer understanding of who lesbians are.

Stepping Out of Line links feminism with lesbianism to emphasize the importance of the relationship. In the Patriarchy, lesbians are not acknowledged as a positive force. Therefore, we need the support of a feminist ideology and movement. This workbook also covers many other topics related to lesbians in our social context: social/emotional relationships (friends, lovers, children, families), sexuality, social institutions (law, work, schools), the medical system, religion, media, violence and therapy. It also shows how to build a sense of community among lesbians and work for social change in a movement. Each of these chapters offers a starting point to those students who identify as lesbians, but who also need a clearer idea of the many conflicts involved in making this choice.

One feature I especially like about this book is that each chapter closes with a section on "Somewhere to Start," offering action-oriented advice on possible conflicts that might arise. As well, each chapter includes various related resource listings in the print media, film, and video. A list of groups working throughout Canada on related topics is also provided along with a bibliography.

For many young women, questioning one's sexuality is a time of great confusion, doubt and fear. Stepping Out of Line brings lesbianism into a positive light with answers to many of our questions. It offers a clear understanding so that we may find our direction more easily and be secure with our choice.

Caroline Koenig is now finishing her CEGEP diploma in Social Sciences at the New School of Dawson College in Montreal. She intends to study Music and Women's Studies in university.

Greta Hofmann Nemiroff is Director of The New School of Dawson College, an alternative CEGEP, where she teaches Women's Studies and English. She is currently editing an anthology of articles on, "Women, Men, and Women-and-Men." Greta is CCLOW's Provincial Director in Quebec.

COMPTE RENDU DE LIVRE

(Sommaire)

Greta Hofmann Nemiroff, qui enseigne au Collège Dawson à Montréal, et Caroline Koenig, une de ses étudiantes, se connaissent depuis plusieurs années. Ensemble, elles ont fait la critique de l'ouvrage "Stepping Out of line".

Greta présente l'opinion d'une éducatrice, d'une femme adulte non lesbienne; tandis que Caroline présente celle d'une étudiante et lesbienne. Toutes deux partagent des intérêts communs, ont des valeurs communes, mais une "importante dimension" les sépare: celle du lesbianisme.

Pour Greta, le livre présente plusieurs points d'intérêt. Non seulement il couvre une multiplicité de sujets, mais il offre des méthodes pour organiser des groupes d'étude sur le lesbianisme et le féminisme, et sur la manière dont ils se recourent.

Greta juge que le livre est bien écrit, clair, sensé et humaniste. Une chose l'a frappée en particulier: les auteurs préconisent expressément que les groupes d'étude gardent toujours une structure égalitaire et soulignent que l'organisatrice doit être traitée comme une participante. Greta recommande la lecture de cet ouvrage à tous ceux et à toutes celles qui travaillent avec des femmes: conseillers, enseignants, personnel médical notamment. "C'est un outil utile pour nous aider à franchir les barrières qui s'élèvent entre les femmes. Nous avons besoin de nous soutenir les unes les autres et nous avons beaucoup de projets féministes à réaliser ensemble."

Voici ce qu'en dit Caroline: "Pourquoi ce livre serait-il utile aux étudiantes? Durant les quinze années que j'ai passées dans l'enseignement public, je n'ai jamais existé comme jeune lesbienne féministe. Il n'y avait personne dans mes cours, rien dans mes manuels, pour corroborer mes vues, ma sexualité, mon identité. J'étais virtuellement invisible. Il n'y avait aucun club auquel je puisse m'inscrire, personne qui puisse répondre à mes questions et me donner un peu de soutien. J'étais seule avec mes peurs et mes doutes, cherchant désespérément quelqu'un qui me conseille, quelqu'un avec qui vivre une amitié et partager mes sentiments."



