



# WOMEN'S EDUCATION DES FEMMES

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WEDF invites submission of articles on any subject pertaining to women and education. A wide range of articles, practical and theoretical will be considered, providing they are written clearly and concisely.

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WEDF vous invite à soumettre des articles sur tout sujet concernant les femmes et l'éducation. Quels que soient leurs domaines de Spécialisation, les articles - théoriques ou pratiques - seront considérés pourvu qu'ils soient rédigés de façon concise et claire.

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## EDITORIAL

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### EDUCATIONALLY DISADVANTAGED ADULTS: WHERE IS THEIR PLACE IN THE NEW CANADIAN JOBS STRATEGY PROGRAM?

by Susan Witter

In June 1985 a major change to the National Training Program was announced by the Honorable Flora MacDonald. The new Canadian Job Strategy takes a broad approach to skill and employment training. One important consideration is the need to move undereducated, unskilled individuals into direct work placement, while placing lesser emphasis on classroom training.

Two of the six programs Job Entry and Job Development, were apparently designed to target women and men who are undereducated, relatively unskilled, and unemployed. Only one part of the six programs is directly targeted to women: The Re-Entry segment of the Job Entry Program is directed specifically to women, those who have been out of the labour force for at least three years.

Job Entry, which combines training and work experience, states that three-quarters of the maximum 52 weeks training time must involve work experience under supervision of a business or an organization. This leaves one-quarter of the program that could be devoted to off-site training, i.e. classroom training. What will happen to the undereducated adult who may have a grade 10 or less education? An individual with a poor educational background would have a maximum of 13 weeks to upgrade in basic skills in reading, writing, math, science, speaking, listening, and reasoning, not likely an adequate amount of time.

What effect will the Canadian Job Strategy Programs have on the Institutional Training Program? Will the Institutional Training Program be integrated within the Job Entry and Job Development Program? If this is the case it will have serious implications for the Basic Education needs, including English Language needs of our undereducated adult population. For example, how can one expect a woman with a grade 10 or less education to complete an upgrading program in 13 weeks?

Although enhancement funding is available for those needing more than 13 weeks of upgrading, in British Columbia at least, it is not being utilized. Job Entry projects, which have been approved for funding, are being pushed to 'get started' within three to four weeks of approval. The effect of this is that program coordinators must accept only those applicants with the highest levels of education, who are ready to engage in skills training.

This excludes those who do not already qualify, and for whom, ostensibly, the programs were originally designed.

So far, the Canadian Jobs Strategy is failing to address the needs of the educationally disadvantaged, i.e., 29 percent of the Canadian adult population who have ten years or less of education. These adults who have a low educational achievement do not meet the requirements of the Job Entry, Re-Entry, or Job Development program where minimal upgrading in basic math and English skills is built into the program. It is not addressing the needs of the English - or French-as-a-Second-Language student either. This group apparently seems forgotten altogether, in the Canadian Jobs Strategy.

The needs of the undereducated adult are not being addressed adequately in the Job Entry and Job Development programs. Assuming that the programs can and will change, this concern needs to be addressed immediately.

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## EDITORIAL

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ADULTES DÉSAVANTAGÉS SUR LE PLAN DE L'ÉDUCATION:  
QUELLE PLACE LEUR FAIT LE NOUVEAU PROGRAMME DE PLANIFICATION DE L'EMPLOI  
AU CANADA?

**Par Susan Witter**

En juin 1985, l'honorable Flora MacDonald annonçait une importante modification au Programme national de formation, la nouvelle "Planification de l'emploi au Canada", qui se propose de suivre une approche très large quant aux problèmes de la formation et de l'emploi. L'une des préoccupations premières est de placer les personnes insuffisamment éduquées et formées, c'est-à-dire de leur trouver un emploi - et d'accorder moins d'importance à la formation en classe.

Deux des six programmes, Intégration professionnelle, Développement de l'emploi, sont apparemment conçus pour les femmes et les hommes qui n'ont pas suffisamment d'instruction, qui ont relativement peu de formation professionnelle et qui sont sans emploi. Un seul des six programmes est axé directement sur les femmes: la section Réintégration professionnelle, destinée aux femmes qui n'ont pas fait partie de la main-d'oeuvre pendant au moins trois ans. Le programme Intégration professionnelle, qui concilie la formation et l'expérience de travail, stipule que trois quarts des 52 semaines maximales de formation doivent être faits d'une expérience de travail sous la supervision d'une entreprise ou d'une organisation. Ceci ne laisse donc qu'un quart du programme

pour la formation hors des lieux de travail, c'est-à-dire en classe. Qu'arrivera-t-il alors à un adulte insuffisamment instruit, qui n'a fait des études que jusqu'en dixième année ou moins? Cet adulte aurait au maximum 13 semaines pour acquérir les connaissances fondamentales de lecture, d'écriture, de mathématiques, de science, de compréhension, d'expression et de raisonnement - ce qui n'est évidemment pas une période suffisamment longue.

Quels effets auront les programmes de la Planification de l'emploi au Canada sur le Programme de formation en établissement? Le Programme de formation en établissement sera-t-il intégré au Programme d'intégration professionnelle et à celui de développement de l'emploi? Si tel est le cas, cela aura de graves répercussions sur l'éducation de base des adultes, notamment sur les besoins d'apprentissage de la langue anglaise chez la population adulte insuffisamment instruite. Par exemple, comment peut-on espérer qu'une femme ayant 10 années ou moins d'études puisse terminer un programme de perfectionnement en 13 semaines?

Bien que des fonds soient disponibles pour les gens qui ont besoin d'une période de formation de plus de 13 semaines, ces fonds ne sont pas utilisés - du moins en Colombie-Britannique. Les projets d'Intégration professionnelle dont le financement a été approuvé sont "poussés", parce qu'il faut "commencer" dans les trois à quatre semaines suivant l'approbation. Ceci a pour effet que les coordonnateurs du programme se voient obligés d'accepter uniquement les requérants qui ont les niveaux les plus élevés d'éducation, qui sont prêts à suivre des cours de formation - et ceci exclut ceux qui ne sont pas qualifiés et pour qui, de toute évidence, les programmes étaient conçus à l'origine.

Jusqu'à présent, la Planification de l'emploi au Canada ne répond pas aux besoins de ceux qui sont désavantagés sur le plan de l'éducation, c'est-à-dire aux 29% de la population adulte canadienne qui a 10 années ou moins de scolarité. Les besoins de ces adultes qui ont un faible bagage scolaire ne correspondent pas aux exigences des programmes d'Intégration professionnelle, de Réintégration ou de Développement de l'emploi, qui ne prévoient qu'un perfectionnement minimal des connaissances fondamentales de mathématiques et de langue. La Planification de l'emploi ne répond pas davantage aux besoins de ceux qui doivent apprendre l'anglais ou le français comme langue seconde. Apparemment, ce groupe a été complètement oublié de la Planification de l'emploi au Canada.

Les programmes d'Intégration professionnelle et de Développement de l'emploi ne répondent pas adéquatement aux besoins de la population adulte insuffisamment scolarisée. Présument que ces programmes peuvent changer, et vont changer, il est essentiel de résoudre immédiatement ce problème.

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# World Assembly of Adult Education

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by Joan Brown-Hicks

## ASSEMBLÉE MONDIALE D'ÉDUCATION DES ADULTES

Cette assemblée a été organisée par le Conseil international d'éducation des adultes, avec la coopération du Conseil latino-américain d'éducation des adultes, le ministère de l'Éducation et de la Justice de l'Argentine et le Conseil pour l'éducation populaire de ce même pays. L'assemblée s'est tenue du 24 au 30 novembre 1985 à Buenos Aires en Argentine.

Dans son rapport sur l'assemblée, la présidente du CCPEF, Joan Brown-Hicks, nous dit les faits marquants de cet événement d'une importance mondiale, qui a duré toute une semaine. Elle nous parle notamment de l'ouverture de l'assemblée par le président de l'Argentine, des discussions de groupes sur la contribution de l'éducation populaire au développement et à la paix, et du mouvement d'éducation des adultes.

La représentante du CCPEF a participé au groupe de travail sur l'éducation des adultes et des femmes, où elle a découvert que les problèmes des femmes dans les autres pays font écho à ceux des femmes canadiennes: alphabétisation, éducation des travailleurs, projets générateurs de revenus et rôle de la femme dans les mouvements politiques. En conclusion, elle explique que lors de réunions comme celles-ci, le CCPEF a beaucoup à contribuer en tant qu'organisation, et qu'il a beaucoup à apprendre de l'expérience des femmes dans les pays en voie de développement.

**This assembly was organized by the International Council for Adult Education (ICAE) in cooperation with the Latin American Council for Adult Education (CEAAL), the Ministry of Education and Justice in Argentina and the Argentina Council for Popular Education. It was held November 24-30, 1985, in Buenos Aires, Argentina.**



*President Alfonsín of Argentina & Dame Nita Barrow*

## THE COUNCIL

The International Council (ICAE), headquartered in Toronto, was created some years ago in response to an expressed concern by adult educators (especially the late Roby Kidd) from different parts of the world, to share information and strengthen cooperation. It was established in 1979 and since that time this international adult education network has been strengthened as a social movement by linking with the women's movement, labour and the cooperative movement.

The aims of the Council include the following:

"To promote the education of adults in all its variety of forms and dimensions and in relationship to the need for healthy growth and development of individuals, communities and societies:

- as a means of enhancing international understanding and world peace
- as a means of achieving economic, cultural and social development
- as a means of advancing the knowledge, skills and competencies of individuals and groups throughout the world.
- as a means of achieving fuller participation by such individuals and groups in the determination of their economic, social and cultural development."

The Council also strives to cooperate with national associations and institutions, both governmental and non-governmental, concerned with the education of adults. The membership of ICAF includes national associations, organizations, boards or institutions primarily concerned with the education of adults. Each member must be national in perspective. New members were welcomed into the assembly this year, including the Canadian Congress for Learning Opportunities for Women (CCLOW), which as President, I had the honour of representing. The affairs and activities of the Council are controlled by the General Assembly, the Executive Committee and the Bureau. The General Assembly is the whole membership of the Council which meets every four or five years in a forum such as the one in Buenos Aires. Budd Hall currently holds the position of Secretary General, Dame Nita Barrow is the President. The finances to operate come from many sources, including the membership. I am proud to note that the Canadian International Development Agency (CIDA) is a major source of financial support.



## THE ASSEMBLY

For the past year and a half, representatives of the Argentine Government and of the adult education and popular education sectors have worked with the ICAE, to plan the 1985 World Assembly in Buenos Aires. To quote from Budd Hall's 1982-1985 report, "The Argentine people, together with the leadership of President Alfonsin gave a new meaning to the word 'democracy'; a meaning in which adult education plays a central role." In particular, the Latin American Council for Adult Education played a unique role, not only in helping to organize this assembly but in bringing together networks of grassroots adult educators from many Latin American countries who have broadened the vision and scope of the adult education movement. The week long program was designed to enable maximum participation of all delegates, as well as to provide an experience in popular education.

The first session of the assembly was opened by Dr. Raul Ricardo Alfonsin, President of Argentina. He stressed the importance of the concept of "education for everybody" and stated that adult education "must strengthen democracy through the inclusion of citizens more and more conscious of their rights and obligations." President Alfonsin was enthusiastically received by the whole assembly. Dame Nita Barrow presented him with a Special Acknowledgment Prize expressing ICAE's gratitude for the importance given by the Argentine Government to this assembly.

There were seventeen working groups or subject areas and each participant chose to attend one group. The seventeen subject areas were: Peace and Human Rights, Popular Theatre and Communication, Participatory Research, Rural Adult Education, Adult Education in Prisons, Indigenous Peoples, Workers' Education, Self-Management, New Technology, Literacy and Post Literacy, Adult Education and Women, History of Adult Education, Adult Education and Older Adults, Training of Adult Educators, Civic Adult Education, Primary Health Care, and the Disabled. These working groups met every afternoon from Monday to Thursday. I participated in "The Adult Education and Women" working group.

The morning plenary sessions provided information from the working groups of the previous day and presentations by invited speakers to stimulate the afternoon discussions. Each of these plenary sessions was held in a large hall with translation and audio-visual services. All of these sessions were simultaneously translated into English, Spanish and French.

The San Martin Centre was set up as a plaza with tables opening up at different times with displays from groups from around the world. Organizations from many Latin American countries distributed pamphlets and adult education organizations put out their display materials. I brought brochures and reports from CLOW, the Halifax City Regional Library and the International Education Centre. With 400 people in attendance, everything was picked up by the first people to come by the table. A sale of local crafts and a booksale took place throughout the week.

In the evenings, the plaza outside became a stage for Latin American songs, dances, drums, comedy and theatre. These events were publicized and opened to the community. Popular entertainers were enthusiastically welcomed by everyone. The performers were obviously well known and appreciated. As a Canadian, it was a wonderful opportunity to experience some South American culture. The Latin rhythm is very contagious.

The second day (Tuesday), the morning plenary session began with reports from each of the working groups and concluded "that access to education is a human right." Following these reports, a panel discussion on "The Contribution of Popular Education for Development and Peace" took place. The three contributors were Adolfo Perez Esquivel from Argentina (winner of the Nobel Peace Prize), Alexandre Vladislavlev (U.S.S.R.) and Lucille Mair (United Nations). Development was discussed as a means of achieving dignity, self-determination and liberation. Lucille Hair pointed out that women have found that their struggle for equality is inextricably tied to the struggle for development and peace. Interest groups met in the afternoon and regional meetings took place in the evening.

Following the regional meetings there was a reception for women participants in another room of the hotel. Dame Nita Barrow, who was also the convenor of the NGO Forum'85 in Nairobi, spoke about that conference. It was the world's largest ever gathering of women. Between twelve and fifteen thousand women from around the world came to Nairobi to meet, share and learn from each other. There were over 1,000 workshops, a "Tech and Tools Fair," a ten-day film festival, visits to nearby rural projects and markets where Kenyan women sold crafts. The "Peace Tent" became a central meeting place where women from countries with opposing political views came to debate and discuss issues. With Dame Nita Barrow as President of ICAE, the Assembly in Buenos Aires carried on the enthusiasm for getting women's issues to the fore-front. It was partly because of her encouragement and support that CLOW has joined the Inter-national Council.



Wednesday morning's plenary had a creative reporting session from the working groups. Using the format of the BBC News, each working group was heard from as though reporting news events. Commercials were given to cover housekeeping announcements.

A panel discussion on "the Adult Education Movement in Action" took place. Contributors were Fun Dong Tang (China), Fernando Cardenal (Nicaragua), Peter Engberg (Sweden) and Nicholas Kuhanga (Tanzania). They emphasized the fact that there is no real development through adult education without a strong political will and popular participation.



On Thursday, working groups met together all day, except for the opening reporting plenary sessions. I was sorry to personally miss most of these as I was involved in getting a new passport to replace the one in my stolen handbag. However, with the sessions I did attend, plus the many discussions with different women from the group, the following main concerns were raised throughout the week: literacy, worker education, income-generating projects and the role of women in the struggles ongoing in Latin America.

That final evening, following empanadas and wine at the centre, and a Brazilian drum exhibition, the Assembly participants and Buenos Aires residents took part in a walk around the four blocks which surrounded the centre. With the drums leading the way we clapped to the Latin, beat and swung our way through the streets arm-in-arm with people we had met throughout the week.

### REFLECTIONS

This was my first trip to South America. Argentina is going through a painful and yet exciting time of restructuring a meaningful democracy. During the week I had the opportunity to speak with people who were part of the movement that brought about the collapse of the military rule. Many of their friends were among those thousands who disappeared. I realized how easily I just accept living in a democratic country. Many are struggling in other parts of the world to bring about the kind of government I just take for granted.



Adult education takes on a new meaning when it is seen as a practical tool for strengthening democracy. In Canada, our understanding of adult learning is narrow by comparison. With the large number of the participants at the Assembly coming from Latin American countries and other developing nations, the need for learning as an essential element for social change became much more apparent. The importance of resources such as libraries and of organizations such as CCLOW and the International Education Centre take on a much more significant role as tools for both individual and social change.

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**"Adult education takes on a new meaning when it is seen as a practical tool for strengthening democracy."**

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## WOMEN

Many of the same concerns which were raised for women in our CLOW study on Women and Adult Basic Education (DeCoito, 1985), are repeated in other countries in the world. Educational materials used in learning programs perpetuate stereotypes of women, and do not reflect women's experience. The inclusion of science and mathematics components in basic education programs is rare.

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**"It is clear that women are not regarded as equal participants in development, nor in activities of adult and non-formal education."**

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It is clear that women are not regarded as equal participants in development, nor in activities of the adult and non-formal education sectors. Often "outside" help comes in the form of training only for men, even for those jobs traditionally done by women, such as in agriculture. Women's income-generating projects in developing countries are a result of the belief that the recognition of women's economic role is crucial in bringing about changes in their status in society. These projects have both social and economic goals. Women from India shared their experience with income-generating projects. Women from Argentina shared their frustration at being active participants in bringing about their new democracy and being told now that their concerns must wait until there is a stable economic and social environment. Their country's development is to be determined by those now in power: men with patriarchal attitudes and concepts. It is a double struggle for women to have a say in the social and economic development of their countries.

We see a similar "double disadvantaged" position in Canada with black women, poor women, disabled women, native women and immigrant women. Their concerns as black, native, immigrant or disabled persons are being represented by organizations mainly run by men. They are pulled in two directions - to work for their specific group's equality as well as for their equality as women. There was also the familiar story of women workers not being given the training opportunities of their male counterparts.

CLOW, representing all provinces and territories in Canada, has developed some unique models for running an organization, for researching women's learning needs and for providing a skills bank of knowledgeable women willing to share their expertise. This assembly in Buenos Aires provided us with a wonderful opportunity to start sharing what we have learned with women from other countries. It is the beginning of a positive

relationship between CLOW and the Women's Program of ICAE. We have much to learn from women in developing nations and I hope we also have much to share. This assembly was just a beginning.

In closing I would like to thank Status of Women Canada, The International Education Centre, the Halifax City Regional Library and CLOW for the moral and financial support that enabled me to participate in this unique experience.

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## **Le rapport Macdonald et ses répercussions sur la situation des femmes**

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**Par Marjorie Cohen, Vice-présidente du CCA**

### **THE MACDONALD REPORT AND ITS IMPLICATIONS FOR WOMEN**

The central themes of this report are that the Canadian economy should be directly controlled by market forces and that economic links between Canada and the U.S. should be made stronger through free trade.

In its almost two thousand pages, the report pays scant attention to how various groups of workers and different regions of the country will be affected by its recommendations. In this article, the author points out that both the economic and social policies advocated would seriously retard women's rate of progress and likely worsen the position of women in the Canadian economy.

Dr. Cohen comments on the report's recommendations and their potential impact on women in a number of areas, including: free trade, incomes policy, and unemployment insurance.

The article concludes with an assessment of the immediate implications for women. It points out that the danger for women is that certain policy issues which the commission has addressed, are currently under review by governments. As a result, the commission's recommendations are likely to be given considerable weight. Cited as examples are equal value legislation, and unemployment insurance particularly.

This paper was previously published by NAC and is reprinted here, with permission.

Deux thèmes principaux sont au centre du rapport de la Commission royale sur l'union économique et les perspectives de développement du Canada déposé en septembre 1985:

- L'orientation de l'économie canadienne devrait être déterminée davantage par les forces du marché.
- Les liens économiques entre le Canada et les É.-U. devraient être renforcés par le libre-échange.

Les commissaires reconnaissent que leurs propositions entraîneraient des bouleversements profonds dans l'économie. Cependant ils croient qu'avec des mesures d'adaptation à court terme et des taux de productivité plus élevés à long terme, la population y gagnerait en fin de compte.

En général les commissaires semblent peu préoccupés par les effets disparates de leurs politiques sur les divers groupes dans l'économie. Il y a bien quelques brèves allusions aux industries qui seraient les plus affaiblies ou les plus avantagées par le libre-échange, mais il n'y a pas d'analyses détaillées sur la façon dont chaque industrie pourrait être affectée. Dans son rapport de 2 113 pages, la Commission accorde bien peu d'attention aux répercussions que causerait la mise en application de leurs recommandations sur les divers groupes de travailleuses et de travailleurs ou sur les différentes régions du pays. Mon propos, dans le présent mémoire, est l'examen de l'impact que pourrait avoir sur la situation des femmes, la mise en application des politiques recommandées par le rapport Macdonald.

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**Il m'apparaît que ces politiques dans le domaine économique comme social aggraveraient le sort des femmes au Canada...**

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Il m'apparaît que ces politiques dans le domaine économique comme social aggraveraient le sort des femmes au Canada: les changements proposés dans l'économie par la Commission augmenteraient fortement le chômage chez les femmes et dans le domaine social les politiques préconisées pourraient non seulement ralentir le rythme de progrès pour les femmes mais risqueraient de les laisser dans une situation plus grave qu'elle ne l'est actuellement.