Resources Ressources

PUBLICATIONS

EQUALITY IN EMPLOYMENT: A ROYAL COMMISSION REPORT

Judge Rosalie Silberman Abella, Commissioner. Published October 1984. A splendidly researched and organized document which lists 117 recommendations, some of them of the utmost importance. No. 103: part-time workers should receive on a pro-rated basis the same protection, rights, and benefits as those guaranteed to full-time workers. The extensive bibliography should also be of great value.

A SUMMARY OF A NEW DIRECTION FOR CANADA: AN AGENDA FOR ECONOMIC RENEWAL

A Discussion Paper Presented by The Minister of Finance. Prepared for the Coalition of National Voluntary Organizations by the Cdn. Assoc. for Adult Education to promote public discussion and response. Cost: \$2.00; French and English. **Copies available from:** NVO, 275 Bay St., Ottawa, Ontario K1R 5Z5.

THE REPORT OF THE TASK FORCE ON EQUAL OPPORTUNITY IN ATHLETICS, volumes 1 & 2

An examination of the Ontario experience. Sport is one of the bastions of the male, and the question arises: do the tax dollars that finance sport do so on a gender-free basis of equality? Are there institutional barriers placed in women's way? Example: a rule in mixed curling which provides that the Skip must be a man! Published: Vol. 1, Sept. 1983; Vol. 2, Dec. 1984.

WHAT JOBS PAY

By Paul Anisef and Etta Baichman; John Wright, Consulting Editor. Published by Hurtig Publishers Ltd., 10560 - 105 St., Edmonton, Alberta T5H 2W7; 336 pages; \$18.95 paper and \$27.95 cloth. Brings together detailed information on jobs, educational qualifications and salaries, and relates these factors to gender, industry, region and city differences. It includes predictions based on current trends indicating which jobs will be in demand and which are threatened by technological advances and shifts in world economy.

STATUS OF WOMEN, Jan/Feb '85 edition.

Published by the B.C. Teacher's Federation. Though directed at teachers, the material is of general interest to women. The cover story is an account of a teacher who wished to change her name, but was universally refused the right to do so because "... a married woman, can only have (her) husband's name or (her) maiden name," but could not adopt a different name, although men could. Banks, department stores, the motor license bureau, the Lieutenant Governor in Council - even her own lawyer - were unanimous: NO! But a letter to the Minister of Health elicits the response that the law had been changed and she was legally within her rights in making the change. Alison Kirkley, B.C. teacher, helped to change the law.

PEOPLE IN TRANSITION SERIES

Three booklets in this series are now available. The School-Work Connection examines first-time entry into the work-force. Women at Work looks at the full-time homemaker returning to the paid work-force. Changing Course Midstream deals with changing occupations at mid-life. The booklets are full-color, 5 1/2" x 8", and approximately 40 pages in length. Cost: \$1.50 per booklet.

Order from: School Book Branch, Alberta Education, 10410 - 121 St., Edmonton, Alberta T5N 112.

THE LEARNING ENTERPRISE: ADULT LEARNING, HUMAN CAPITAL, AND ECONOMIC DEVELOPMENT

By Dr. Lewis J. Perelman. Published by the Council of State Planning Agencies. In this report Dr. Perelman argues that defusing a crisis of obsolescent human capital in the post-industrial age requires a new kind of learning enterprise - focused on adults rather than children; on the process and technology of learning rather than educational institutions; and on private competition rather than public administration. Cost: \$7.95 USF.

Order from: Council of State Planning Agencies, Hall of the States, 400 North Capitol Street, Suite 291, Washington, DC 20001; (202) 624-5386.

MICROCOMPUTERS IN TEACHING AND LEARNING: AN INVENTORY OF CANADIAN RESEARCH

Compiled by TV Ontario's Office of Development Research, this publication contains more than 60 annotated listings of recent research projects, including the researcher's name, the source, and the date of the final research report. Cost: \$7.00. In Ontario: TV Ontario, Cust. Serv., Box 200, Stn. "Q", Toronto, Ontario M4T 2T1; (416) 484-2612. Outside Ontario: TV Ontario, Marketing, same address; (416) 484-2613.