## LIBRE-ÉCHANGE

Une partie importante du premier volume du rapport de la Commission est consacrée à une analyse de l'ensemble de l'économie mondiale. Ce qui est particulièrement frappant dans cette section est l'absence de données sur l'étendue du pouvoir des corporations transnationales qui sont devenues les grands dirigeants de l'activité économique mondiale. Aucune attention n'a été portée à leur croissance, leur puissance, leur mobilité, pas plus qu'aux conséquences de ces facteurs sur les politiques commerciales du pays. En raison de la place centrale qu'elles occupent dans notre économie, une meilleure compréhension de leurs agissements est primordiale pour le développement de politiques industrielles et commerciales adéquates. Bien que les initiatives gouvernementales des dernières années aient réduit le niveau de contrôle étranger sur notre économie, le Canada représente encore un cas limite parmi les nations industrialisées. Les entreprises étrangères possèdent 49% du secteur manufacturier, 45% du pétrole et du gaz naturel, 43% des mines et du raffinage et 26% de toutes les autres industries excluant les secteurs de l'agriculture et de la finance (II, 256).

Dans le passé, les entreprises étrangères furent attirées au Canada par l'abondance et l'accessibilité des ressources et par le fait qu'en s'installant ici elles auraient accès au marché canadien. Cependant les avantages associés au rôle traditionnel dévolu au Canada en tant que producteur de matières premières ont tendance à décroître ces dernières années en raison des coûts inférieurs ailleurs dans le monde.

En outre, dans le secteur manufacturier, des progrès rapides dans les communications et le transport - et une économie internationale moins restrictive - ont contribué à déplacer la production vers les pays pauvres et leur main-d'oeuvre à bon marché.

On observe donc une tendance croissante chez les entreprises multinationales à relocaliser leur production à forte main-d'oeuvre syndiquée et relativement bien payée vers des pays qui garantissent l'exploitation d'une main-d'oeuvre moins payée.

Cependant tous les pays ne sont pas également vulnérables: c'est ma conviction que le Canada a beaucoup plus à perdre dans des accords bilatéraux de libre-échange que les Etats-Unis et que les conséquences des changements considérables proposés par la Commission pourraient bien se traduire par un affaiblissement important de l'économie et un taux de chômage substantiellement plus élevé.

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**Les emplois des femmes dans le secteur manufacturier sont fortement concentrés dans les industries généralement faibles et vulnérables au libre-échange.**

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Il y a deux points importants à souligner à ce stade-ci. Le premier a souvent été cité comme l'inconvénient majeur du libre-échange pour le Canada car il constitue un

changement considérable dans la politique commerciale qui pourrait bien précipiter le déclin de la production manufacturière au Canada pour deux raisons: une concurrence accrue pour la production domestique et un changement profond du comportement parmi les entreprises étrangères installées au Canada. Le deuxième point à souligner: l'étendue des effets néfastes sur l'emploi dans le secteur des services. Ce problème n'a pas reçu l'attention qu'il mérite alors que les échanges internationaux augmentent dans les services en même temps que notre main-d'oeuvre s'accroît dans ce secteur, ce qui rend la concurrence étrangère de plus en plus menaçante dans ce domaine.

Les commissaires ne voient pas comme une contrainte le haut niveau de contrôle étranger sur notre économie, pour arriver à une entente commerciale avec les États-Unis. L'argument le plus répandu contre le libre-échange soutient que si les fabricants étrangers se sont établis ici pour desservir le marché canadien protégé contre les importations, ils quitteront le Canada s'ils peuvent y vendre à prix concurrentiels sans être sur place. La crainte est fort répandue qu'au départ des entreprises étrangères les emplois perdus ne pourront pas être remplacés par des emplois créés ici parce que la concurrence étrangère puissante et bien établie sera impossible à surmonter.

Les commissaires admettent que cette éventualité pourrait bien se produire mais qu'il s'agirait d'un coût d'ajustement à court terme, que par la suite d'autres investissements étrangers seraient attirés au Canada. Selon eux, l'investissement étranger que les barrières tarifaires américaines empêchent d'entrer au Canada aurait soudain accès au marché américain depuis notre pays, ce qui les inciterait fortement à venir au Canada. (I, 364).

Toutefois cet espoir est très aléatoire et s'appuie trop sur la croyance qu'à très long terme les choses vont s'arranger toutes seules. Les commissaires eux-mêmes admettent que les secteurs manufacturiers canadiens, le secteur de l'automobile excepté, sont particulièrement faibles et vulnérables à des accords de libre-échange. Ce problème ne diminue pas, toutefois, le soutien des commissaires au libre-échange. Ils déclarent: "que celui-ci affecterait tout au plus un cinquième de notre main d'oeuvre", puisque la production manufacturière représente moins de 20% des emplois au pays. Ils se rassurent aisément par les résultats d'une enquête de l'Association des manufacturiers canadiens qui indiquent que "seulement" un tiers des entreprises s'attendent à des effets nocifs suite à l'implantation du libre-échange. Tout changement de politique économique de cette envergure, aux probabilités aussi inquiétantes, ne devrait pas être entrepris sur des affirmations hasardeuses relevant de l'acte de foi pur et simple et sous la pression tenace du président de la Commission, Donald Macdonald.

## LES FEMMES DANS LE SECTEUR MANUFACTURIER

Les commissaires conviennent que la libéralisation des échanges va probablement avoir des effets défavorables pour les femmes compte tenu de la place importante qu'elles occupent dans les industries textiles et manufacturières légères. Cependant, si ce processus s'accompagne d'une aide qui leur permet de s'adapter, les commissaires croient qu'elles pourraient abandonner les secteurs en déclin au profit de ceux qui sont en pleine expansion (II, 694).

Cette opinion optimiste à l'effet que les travailleuses dans la fabrication pourraient trouver des emplois à salaires élevés dans les secteurs en expansion n'est fondée sur aucune donnée car la Commission n'a fait aucune recherche en ce domaine.

La Commission identifie deux secteurs comme en position de force pour faire face au marché du libre-échange: transport urbain et produits forestiers. Les secteurs faibles sont bien plus nombreux, ils emploient plus de gens et font partie de l'industrie secondaire (1). Les emplois des femmes dans le secteur manufacturier sont très concentrés dans les industries considérées comme les plus faibles et les plus vulnérables au libre-échange. Ces industries sont: textiles, vêtements, petits appareils électriques, articles de sport, jouets, jeux, produits en cuir. Environ les deux tiers des travailleurs dans ces six industries sont des femmes et ces industries emploient 42% de toute la main-d'œuvre féminine dans la fabrication (2). Les chances sont très minces que les travailleuses et travailleurs des industries en déclin puissent être recyclés vers des emplois à salaires élevés dans de nouvelles industries. Des études ont montré que les travailleuses des industries en péril sont en général plus âgées que la moyenne des travailleuses, souvent elles sont immigrantes parlant peu le français et l'anglais. La plupart sont mariées et leur niveau de scolarité est plus bas que celui de la moyenne des travailleuses au Canada. Elles vivent en majorité au Québec. Plus de 65% de toutes les femmes employées dans la fabrication au Québec se trouvent dans les six industries qui seront le plus défavorablement affectées par le libre-échange (3).

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**Plus de 65% de toutes les femmes employées dans la fabrication au Québec se trouvent dans les six industries qui seront le plus défavorablement affectées par le libre-échange.**

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Bien que la Commission recommande de substantielles mais temporaires mesures d'ajustement pour le recyclage et la relocalisation de la main-d'œuvre déplacée la plus adaptable, si le passé est garant de l'avenir, les femmes seront peu aidées par ces programmes. Actuellement les femmes sont sous-représentées dans tous les programmes mais surtout dans ceux qui offrent des formations plus longues et plus avancées

spécialement dans ce qu'on nomme les métiers de l'avenir (4).

Mais il y a plus grave car l'aide que la Commission proposé comprend l'exigence que les travailleurs démontrent "des aptitudes à s'adapter". En grande partie cela veut dire accepter d'être relocalisés. Pour les femmes mariées cette condition n'est pas facile à remplir puisque la plupart des familles vivent où les hommes peuvent trouver du travail pour la bonne raison que les hommes gagnent de meilleurs salaires. Pour les familles qui ont un besoin crucial de deux revenus, la relocalisation de la femme au travail peut s'avérer une impossibilité.

### LE SECTEUR DES SERVICES

Les travailleuses du secteur manufacturier ne sont pas les seules dont les emplois sont menacés par la libéralisation des échanges. Il y a aussi celles du secteur des services où se trouve la grande majorité des travailleuses, soit 80%. Ce n'est un secret pour personne que les États-Unis ont l'intention d'inclure les échanges de services en plus des échanges de biens dans les accords de libre-échange (5). La Commission constate que jusqu'ici, seuls les É.-U. sont convaincus de la nécessité d'inclure les services dans les accords de libre-échange. Ils ont de bonnes raisons de le souhaiter car aux États-Unis comme au Canada, l'économie est de plus en plus orientée vers les services. Ce secteur compte pour les 2/3 dans le produit national brut et emploie près de 70% de la main- d'oeuvre. Dans ce contexte, l'exportation de services devient de plus en plus importante. On estime à 60 milliards la valeur des services exportés en 1980 (6).

Jusqu'à présent les accords traitaient des échanges de biens et non de services mais les progrès dans la technologie des transports et des communications amènent les sociétés transnationales à espérer la disparition des entraves au libre-échange dans le secteur des services. Toutefois les pays faisant face à cette concurrence accrue ont recours à des pratiques restrictives pour contenir l'envahissement.

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**Pour les femmes, toute politique qui menace les emplois dans le secteur des services ne peut que leur être néfaste.**

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Le Canada a certainement agi dans ce sens lorsque la concurrence des industries culturelles américaines du livre, de la radio et de la télévision menaçaient les institutions culturelles canadiennes.

Dans le domaine culturel et dans celui de la sécurité nationale, la Commission estime qu'il est justifié de maintenir des mesures protectionnistes. Il est important de souligner que dans le secteur des services il est difficile d'évaluer les impacts du libre-échange sur l'avenir. En entrant dans des accords de libre-échange, nous pourrions être empêchés éventuellement de protéger des industries qui ne sont pas directement menacées

actuellement.

La protection du marché des services comprend présentement diverses mesures comme l'octroi de permis; des politiques gouvernementales d'approvisionnement avec traitement préférentiel pour les entreprises locales de services; des mesures restrictives pour les banques étrangères et les compagnies d'assurance ainsi que des limites sur les activités d'entreprises étrangères dans le transport et les communications. Mais la concurrence étrangère a été limitée dans le passé par une technologie rudimentaire. Cette situation a beaucoup changé ces dernières années, et il devient de plus en plus possible que des services bureautiques comme le traitement de données soient fournis de l'extérieur. L'approche de la Commission concernant le libre-échange dans les services est très inquiétante. Les commissaires allèguent que puisqu'il leur serait très profitable d'avoir accès au marché canadien, les États-Unis voudraient en retour nous "offrir de meilleures garanties d'accueil des produits en provenance du Canada" (I, 337). Compte tenu qu'une plus grande partie de notre main-d'oeuvre est employée dans les services plutôt que dans le secteur de la fabrication (7), le risque est grand d'échanger un cheval pour recevoir un lapin.

Pour les femmes, toute politique qui menace les emplois dans le secteur des services ne peut que leur être néfaste car c'est dans ce secteur qu'il s'est créé le plus d'emplois pour elles depuis cent ans.

Tout au long du rapport les commissaires font état de l'incertitude face à l'avenir, de l'instabilité de l'économie mondiale et de "la vulnérabilité extrême du Canada à la conjoncture commerciale et internationale devenue de plus en plus concurrentielle" (II, 202). Comme ils le soulignent, le Canada semble souffrir davantage des récessions économiques que les autres pays industrialisés.

Il s'ensuit que vouloir orienter l'avenir économique du Canada par des liens plus étroits avec un seul pays ne peut qu'accroître la précarité de la situation.

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### **Déjà plus de 70% du commerce canadien se fait avec les États- Unis...**

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Déjà plus de 70% du commerce canadien se fait avec les États-Unis et les politiques proposées par les commissaires augmenteraient substantiellement ce pourcentage. Même si le pari du libre-échange devait s'avérer avantageux et pouvait être négocié dans les termes souhaités par les commissaires, le Canada n'y trouverait sécurité que pendant la durée des accords. Augmenter notre dépendance économique envers les États-Unis pourrait avoir des conséquences catastrophiques advenant qu'ils décident que le protectionnisme leur est plus profitable. Sous-jacente aux rationalisations sur le libre-

que le dollar demeurera une monnaie forte. Dans l'éventualité d'une dépréciation du dollar américain, les conséquences sur le commerce canadien pourraient être graves, même dans le cadre du libre-échange. Rattacher plus étroitement l'économie canadienne à celle des É.-U. placerait le Canada dans une position plus précaire que par le passé pour faire face aux fluctuations des forces extérieures.

### LES POLITIQUES SOCIALES

Dans ses recommandations sur les systèmes de sécurité du revenu et de services sociaux, la Commission s'est donné ces objectifs: simplification des programmes et transformation du marché du travail pour le rendre plus souple et adaptable. Les réformes proposées sont considérables, la Commission le souligne en déclarant "qu'elles affecteront la vie de pratiquement tous les Canadiens" (II, 597). J'ajouterais qu'elles auront, sans aucun doute, des conséquences désastreuses pour les femmes.

### UNE POLITIQUE DE REVENUS

Pour les groupes de femmes, les syndicats, les organismes communautaires qui ont témoigné devant la Commission, la préoccupation première était le chômage élevé et persistant avec son cortège d'afflictions pour les sans-emploi (8).

Dans son rapport intérimaire, la Commission admettait que le chômage et l'inflation sont deux problèmes majeurs mais qu'il fallait s'attaquer à l'inflation d'abord. Cette priorité est toujours présente dans le rapport final. Il s'agit encore de contenir l'inflation et toute recherche de solution au chômage doit se faire à l'intérieur de paramètres comprenant le maintien des prix au niveau le plus bas possible. A cette fin, les commissaires préconisent le rétablissement d'une politique de revenu "pour trois ans ou plus", pour renforcer la tendance à la baisse de l'inflation (II, 395). Par ailleurs les programmes de contrôle des salaires ont eu un impact extrêmement négatif sur la situation des femmes comme le soulignait le Comité canadien d'action sur le statut de la femme, dans son mémoire à la Commission (9). Les progrès accomplis par les femmes pour combler le large fossé entre les salaires des hommes et des femmes s'effritent quand les politiques salariales imposent un pourcentage uniforme d'augmentation à tous. Les salaires des hommes étant plus élevés que ceux des femmes, ce type d'augmentation signifie que ceux-là reçoivent plus que celles-ci en termes absolus.

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**Un des aspects les plus pernicioseux du rapport, c'est son attitude envers les chômeurs.**

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Dans les dernières années, les progrès importants des femmes sur le marché du travail sont dus à l'action collective. Une politique de revenus élimine pratiquement la

meilleures conditions de travail. Car toute revendication pouvant affecter les coûts peut être exclue de la négociation - comme les questions touchant la santé et la sécurité, l'accès à l'égalité et les changements technologiques. Dans une société qui prétend reconnaître que les bas salaires octroyés aux femmes perpétuent une injustice criante, une politique de revenus ne pourrait avoir que des effets régressifs car qui n'avance pas recule.

#### LE RÉAMÉNAGEMENT DU RÉGIME D'ASSURANCE-CHÔMAGE

Un des aspects les plus pernicioeux du rapport, c'est son attitude envers les chômeurs. Les commissaires présumant qu'un remaniement de l'assurance-chômage pourrait réduire le chômage même, suggérant par là que les chômeurs sont largement responsables de leur sort et que c'est la générosité mal inspirée de l'État qui les a attirés.

En réaménageant le régime d'assurance-chômage, les commissaires espèrent développer une main-d'oeuvre "plus flexible et plus adaptable" et réduire les coûts. Pour atteindre ces objectifs, ils recommandent la réduction des prestations, la prolongation de la période de qualification, la réduction de la période d'admissibilité pour certains et l'élimination des prestations supplémentaires régionales où le chômage est particulièrement élevé. Ces recommandations découlent des présomptions suivantes: les chômeurs ne font pas une recherche assez intensive d'emploi et préfèrent les prestations au travail, l'assurance-chômage étant une dés incitation au travail. De plus les chômeurs ne veulent pas déménager vers les endroits où il y a beaucoup d'embauche parce qu'ils reçoivent des prestations.

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#### **Les commissaires allèguent que la hausse du chômage est due [ en partie ] à la participation croissante des femmes à la population active...**

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Les commissaires croient que l'assurance-chômage a incité les femmes à se joindre au marché du travail. À l'appui de cette opinion, ils citent des études assez contestables qui tentent de démontrer que "les taux de participation de la population active, surtout ceux des jeunes et des femmes, augmentent en fonction de la générosité des prestations d'assurance-chômage (II, 656). En fait les commissaires allèguent que la hausse du chômage est due à la participation croissante des femmes à la population active et aux changements apportés à la Loi d'assurance-chômage. Considérant que les femmes des autres pays industrialisés ont un taux de participation comparable à celui du Canada et que les prestations de chômage ne sont pas aussi généreuses ici qu'ailleurs, ces facteurs ne peuvent donc expliquer pourquoi les taux de chômage sont si élevés au Canada.

Les répercussions des recommandations des commissaires seront démesurément rigoureuses pour les femmes. Une réduction des prestations est plus grave pour ceux et celles qui sont au bas de l'échelle des revenus, et puisque les femmes forment invariablement une partie disproportionnée de la main-d'oeuvre à bon marché, elles seront

davantage affectées par ce changement. La prolongation de la période de qualification et le resserrement du lien entre la période des prestations et les semaines travaillées seront particulièrement préjudiciables aux femmes à cause de la place qu'elles occupent sur le marché du travail. Elles sont plus fortement représentées dans les emplois à temps partiel et temporaires; elles se retrouvent souvent dans des industries marginales qui licencient fréquemment quand les affaires ralentissent. Les changements proposés par les commissaires réduiront certainement les coûts mais ce sera en sacrifiant la protection des revenus des travailleuses et des travailleurs.

#### RÉGIME UNIVERSEL DE SÉCURITÉ DU REVENU

Le Canada n'a pas d'états de service très reluisants quant à la part de son revenu qu'il consacre aux programmes sociaux. "Il se classe neuvième parmi les douze principaux pays membres de l'Organisation de coopération et de développement économique" (II, 612). Nous dépensons moins que les autres pour les pensions, à peu près autant pour la santé et l'éducation, plus que la moyenne pour l'assurance-chômage, pas par générosité mais parce que notre taux de chômage est tellement élevé.

En général les commissaires reconnaissent que le Canada ne peut se permettre de réduire ses dépenses sociales. La Commission croit toutefois que le système devrait être remanié pour le rendre plus compréhensible et pour qu'il ne détourne pas les gens du travail. Pour atteindre ces objectifs elle propose de remplacer une bonne partie de la grande variété des programmes que nous avons actuellement par un seul système complet de transfert: un Régime universel de sécurité du revenu. Dans le passé, des groupes progressistes ont prôné le système de "Revenu annuel garanti" comme mesure de protection pour ceux qui échappaient au filet de sécurité du revenu, en particulier pour les travailleurs pauvres afin de leur permettre de maintenir un niveau de vie décent. Les aspects importants de ce genre de proposition seraient les suivants: des prestations relativement élevées pour ceux qui n'ont pas d'autres revenus; un taux d'imposition relativement élevé pour ceux qui reçoivent un revenu ou salaire. Ces mesures garantiraient un niveau de vie minimum n'obligeant personne à vivre sous le seuil de la pauvreté.

Les commissaires n'ont pas retenu ce modèle. Leur programme prévoit plutôt un revenu garanti très bas. En fait ils reconnaissent eux-mêmes que les niveaux de revenus "ne seraient pas forcément suffisants pour subvenir à tous les besoins d'une famille, à moins qu'elle ne reçoive une aide supplémentaire" (I I, 879). La Commission recommande quand même d'éliminer tous les programmes suivants: supplément de revenu garanti, allocations familiales, crédit d'impôt pour enfants, exemption de personne mariée, exemptions au titre des enfants, contributions fédérales au Régime d'assistance publique, programmes fédéraux de logement social et possiblement exemption personnelle (II, 876).

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**La recommandation de la Commission pourrait empêcher le passage de la législation sur le salaire égal pour un travail de valeur égale et ainsi annuler des années de travail accompli par les femmes pour son adoption.**

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Le réaménagement considérable du régime de sécurité sociale exigé par l'introduction du Régime universel de sécurité du revenu proposé par le Rapport a peu de chance de se produire. Plus sensées et plus humaines sont toutefois les recommandations à court terme des commissaires. Elles corrigeraient les effets régressifs du système actuel en réorientant l'argent de l'exemption fiscale au titre des enfants vers le crédit d'impôt pour enfant ou les allocations familiales, et en permettant aux assistés sociaux aptes au travail de conserver un montant plus élevé de leurs prestations d'aide sociale lorsqu'ils trouvent quelque travail.