EDUCATIONAL GUIDANCE: A NEW SERVICE FOR ADULT LEARNERS, 2nd edition

This manual has been written to promote and develop the practice of educational guidance for adults, through the medium of services specifically set up for this purpose. It is written as a manual, with each chapter followed by a listing of sources of help. Price: 6.50 p.s.

Order from: The Open University, c/o L. Butler, Ed. Liaison Officer, ECCTIS, Fairfax House, Merrion Street, Leeds, England LS2 8JU.

MEDIA

WE'VE BEEN THERE

Produced by TV Ontario in cooperation with Health and Welfare Canada; distributed by National Film Board of Canada. (16mm/video; color; 1-hour.) A film for self-help groups looking for an audio-visual tool that explains the concepts of self-help, or for groups finding out how other groups work.

WOMEN & DEVELOPMENT

Idera Films has issued a brochure outlining some of their new films under the heading, Women & Development. The films are worldwide in scope and cover an astonishing range of economic, social and political problems. Largely produced and directed by women, these films document change and struggle as women seek to overcome age-old oppressive customs. **Address:** Idera Films, International Development, Education Resources Association, 2524 Cypress St., Vancouver, B.C. V6J 3N2. Bookings: (604) 738-8815; Sales: 732-1496.

KAI VISIONWORKS

Kai Visionworks is a collective devoted to social change in the areas of violence; pollution; water; North, Central and South America; ageism; class; sexism; and racism. They offer to set up workshops and rent slide shows at minimum cost. **Address:** P. O. Box 5490, Stn. "A", Toronto, Ontario M5W 1N7; (416) 964-1278.

A SPECIAL LETTER

A new National Film Board animated, color short. A daughter reads aloud to her now aged and dependent mother a letter which recalls their survival in a forced labor camp when the mother's unflinching generosity and faith encouraged and strengthened the other prisoners. The film is conceived and directed by Bozenna Heczko. You may borrow or purchase 16mm; the videocassette format is for sale only. **Information:** contact your nearest NFB office.

THE ENTREPRENEUR

A new 23-minute dramatic film from Alberta Manpower, "The Entrepreneur," takes a fresh look at starting your own business as a viable career option. This film is targeted at young adults (18-30). (3/4" videocassette and 1/2" VHS or Betamax.) Cost: \$120. **Address:** School Book Branch, Alberta Education, 10410 - 121 St., Edmonton, Alberta

T5N 1L2.

THE TREADMILL

This 45-minute documentary from the NFB is available in English and French. Piece work at home is often the fate of women who are caught in an economic and personal bind which excludes them from the regular work world: they are isolated, without legal protection and at the mercy of the market- place. The film also shows how a group of Quebec women overcame these injustices and formed a cooperative. **Available** in 16mm (borrow or purchase) and video (purchase only) from NFB libraries across the country.

MOONLIGHT GROCERY CONNIE KALDOR

This artist's second album is being distributed across Canada in alternative and mainstream record stores, **or is available from:** Festival Records, 3271 Main St., Vancouver, B.C. V5V 3M6; (604) 879-2931.



Upcoming and Current Événements

CONFERENCES

HALIFAX WORLD TRADE AND CONV. CTR., N.S.

JUNE 21-23, 1985

CDN. SCHOOL TRUSTEES' ASSOC. 1985 CONGRESS ON EDUCATION.

The theme is "The Year of Youth: Educational Objectives, Responsibilities and Opportunities." Plenary Sessions, Workshops, and Provincial Exchange Sessions are offered. Registration Fee: \$250.00 (CSTA member); \$350.00 (non-member).

Information: Marilyn Worth, P.O. Box 844, Station "M", HALIFAX, N.S. B3J 2V2

RYERSON POLYTECHNICAL INST., TORONTO

MAY 22-24, 1985

**2ND ANNUAL CONF. ON EDUCATIONAL OPPORTUNITIES FOR SENIORS AT
UNIVERSITIES AND COLLEGES**

"Mind Alive" is a forum for examining policy issues related to seniors' education in Canada for sharing ideas on developing, promoting, and conducting programs for seniors. Features workshops, research papers, discussions. **Contact:** May Maskow, Conf. Co-ord., 2nd Cdn. Conf. for Seniors, Ryerson Poly technical Inst., 350 Victoria Street, Toronto,

Ontario M5B 2K3; (416) 463-7495 or (416) 979-5129.