LES IMPLICATIONS IMMÉDIATES

Les politiques recommandées par les Commissions royales ne sont jamais mises en application telles que présentées dans leur forme détaillée et complète. En général, si quelques recommandations coïncident avec les intentions gouvernementales, elles sont invoquées pour justifier leur mise en place. Dans le cas présent, la philosophie inspirant la Commission royale sur l'union économique et les perspectives de développement du Canada coïncide avec celle de l'actuel gouvernement, ce qui accroît la probabilité de la mise en vigueur de certaines parties du document. C'est inquiétant pour les femmes car certains éléments des politiques recommandées par la Commission font l'objet de révision actuellement et les propositions du Rapport risquent d'influencer considérablement le travail en cours. Par exemple la législation sur le salaire égal pour un travail d'égale valeur est à l'ordre du jour en Ontario. Bien que cette législation ait bien fonctionné au fédéral depuis plusieurs années, la Commission dit que toute nouvelle législation en ce domaine ne devrait pas être adoptée avant que les principes et les effets n'en soient mieux compris (II, 710).

Les commissaires admettent que cette législation corrigerait quelques-uns des pires effets de la ségrégation professionnelle mais ils sont tellement imbus du principe que les lois du marché constituent le meilleur moyen de déterminer les niveaux de rémunération qu'ils doutent de l'existence d'une vraie discrimination. Ils affirment que le jeu normal de la concurrence devrait corriger la situation. Ce raisonnement pourrait se défendre en économie de plein emploi, mais pas avec des taux de chômage démesurément élevés et des employeurs qui sont en position de payer ce qu'ils veulent aux travailleuses et travailleurs. Cette croyance en un système économique parfaitement concurrentiel est non fondée. Malheureusement la recommandation de la Commission pourrait empêcher le passage de la législation sur le salaire égal pour un travail d'égale valeur et ainsi annuler des années de travail accompli par les femmes pour son adoption.

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**...la plus grande désincitation au travail  
c'est le manque d'emploi...**

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L'assurance-chômage est aussi en révision. Les recommandations de la Commission seront sans doute bien reçues par le gouvernement car c'est un fait bien connu qu'il est impatient de réduire la couverture de la Loi d'assurance-chômage. Bien que de nombreux groupes témoignant devant le comité de révision insisteront sur le fait que la plus grande désincitation au travail c'est le manque d'emploi, pour tous ceux qui aiment à croire que le chômage pourrait être substantiellement réduit par un habile remaniement du système, les arguments et les recommandations de la Commission royale les conforteront dans leurs prétentions. Le grand mouvement vers le libre-échange et les forces du marché affranchies de toute entrave sera vraisemblablement ralenti par les contraintes du monde réel dans lequel nous vivons. Mais cette orientation dont j'ai contesté les mérites influencera certaines décisions gouvernementales. Dans les domaines du chômage et des programmes sociaux, les femmes seront perdantes quand le gouvernement passera des idées aux réalisations.

**NOTES**

1. La Commission a identifié les industries manufacturières des secteurs plus faibles comme étant : la production de textiles, vêtements, chaussures, le matériel et les machines, l'électronique, l'outillage et les produits électriques, les meubles, le matériel scientifique et les produits de consommation (I, 379)
2. L'institut Nord-Sud, Women in Industry : North-South Connections (Ottawa, 1985) p. 31
3. Ibid., pp. 30-31
4. Par exemple en 1983-84, seulement 19% des participants inscrits au Programme national de formation étaient des femmes. Ibid., p. 42
5. Les services comprennent des activités dans divers domaines : assurances, comptabilité, conseil, design, publicité, transport, communications, banque, cinéma, arts visuels, musique, droit, éducation, santé. Pour en savoir plus sur les échanges dans les services, voir l'article "Negotiating Issues in International Services Transactions" in Trade Policy in the 1980, W. Dieboold Jr., et H. Stalson, édité par W.R. Cline (Washington, 1983), pp. 581-609
6. Joan Edelman Spero, The Politics of International Economic Relations

(New York 1985) p. 100

7. Les services publics et les services en général emploient les deux tiers de la main-d'oeuvre canadienne alors que le secteur manufacturier en compte un peu moins de 20%. Rapport de la Commission royale sur l'union économique et les perspectives de développement au Canada, Vol. I, tableau 2-12, p. 159
8. Le contenu de certaines de ces présentations peut être trouvé in The Other Macdonald Report édité par Daniel Drache et Duncan Cameron (Toronto, 1985)
9. Le Comité canadien d'Action sur le statut de la femme, The Persistence of Inequality in The Other Macdonald Report, pp. 98-109



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# Women's Invisible Work

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By E. A. Cebotarev

## LE TRAVAIL INVISIBLE DES FEMMES

Le travail fait dans le cadre de l'économie formelle ne reflète qu'une image partielle de l'ensemble des activités économiques. En fait, toute l'économie formelle est sous-tendue par une quantité considérable de travaux qui n'ont pas d'existence officielle et qui sont effectués par des femmes et des hommes, sans rémunération, à domicile ou au sein de la communauté, dans les sphères dites "non-formelles", où il peut y avoir ou non des transactions financières, mais qui sont exclues du système économique national.

Étant donné que la plupart des travaux non-payés sont effectués par des femmes plutôt que par des hommes, ce bref article présente une classification de ces travaux, faits par les femmes. La classification n'est nullement exhaustive mais regroupe les principales catégories du travail "invisible" des femmes.

Le travail à la maison comprend la production de biens et de services pour la consommation familiale, pour la vente directe, ou pour le travail industriel à la pièce. La sphère informelle inclut les travaux non-payés ou minimalement payés faits dans les entreprises et dans les fermes familiales, ou par les travailleurs indépendants et par les petits commerçants. Le salaire de ces gens sert à compléter un revenu familial insuffisant. L'autre catégorie de travail non-rémunéré est le travail volontaire, dont parle également cet article.

### Introduction

**Work carried out in the formal economy gives only a partial picture of all the economically significant activities performed in a society. In fact, the formal economy is buttressed by a large amount of unaccounted for work, carried out by women and men, without pay, in their homes or communities or in the "informal" sphere, where money transactions may take place, but do not enter into national economic accounting.**

Of course, many will argue that unpaid work is "unproductive". The dilemma of sorting out various activities from "productive work" in the non-market sphere, is not an easy one. I like to use the criterion proposed over 50 years ago by a home economist. Margaret H. Reed maintained that any activity culminating in a service or product which one can buy or hire someone else to do, is an economic activity (i.e.

**"productive work) even if pay is not involved.**

**The readers can judge for themselves which of their unpaid activities qualify to be considered significant work.**

**Since unpaid work is much more apt to be performed by women than by men, this brief article presents a classification of this work, as carried out by women. It is not an exhaustive classification, but it covers the main types of women's "invisible" work.**

## **Work in the Home**

### **a. Household Production**

This work involves the production of goods and services for family and household consumption. The characteristic feature of this work is that its fruits are consumed by family members without any monetary transaction. Therefore, the work is economically invisible. Yet, it is essential work for human survival and it includes such activities as meeting physiological, psychological and social needs of family members. In developing countries, it may involve carrying water, wood and produce. The quality of the home-produced goods and services directly affects the health, welfare and happiness of family members and their capacity to work, and represents a source of family savings.

At least as many women as there are households in the world are involved in this work which in recent years has become recognized for its contribution to the familial and national economy.

### **b. Domestic Production**

This is either household production which is sold on the market or a small, independent business enterprise which takes place in the home with domestic tools equipment and family labor. Work such as producing food for direct sale, dress-making, doing laundry for pay or producing handicrafts for sale would fall into this category.

Women in developing countries engage in a variety of home-based domestic production to supplement family income and obtain the needed money for indispensable cash outlays. These include the production of food and crafts, for sale in local markets, or the provision of services (laundry, etc.) for wealthier local residents.

This economic activity, although involving monetary transaction, remains "invisible" because it takes place on the "informal" market. A great number of women in developing countries and some in our own, are involved in this type of work which, for many, is the only source of income they can control. (I.L.O.. 1982).

c. **Homework (Industrial "Outwork": or Piecework)**

Industrial piecework, also known in the literature as "homework", is on a fast rise. It predominates mainly in the textile, garment, electronic assembly and telecommunications (computer/satellite mediated) industries (Froebal et al., 1982; Martella, 1985). In this work, women produce in their homes - usually on a piece basis - products for sale on the world market, on sub-contracts for large multinational corporations, often mediated by local or national entrepreneurs or subsidiaries. This work is very exploitive: women run with all or most overhead costs (facilities, tools, light, travel to and from branch headquarters) and have virtually no production or marketing decision-making powers. This work is also "invisible": scattered in isolated rural or urban households and carried on, often illegally, in a clandestine manner to circumvent labour requirements and formal accounting. Where it is included in employment statistics, it appears under various non-comparable labels such as self employment and craft production, which makes comparison uncertain.

Industrial home production involves a "captive labour force" of homebound women (in Canada, often Immigrant women), who have a great need for a little cash, but virtually no other employment alternatives. According to recent estimates, there are between two and three hundred thousand women involved in this type of work in Asia, the Caribbean and Latin America. Although this work affords poor women some badly needed cash, it does not offer any possibility of further improvement of women's position in the home or the community (Martella, 1985).

**Women in the Informal Sector or Small Enterprise**

a. **Unpaid Work on Family Farm and Business**

Women's unpaid supportive and direct work in family enterprises or on the family farm, remains generally invisible and unaccounted. Household surveys and time-budget studies consistently show strong involvement by women in these activities in many parts of the world, whereas formal statistics and census data systematically under-estimate women's economic contribution in these enterprises (Beneria, 1982). Although no exact figures exist documenting women's involvement in family farms and other small enterprises, individual studies show the importance of women's work to their success, particularly in the initial stages of the enterprise's development or in times of economic hardship, as in the case of North American farmers. With the rural to urban migration of rural males continuing, women are basically taking over the entire work and management responsibilities of their farms or rural enterprises in many parts of the developing world.

b. **Paid Work on Family Farms or Enterprises**

The characteristic of paid work performed by women on small family farms or enterprises is that it normally fetches lower than minimum pay (about half of a man's wages) and is seasonal or intermittent. Usually it involves such tasks as weeding, harvesting, threshing,

post-harvest work (for example, the drying of grains for storage or transplanting seedlings) performed manually, with little modern technology. This is found in Asia (India, Bangladesh), Africa and in some parts of Latin America, and even in North America - for example, in tobacco farming in Ontario. Official statistics on its extent are unreliable or not available at this time.

### c. **Self-Employed Women in the Informal Sector**

Small businesses and enterprises in the informal sector of the economy are defined by one source as those which employ 10 persons or less (Senthuraman, 1982: 17). The same author, however, divides these enterprises into at least two types: those whose aim is profit and economic growth which tend to be the larger ones (four plus employees) and those variable enterprises which aim at providing employment and income for poor families (Jules-Rossette, 1982). Research in the Philippines, Argentina and elsewhere shows that self-employed women predominate (over 70%) in the smaller employment-income producing enterprises (which do not grow economically-), whereas men are found (80 percent) heading the larger profit /growth oriented ones.

Within the small informal sector, virtually all units in manufacturing, 75 percent of those in personal services and half of those in trade are headed by women. By contrast, in the semi-formal sector (of five or more workers), 85 percent of manufacturing, 76 percent of trade and 87 percent of services are headed by men (Sethuraman, 1982: 149-150). Furthermore, the small enterprise is rapidly increasing in the Third World where it "provides more than half of the world's work force with a livelihood". It provides an income "particularly to women who are the sole providers for their families" and these rapidly growing enterprises "alleviate the misery of the largest group of the poorest of the poor: women [as sole family providers]" (M.E.S., 1985: 1).

### d. **Informal Trading**

In addition to economic segregation, the "informal production sector" is also culturally segregated. Some trading is seen as "appropriate" for women and other for men. For example, in Columbia and Singapore, it is "appropriate" for women to trade fruits, vegetables, flowers, while men control the meat trade (Giraldo-Suluaga, 1985; Lim, 1980).

In Africa today, with few exceptions, women tend to do small scale trading, while men are in control of wholesale and bulk trade. In general, women are disadvantaged in regard to access to venture capital and modern "know-how" which is a must for larger enterprises. Due to their powerless status and their familial responsibilities, women do not have the flexibility of men, who are able to absent themselves from the home for considerable periods of time without major disruptions to family life.

However, there are countries where women are engaged in long-range trading. One example is 15-20,000 "merchants": women traders who cross the borders of Paraguay-Argentina-Brazil on a daily or weekly basis, to carry (legally or illegally) coveted items

across these borders for local/regional sale. Of course, the more lucrative contraband of larger items such as cars, large electric appliances and drugs are controlled by men.

In Haiti, there are 15,000 local and regional "Madam Sarahs" who run large informal retail trade networks of local produce and other items throughout the country. "Madam Sarahs" are also a reliable means of information diffusion and a source of local loans for needy women (Lafontant, 1982: 75).

Many other examples could be used to illustrate the main point about women's enterprises: women, as a group, are involved in the less lucrative and more risk-prone small enterprises; they are also limited by their access to the financial and technical support afforded men and by their familial responsibilities and duties. Their enterprise pattern is often based on the use of traditional rural know how (even if they live in urban areas) and they tend, out of necessity, to exhibit seasonal shifts of activities. Thus, their efforts are seldom recognized as "serious" enterprises and not given the needed technical or financial support (Jules-Rosette; Sethuraman, 1982).

What I have described in sections (c) and (d) above, is called in industrialized societies the 'invisible' or 'underground' economy. It is taking on such unprecedented dimensions, that both the governments of Canada and the United States are seeking ways of taxing it.

### **Volunteer Work**

Volunteer work is predominantly a privilege of the well-to-do. It is useful work performed mainly by women in social service, educational and political organizations. While voluntarism can be construed as "pseudo-work", the unpaid work of millions of women in Canada and the U.S., represents considerable savings to governments in the provision of direct services to children, and the elderly.

Historically, women's volunteer, unpaid work has initiated many a social service organization, which was later taken over by the government, institutionalized and professionalize. Cut-backs in social and educational spending have caused a larger portion of this work to revert to women's volunteer labor.

Some scholars, because of the essential nature of women's volunteer work, call it "social maintenance" or "social construction" when performed in the community (Kahn-Hut et al., 1982) and "status producing" When it improves their families' standing ( Papanek, 1979).

Women in developing countries also devote many hours to this type of work, which makes communities function more smoothly and helps to attain national development or revolutionary goals. However, no matter how "progressive" a government, vestiges of sex bias remain. For example, the back of a Cuban matchbox reads "Toda la Fuerza de la Mujer al Servicio de la Revolucion" (All the strength of women to the service of the revolution). Such exhortations are presumably less needed for men, who are already fully committed to work, while women do not 'pull their weight'. Yet, recent research on Cuban

and Nicaraguan women shows that, when domestic work is taken into consideration, women work longer hours than men.

Women's voluntary, unpaid work, while indispensable for the family, community and nation, reinforces the stereotype that women do not need to work for pay and that their work is not essential elsewhere.

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## Census '86

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The **1986 CENSUSES** of Population and Agriculture will take place on **June 3, 1986**. On that day, over nine million Canadian households will complete a **CENSUS** questionnaire which asks questions about age, sex, marital status, language and housing.

The **1986 CENSUS** had been cancelled in November 1984 as part of the Government's effort to reduce expenditures. It was reinstated a month later after groups in both the public and private sectors, including CLOW, indicated their need for **CENSUS** data.

Most households will be asked nine questions, while a sample of households - one in five will be asked to answer a longer questionnaire with 23 additional questions on topics such as education, migration, income, labour force participation and occupation.

There are three new questions on the **1986 CENSUS**. All Canadians will be asked to answer a question concerning their aboriginal status, in order to obtain a comprehensive picture of this segment of population. For the first time, there will be a question concerning disability. The information collected by the **1986 CENSUS** on this topic will serve as a reference point for measuring improvements in the quality of life for Canada's disabled. There will also be a question concerning academic specialization, asking about the highest degrees, diplomas or certificates held. For the first time, in 1986 every questionnaire contains explanations of what information is being sought by each question and the reason for its inclusion.

The Statistics Act requires that everyone provide the information requested, in return guaranteeing absolute confidentiality of data collected on individuals. Information on individual Canadians cannot be released to any other government, department, agency or individual - even by Court order. In the 66 year history of Statistics Canada, there has never been a breach of confidence.

### **COLLECTION TECHNIQUES**

Self-enumeration techniques which have been used successfully since 1971 will be used

again in 1986. In most cases, questionnaire packages will be delivered to every household in late May, 1986, to be filled out by respondents in the privacy of their own home on **June 3**. Forms will either be mailed back postage-paid or picked up after **June 3** by CENSUS representatives. Special arrangements have been made to cover Canadians living in remote locations, (through canvasser enumeration) overseas or traveling during the CENSUS period.

For the **1986 CENSUS**, an estimated 25,000 temporary staff will be hired through a Federal government Youth Employment Program.

In regions of the country where a major portion of the population speaks a language other than English or French, enumerators will have questionnaire companion guides translated in 28 languages. A guide will also be available in braille for the visually impaired.

This service will be supplemented by a Telephone Assistance Service (TAS) operating out of regional centers and offering multi-language translation service. During the collection period, each TAS Office will offer a different combination of languages depending on the linguistic make-up of the region. In 1981, for example, the Toronto Region provided assistance in 20 languages in addition to French and English. Visual Ear Phone Services will be offered to the hearing impaired.

## **USE OF DATA**

The first results of the **1986 CENSUS** are expected to be available in January, 1987. Final population and dwelling counts are expected in March, 1987, while progressive publication of data collected from sample households should begin by March, 1988.

The CENSUS is the most crucial source of information about Canada. Every day, its results are used in thousands of ways by governments, businesses, labour unions and managers, service organizations and individuals. Here's how.

**Federal Transfer Payments:** Every person not counted by the CENSUS can cost his or her province up to \$900 in lost social services. That's because many provincial social programs - health, education, welfare, - depend on federal transfer payments. These, in turn, depend on population counts for each province.

**Labour Force:** The 1981 CENSUS showed that almost 65% of Canadians adults were in the labor force. It also provided valuable information about those Canadians' job skills, their education, age, income. Such data are crucial to planners responsible for developing employment policies and programs in both the public and private sectors.

**Social Services Agencies:** In 1981, married women had an average of 2.5 children each; 10 years before, they had had 2.75 children. CENSUS data that reveal social trends like this are needed by organizations which provide daycare centers, subsidized housing and other social services.

**Women:** Over 40% of Canadians women are in the labour force. Their average income - \$8,414 - is less than half that of men's. CENSUS data are used to assess the expanding role of women in the economy and to plan affirmative action programs.

The CENSUS gives detailed statistical data on the demographic, social and economic conditions of Canadians at a single point in time, **June 3**; and because it asks the same basic questions every five years, it also provides important information about the changing fortunes of special groups, such as senior citizens, single parent families and young people.

**TUESDAY, JUNE 3, IS CENSUS DAY,  
COUNT YOURSELF IN !**



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## Interview: Greta Hofmann Nemiroff

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**Greta Hofmann Nemiroff is a feminist educator and Director of the New School, Dawson College, in Montreal. She is a feminist writer and has been Quebec Director of CCLOW for several years. She is interviewed here, for WEDF, by Susan McCrae Vander Voet, an independent consultant and former Executive Director of CCLOW.**

**Susan:** How did you come to be interested in teaching women's studies?

**Greta:** When I was an English student. I always found myself writing papers on women characters and authors. As a teacher of English at Concordia in about 1968, I made sure to include material on women. But it wasn't really until another friend, a philosophy teacher and I got together to try and discuss some papers we were writing, between the demands of our three babies, that we realized we needed to be writing about ourselves, as women.



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**" ... between the demands  
of ... babies ...we realized  
we needed to be writing about  
ourselves, as women."**

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This led to the first women's studies course at Concordia in 1970, which might also have been the first formal course offered for credit, in Canada. We decided to hold it in the evening in order to attract older women, as well as the younger university students.

**Susan:** Did you notice any difference between the older and younger women in the course?

**Greta:** Oh, yes. Some of the older women had a much better sense of the material, because they had lived the reality of women's lives. Many of them were trying to return to work after raising families, or had found themselves alone with their children, either as widows, or separated, after many years of marriage. Many of them could see that marriage wasn't a guarantee of security.

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**" ... younger women ... were still ready to buy the myths about women."**

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The younger women, though, who hadn't experienced as much, would deny the problems initially. They were still ready to buy the myths about women, and believed in individual power. So they didn't develop a systemic sense of women's problems as readily.