MOUNT ST. VINCENT UNIVERSITY, HALIFAX, N.S.

JUNE 5-9, 1985

COALITION OF CDN. WOMEN'S GROUPS INTERNATIONAL PEACE CONFERENCE

"The Urgency for True Security: Women's Alternatives for Negotiating Peace" Women who are prepared to deal non-violently with conflict and oppression should have some voice at international negotiations for disarmament. Women's groups throughout Canada are asked to help provide funding for the conference, and to support local and regional conferences. **Information:** Marion Kerans, Women's Int'l Peace Conf., Rm. 9, Seton Annex, 166 Bedford Highway, Halifax, N.S. B3M 2J6; (902) 443-4450 (ext. 313, 317).

YORK UNIVERSITY, TORONTO

APRIL 19-20, 1985

WOMEN'S STUDIES IN CANADA: RESEARCHING, PUBLISHING, AND TEACHING

Co-sponsored by York Univ. and the journal Canadian Woman Studies. This is the first attempt to convene in Canada a national conference focusing on Women's Studies, rather than on some theme in teaching, research or action. **For registration forms:** Women's Studies Conf., 142 Founders College, York Univ., 4700 Keele St., Downsview, Ont., M3J 1P3; Naomi Black, (416) 667-3179.

OTTAWA / HULL

MAY 24-25, 1985

3RD CONVENTION OF WOMEN IN ENGINEERING, SCIENCE AND TECHNOLOGY

The current status and future directions of computer-based systems and biotechnology will be explored. On May 23, optional professional development seminars will be offered. Registration fee: \$200; students, \$100. **Address:** 3rd Conv. of Women in Eng., Science and Tech., 35 Iona Ave., Ottawa, Ontario K1Y 3L6; (613) 729-1222

BUENOS AIRES, ARGENTINA

NOVEMBER 24-30, 1985

WORLD ASSEMBLY OF ADULT EDUCATION

The International Council for Adult Education's World Assembly concerns itself with: the role of the adult education movement in the larger search for peace and development with justice; and the examination of major strategies and educational activities affecting peace and development with justice. By invitation - people interested in participating should contact their respective ICAE member associations. **ICAE address:** 29 Prince Arthur Avenue, Toronto, Ontario M5R 1B2; (416) 924-6607.

WESTBURY HOTELS, TORONTO

APRIL 25, 26, 27, 1985

ONTARIO FEDERATION OF LABOUR CONFERENCE ON AFFIRMATIVE ACTION

Designed to help trade unionists build practical skills to achieve affirmative action at the bargaining table, in the political arena and the community, and to provide a forum for the

exchange of ideas and information to help organize for affirmative action. Registration information: Maureen Storey, OFL, 15 Gervais Drive, Suite 202, Don Mills, Ontario M3C 1Y8; (416) 441-2731.

MONTREAL, QUEBEC

APRIL 9-12, 1985

ABE IN NORTH AMERICA: SIMILARITIES AND DIFFERENCES

Sponsored by American Assoc. for Adult and Continuing Education. This conference is intended for practitioners, teachers, researchers and others working in ABE, ESI and related fields, in both Canada and the U.S. **Contact:** Dr. Phyllis Blaukopf, John Abbott College, POB 2000, Ste. Anne du Bellevue, P.Q. H9X 3L9: (514) 457-3063.