**Susan:** How long have you been teaching women's studies?

**Greta:** A few years at Concordia and Vanier College, in a more objective academic style, and since I arrived at the New School. The philosophy of education is much different here though. We start with topics of interest to the students and build a course around that, so the courses are constantly changing.

**Susan:** Can you give me an example of how this works?

**Greta:** A group of students decided they wanted to study some historical material on women, so I gave them some de Beauvoir to read. They were to write about what interested them in the chapter being discussed each week. At one point in the book, de Beauvoir makes just passing mention of virginity, and that week, seven out of ten students wrote about virginity.

So we stopped right there and began extensive discussions about virginity as a male construct which served male interests. This evolved into a course on women's bodies and body images which has had a number of spin-offs in the school and in my own writing.

One year, a young man wanted to be involved in the course. The women did not feel they would be as free to discuss the issues with him present, so a separate part of the course was set up for young men, with both groups getting together for a time at the end. The young men discovered that the materials available on men's sexuality and roles was dismal. As a result of this experience, I was encouraged to edit a book of materials on women and men.

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**"It is critical to help them separate out what is given and what is not, in their identity as women."**

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**Susan:** What do you feel are the most essential ingredients for young women's education?

**Greta:** It is critical to help them separate out what is a given and what is not, in their identity as women, and to develop a collective consciousness which will lead to collective action. They need to understand the relativity of gender identity. As Margaret Meade observed years ago, in every society, women and men do different kinds of work and, although the actual work they are responsible for varies from one society to another, the constant is that, whatever work women do, it is valued less than men's work.

It is important that they learn to trust their own instincts and to validate one another's experience of the world as women, compared to how women are described by society. And in this regard, they need to explore who has the power to define their reality. We also discuss race and culture in this context.

The objectives of this kind of education are to help them identify where they stand as individuals on a variety of issues; to examine the choices they have in their own lives; to assist them to develop a public stand in order to be consistent with their own values. The objective for young men is to sensitize them to women, and to turn them into feminists as well.

**Susan:** Do you feel that the women's movement has been successful in integrating young women and their concerns?

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**"The women's movement is not really making a place for young women.**

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**Greta:** The women's movement is not really making a place for young women. Older feminists don't have patience with young women because they don't want to have to go over the issues which they have already resolved, but which younger women still need to explore for themselves.

I taught a course on Contemporary Women's Issues last year, and it happened to be a year when a lot of women's conferences were being held in Montreal. I arranged for many of my students to attend the conferences at reduced fees, in exchange for helping out. They were very often treated in inferior fashion and were frustrated by that part of the experience.

**Susan:** What should women's organizations do to include young women and to advance their interests?

**Greta:** In part, it is difficult to attract young women because they don't want to be there with their mothers, but a number of things could be done. Special conferences need to be organized for them, as they were during International Youth Year. At women's conferences, workshops and activities could be offered for them, but their fees would have to be subsidized.

Many organizations could be offering scholarships for young women - men's organizations do this all the time. Those of us with more experience need to make ourselves available as resource people and to assist younger women to organize around their own issues. We need to support their activities in any way we can. As a matter of course, women's organizations could be sending their information out to local schools, so students know what is available and happening in the women's community.

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**"... women's organizations need to begin treating young women as a priority."**

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Speaking and writing contests, apprenticeships and other activities of this sort would help. But basically, women's organizations need to begin treating young women as a priority.

**Susan:** What in particular, can an organization like C.C.L.O.W. do to incorporate young women and represent their interests?

**Greta:** C.C.L.O.W. would need to redefine its focus to some extent. It is in a difficult position, as a national organization concerned with education, because so much education falls within provincial jurisdiction. There is a whole spectrum of education out there, to which C.C.L.O.W. has not yet addressed itself, that of children and adolescents.

However, more emphasis could be placed on the development of teaching materials. C.C.L.O.W. could act as a clearing house for ideas, materials and methodologies for appropriate education for young women. Collecting and distributing materials to front-line feminist educators and teachers would provide a valuable service. Scholarships could be set up for young women, as well. C.C.L.O.W. networks could sponsor special events for young women in their geographic area. There is a great deal which needs to be done.



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# A Women's Training Resource Centre

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BY KAREN RICHARDSON

## CENTRE DE RESSOURCES DE FORMATION POUR LES FEMMES

Dans la communauté urbaine de Toronto, l'Association of Community-based Training and Education for Women (ACTEW) est un organisme qui regroupe 23 programmes de formation non institutionnels pour les femmes désavantagées de la C.U.T. Les groupes-membres offrent des services de formation très diversifiés, traditionnels ou non, avec des cours de perfectionnement scolaire, d'anglais langue seconde, d'aptitudes à la vie, d'amélioration de la confiance personnelle, d'évaluation professionnelle et de placement. Tous les programmes sont conçus en fonction des besoins particuliers aux femmes à revenus modiques.

L'ACTEW vient de terminer une étude de six mois qui recommande la création d'un centre de ressources de formation pour les femmes, à Toronto, durant l'année qui vient. Le centre faciliterait bien des choses: financement, recherche, évaluation, processus consultatif avec le gouvernement, affiliation aux collèges, formation de personnel et conception d'un programme d'étude spécial dans le domaine de la formation des femmes à Toronto. Cet article résume les conclusions et les recommandations de cette enquête.

### INTRODUCTION

**The Association of Community-based Training and Education for Women (ACTEW) has just completed a six month study that recommends the establishment of a Women's training resource centre in Toronto, later this year. The centre would facilitate funding, research, evaluation, government consultation, and college affiliation as well as staff and curriculum development in the women's training field. The ACTEW report makes recommendations not only to the Association, but also to CEIC and local community colleges.**

**ACTEW is an umbrella organization for 23 non-institutional job skills training programs for disadvantaged women in Metro Toronto. It first met in June, 1984, and became a formal non-profit association in December, 1985. Member groups offer a wide range of traditional and nontraditional job-specific training integrated with a mix of academic upgrading, ESL, life skills, confidence building, vocational assessment and job placement. All programs are adapted to the specific needs of low-**

**income women.**

**These community-based training groups practice a new model of education: the largely female administration serves a pre-dominantly female student body; practices feminist and collective work and learning principles; uses alternate teaching methods; and offers a staggering amount of social service support in the process. Programs are decentralized to make them more accessible to disadvantaged women and are located in community centers, libraries, schools, churches, storefronts, office buildings and industrial shops.**

**ACTEW students are unique in that they suffer a startling complex of financial, family emotional, health, language, cultural and academic difficulties which make traditional training in government, employer and college institutions inaccessible to them.**

#### **ISSUES PROMPTING THE RESEARCH**

We know that the new technology is causing great dislocations in traditionally female occupations. To overcome this, job specific skills training, bridging programs and upgrading are vital to women in 1980's. Every government and private study over the past five years (Menzie's, Abella, etc.) has urged special support services to women in training so they can compete fairly for employment. Nevertheless, only minor and ineffective adjustments were made to government-sponsored training and education programs in this regard.

The number of women taking CEIC - funded training in recent years has actually decreased. This has happened because: 'occupations of national importance' designated for training funds are in traditionally male fields; admission to training requires subjects which women are still not encouraged to study; academic upgrading and preparatory programs have been cut drastically; personal support service is lacking in traditional institutional training; and courses are inaccessible to women with language and cultural differences. This has led to an increase in community-based training programs for women who have dropped out of, or who are ineligible for, main-stream training.

Well-intentioned, but hastily administered government programs are implemented without sufficient community consultation and no formal mechanism of ongoing consultation exists. In addition, systematic evaluation of both mainstream and non-profit training programs is lacking, as is serious research into the particular and different learning and training needs of women in Ontario. These, and more, were the issues which prompted the ACTEW research.

<b>Enrolment Comparison</b>	<b>Actew</b>	<b>Community College Women's Programs</b>
enrolment	100 % +	declining
drop outs	10 % or less	not obtainable
failures	0 to 10 %	not obtainable
graduation	85 to 100 %	45 to 90 %
job placements	65 to 100 %	8 to 60 %
further training	5 to 90 %	7 to 92 %

### **GENERAL RESEARCH FINDINGS**

The study found that ACTEW programs achieve significantly higher graduation and job placement rates than do the local community college women's bridging programs which are, in fact, suffering declining enrollment. Despite funding shortages, ACTEW programs succeed because of decentralization, staff commitment, student participation, flexible structures, and programs more relevant to women's different learning needs and life-styles.



While this project was aimed primarily at investigating the developmental needs of the ACTEW member groups, the research also found that ACTEW students encounter numerous inter-related major problems in traditional training - difficulties that cannot be isolated from one another: lack of childcare, inadequate ESL training, insufficient academic upgrading, lack of Canadian experience, poor CEIC service, and non-transferable skills from other countries. These are the obstacles which ACTEW programs are successful in assisting students to overcome.

An unexpected finding was that the housing crisis in Toronto, combined with inadequate training allowances, means many disadvantaged women students face hunger and chronic homelessness, as additional serious barriers to their newly-found training opportunities. Another finding was that there is a severe lack of training specific to immigrant women, and especially for native, refugee and disabled women.

However, getting women retrained and/or into nontraditional and new technology jobs does not guarantee them equality. Mandatory affirmative action and contract compliance are necessary to achieve this. This was not the subject of the study but an issue the proposed resource centre must address.

## **THE ACTEW STUDENT BODY**

The majority of ACTEW trainees are disadvantaged women: unemployed (57%), immigrants (42%), welfare recipients (42%), single-parents (42%), native women (14%) and young women (14%). Poverty is the norm: 85% of student respondents in this study have incomes less than \$10,000 yearly. Yet, despite often severe obstacles, about 2700 women complete ACTEW training annually.

Women learn of ACTEW training mainly by word of mouth, or through open houses. Most programs could duplicate classes easily and still have lengthy waiting lists. One hundred per cent (plus) enrollment is taken for granted, while community colleges suffer declining enrollment.

Standard admission requirements are few by design, to avoid presenting significant barriers to disadvantaged women. Therefore, prospective trainees are judged upon potential to learn, commitment to training, motivation to work and financial need, rather than upon past academic achievement, which most of them lack.

It is not unusual for five women to ask about, and for three women to be interviewed for each ACTEW training seat available. For example, over 700 students applied for 270 seats at Dixon Hall last year. They frequently register for two courses knowing they may not be admitted immediately to either. At Toronto Office Skills Training Project, over half the accepted students have applied at least once before.

Since they can generally neither qualify for nor afford to train elsewhere, disadvantaged women students are desperate for ACTEW programs. This is their only hope for a better future and judging by their marks and job placement rates, it is also their best bet. So they are willing to wait as long as necessary for admission, which is sometimes many months.