THE UNIVERSITY OF CALGARY

MAY 1-3, 1985

2ND CONFERENCE ON PROVINCIAL SOCIAL WELFARE POLICY

Presented by the Faculty of Social Welfare. Topics include: Native Child Welfare Issues and Programs, Sex and Violence Related Social Problems, Service Delivery in the N.W.T., and Innovative Approaches to Service Delivery. Registration: \$100; student: \$25. **Contact:** Madeleine Aldridge, Fac. of Cont. Ed., The Un. of Calgary, 2500 University Dr. N.W., Calgary, Alta. T2N 1N4.

OSGOODE HALL, TORONTO

MAY 11, 1985

CAREERS IN THE FUTURE

Sponsored by York University. Panel topics include Future Jobs, Changing Organizations, and Changing Workstyles, followed by a workshop of your choice in the afternoon. Fee: \$35; student: \$15. **Information:** Admissions Liaison/New Initiatives, B 101 W. Office Bldg, 4700 Keele St., North York, Ont. M3J 1P3; (416) 667-3563

THE PARK PLAZA HOTEL, TORONTO

APRIL 19, 1985

THE CHARTER OF RIGHTS AND FREEDOMS: IMPLICATIONS FOR HUMAN SERVICES

Sponsored by The Social Planning Council of Metro. Toronto In association with The Cdn. Council on Social Dev. This working conference is designed to consider: effects of the Charter on human services and the access to these services; case experiences with the Charter; and how the Charter may be applied in practical ways for the human services. Fee: \$50. **Registration:** Social Planning Council of Metro. Toronto, 185 Bloor St. E., 8rd Fl., Toronto, Ontario M4W 8J3.

QUEEN'S UNIVERSITY, KINGSTON, ONTARIO

JUNE 2-4, 1985

ONTARIO CO-OPERATIVE EDUCATION ASSOCIATION'S 8TH ANNUAL CONFERENCE

This conference features workshops and keynote speakers: Flora MacDonald, Minister of Employment and Immigration; and Lynn Hall, Executive in Residence at Queen's. Fee: \$200 (members); \$240 (non-members). **Contact:** Pat Shaughnessy, Co-op Ed. Cons., York Brd. of Ed., 2 Trethewey Dr., Toronto, Ontario M4M 4A8.

MONTREAL -

MAY 26 - JUNE 8, 1985

LEARNED SOCIETIES CONFERENCE

Information: Madeleine Bergevin, c/o Université de Montréal, Dépt. de Physique, C.P. 6128, Succ. "A", Montréal, P.Q. H3C 3J8; (414) 343-5814.

COURSES - CALLS - HAPPENINGS

UNIVERSITY OF PEI, CHARLOTTETOWN

JULY 14-26, 1985

SIXTH ANNUAL SUMMER COURSE ON HUMAN RIGHTS

offered by the Cdn. Human Rights Foundation. This two-week course is designed to provide an intensive introduction to domestic and international human rights issues, laws and institutions. **Write to:** Prof. John P. Humphrey, O.C., President, Cdn. Human Rights Foundation, Suite 340, 1980 Sherbrooke St.W., Montreal, Quebec H3H 1E8.

ATLANTIS

This Women's Studies Journal will publish a special peace issue in early 1986. Proposals are sought for submissions in French or English on scholarly, artistic and activist forms of peace work. **Deadline for proposals:** April 1985. **Address:** Barbara Roberts, c/o Atlantis, Mt. St. Vincent University, 166 Bedford Highway, Halifax, N.S. B3M 2J6

STATUS OF WOMEN CANADA

Status of Women Canada invites nominations for the Governor-General's 1985 Persons Awards. The award is to honor unrecognized women who have worked much of their lives as pioneers to improve the status of women. Nominations should be submitted **no later than:** May 15, 1985. **Information:** Persons Award, Status of Women Canada, 151 Sparks St., Rm. 1005, Ottawa, Ontario K1A 1C3.

EQUAL OPPORTUNITY WEEK, TORONTO

MAY 13-17, 1985

The theme this year is the "Charter of Rights and Freedoms." **Contact:** Equal Opp. Div., Mgt. Serv. Dept., Toronto City Hall, M5H 2N2.