The ACTEW drop-out rate is less than 10%, phenomenal considering the numerous disadvantages these students face. Drop outs are reduced drastically by several factors: solid support service, wages or training allowances, training relevant to women's specific needs and personal crisis leave.

## **STUDENT PARTICIPATION**

Student participation is central to ACTEW training - not only encouraged, but expected. This fosters women's assertiveness, instills a sense of community and enables programs to continually adapt to their needs. Nearly 66% of student respondents in this study said they feel totally comfortable speaking up in class because of receptive teachers and small classes. This occurs too, because they are seen, as adults, individuals, workers or employees, rather than as proverbial 'students'.

Trainees were most concerned that this study help future disadvantaged women; that courses be lengthened (especially ESL) and said that government funders have

unrealistic expectations of short courses. Since trainee needs were not the focus of the study, they were disappointed not to be asked their opinions about women's unemployment, sexism in CEIC counselors, nontraditional training, and how funding short-ages and meagre training allowances affect their training.

### **STUDENT SUPPORT SERVICES**

Support services are vital to disadvantaged women, not only to make training accessible to them, but also to retain them in training. ACTEW members acknowledge their social responsibility by providing a great deal of personal counselling and advocacy. Social problems engendered by systemic discrimination are not viewed as personal difficulties which individual women must overcome themselves.

As a result:

- 85% offer career, personal, family and crisis counselling
- 42% offer wages or training allowances
- 35% offer on-site childcare (the rest offer location and funding assistance)
- 28% offer transportation assistance (fares, rides etc.)

Confidence building, independence and assertiveness are three major benefits to ACTEW trainees. At Times Change Women's Employment Service for instance, 70% of clients said confidence building is more important to them than actual skills training or academic upgrading.

It is common for ACTEW groups to spend up to 30% of their program time providing support service.

At one ACTEW group, 58% of trainees undergo a major personal crisis while in training. Crisis management may involve staff escorts to hospital (when battered); to divorce court and legal aid clinics; to psychiatrists and doctors. Without this support, the drop out rate would be devastating.

Childcare is one of the most pressing problems for ACTEW students, no matter what their status. But, only 35% of ACTEW programs offer on-site childcare because of funding shortages and government red tape. It is not unusual for staff to spend whole days trying to find suitable childcare for trainees. About 63% of the women have children; 40% have preschoolers - so childcare is crucial to their training opportunities. Constant daycare cutbacks by the government have resulted in repeated unsuccessful attempts by some staff and trainees to secure quality, stable, affordable childcare.

A further difficulty is that, since federal training allowance are tied to attendance, women who become ill or who must care for sick children at home, lose this financial support temporarily. Already in a state of poverty, this means they may not eat for several days or

they may choose not to pay the rent instead and be evicted.

Government and college officials interviewed during the study regularly called for a central student referral service to ensure women are adequately informed about the plethora of new alternate training opportunities opening up. This was echoed by ACTEW trainees, "I would have loved a women's training resource centre to give me long term support". "Many of the mistakes I made were not well thought out choices and could have been avoided". "I found myself hopping about from one short course and job to another without much continuity." Establishing a central student referral service is a possibility the proposed centre may have to consider.

### **NONTRADITIONAL TRAINING**

The ACTEW study found that family and peer opposition are just as difficult to overcome as institutional obstacles and sexist education, when women consider nontraditional training. Many women are willing, at least, to consider this field until their husband and/or family object. Yet, ACTEW programs do not have the resources to do family counselling of this nature. Surprisingly, in research interviews, several CEIC officials said they do not consider it their mandate to convince women to go into nontraditional training. The proposed training centre will have to develop better community relations and strategies on this issue.

The Avebury report on 'Marketing Nontraditional Jobs to Girls and Women' (CEIC, 1985) was published just as ACTEW research drew to an end. Its research shows that guest speakers (women in nontraditional jobs), as role models, are the best method of introducing women to this field. The recommended centre must establish a skills bank of resource women to perform this necessary service.

Once women have chosen non-traditional training, ACTEW programs which focus on these occupations have no difficulty attracting and retaining women students. In fact, 47% of ACTEW trainees who participated in the ACTEW study said they would like to take courses in technology, business skills, mathematics and science.

An excellent example of non-traditional training is West End Machining which has no vacant seats. Students average 92% to 97% grades, much higher than average. All trainees secure jobs before they graduate, and 92% are placed in the metal cutting trades for which they are trained. Fifty per cent of graduates even serve in registered apprenticeships. This is astounding since only 3% of women in Ontario are employed in machining. To overcome harassment on the job and offer moral support, they have established the Association of Women in Machining.

## **FUNDING**

About half of ACTEW coordinators said their major current problem is inadequate funding. Funding shortages limit their choice of trainee groups research and evaluation activities, and result in overcrowded classes, inability to meet rising enrolment demands and inability to do long-term planning.

Although 64% of ACTEW groups have sought alternative funding, this is difficult to obtain. About 23% spent more than four months of every year in this search, with only small success. Chronic problems are: continual funding searches, repeated cost justifications to founders (even for obviously successful programs) and piecing together funds from sources with divergent criteria not related to student needs.

While founders consider community-based training too expensive for their own budgets (especially non-traditional training which requires large machinery) training costs dwindle in comparison to social costs. According to the Metro Toronto Social Planning Council, it cost \$12,560 per year to support a single-parent mother and one child on welfare (includes welfare, housing, healthcare). But, after training, women are off social assistance, paying taxes, and training costs are easily recouped by the taxpayer in a year or two. As one government official put it, 'If you think training is expensive, consider the cost of ignorance'.

## **STAFF**

Most ACTEW programs spend about 70% of their lean budgets on modest salaries and minimal benefits. About 66% of ACTEW staff have university degrees (half of these have MAs or equivalent). Yet, 62% of them earn a meager \$15,000 to \$25,000 annually, substantially lower than community college instructors. Dedication is what keeps them going.

At least 3/4 of ACTEW staff work overtime consistently (up to 10 hours or more per week). A majority (93%) said they frequently provide service not in their job descriptions - usually crisis management. While about 70% said they don't feel qualified to do this, half actually noted this was the most fulfilling aspect of their work. Their major frustration is lack of time and resources, and a heavy workload leading to realistic fears of burn-out. Coping methods and time management skills are helpful but will not solve the basic problems caused by funding inadequacies.

## **EVALUATION**

Frequent evaluation of staff, students, and programs is common. Evaluators include boards of directors, staff, students and founders. The main objective of evaluation is to adapt programs as often as necessary to the changing needs of students as they express them, and to ensure that trainees are progressing according to their individual potentials. ACTEW staff are often frustrated by standard evaluation methods and frequently called for a community-based model of evaluation. Some excellent models already exist at Dixon

Hall and Times Change which may be adapted by the proposed centre for use by members.

## **RESEARCH**

The report recommends ACTEW emulate Relais Femmes de Montréal, which promotes research into women's needs, in collaboration with university researchers and activist women's groups, to ensure that research is more relevant and timely. Priority topics for research to be fostered by the new centre are: training needs of native, refugee, immigrant and disabled women; the effect of government policy on women's training; innovative women's curriculum; labour market trends and more. This will do much to support their lobbying efforts and to improve the sporadic research that 84% of ACTEW organizations do unpaid after hours.

Government officials, community contacts and ACTEW coordinators alike indicated that in-depth information on women's training at this time is a luxury, however vital. For this reason, it is proposed that the women's training resource centre house a central reference library developed in conjunction with existing resources at Times Change Access Centre, CLOW and others.

## **NETWORKING**

The major obstacle to internal ACTEW networking is lack of time (43% of responses). Solid networking is possible therefore between a core of only 25% of member groups at the moment. Meetings were more common until about a year ago when rising enrolment demands and funding cuts became even more pressing. Prime topics of discussion are funding, program and curriculum development.

Government officials involved in women's educational associations, literacy groups and community colleges were somewhat more informed. Overall, then, external ACTEW networking requires much more work by the proposed centre.

## **GOVERNMENT CONSULTATION**

Quarterly formal consultation with ACTEW programs was a need repeatedly stated by the government officials and community colleges during research interviews. This is due perhaps to the CJS calls for a new focus on community involvement in training. It will be a major task of the proposed training centre to facilitate this. More government consultation was also called for by 61% of ACTEW coordinators to ensure that government policy is relevant to women in training. But 23% are ambivalent about it, because they perceive tokenism and little immediate concrete resulting action.

They most frequently consult with government about women's particular training needs, funding and setting up new training programs. Major ACTEW consultation frustrations are: repetitiousness, narrow government focus and government ignorance of women's issues. ACTEW coordinators said this could be improved by ACTEW representatives sitting on government boards and by coalition lobbying which would be facilitated by the resource

centre. A few ACTEW programs do considerable consulting and find this burdensome, given shortages of funding, time and staff. The ACTEW Association will set consultation fee guidelines for member use where possible.

### **CEIC LIAISON**

While CEIC is the mainstay of ACTEW funding (much more so than provincial sources) and there is some recent progress under the CJS, ACTEW opinions about CEIC vary widely from quite favorable to poor. Those programs which are new, not affiliated with a college, offer nontraditional training, or who train the most disadvantaged women, are least satisfied with CEIC service. But groups like Toronto Office Skills, Dixon Hall and the YWCA have excellent working relationships with CEIC.

CEIC regional and program officers are praised by ACTEW for their understanding of women's training needs, but front-line counsellors are still criticized for poor service, burdened as they are with bureaucracy and client overload. A majority of ACTEW students in this study (72%) said CEIC does not understand their needs, immigrant women and native women particularly so. They want improvements in ESL training sponsored by CEIC, better cultural awareness and more progressive attitudes to sole support mothers by CEIC counselors.

### **COLLEGE AFFILIATION**

Twenty percent of ACTEW member groups are now affiliated with community colleges, George Brown College and Humber College in particular. The advantages of college affiliation are that trainees get graduation certificates; the college gets credit for community-involvement; and ACTEW members enhance their credibility.

However, 25% of ACTEW programs feel that affiliation would hinder their programs. Community-based training makes many unorthodox demands on traditional hierarchical college structures: much personal support, crisis management, student advocacy and bending rules to fit individual student needs. The colleges also have very different teaching methods, attitudes toward students and inflexible bureaucracy. For this reason, some ACTEW programs would not affiliate with a college under any circumstances. The newly established Community Outreach Department at the George Brown College Foundation under Terry Dance, will do much to set a positive example for other colleges in welcoming community involvement in the delivery of training.

### **EMPLOYER OUTREACH**

ACTEW is not supportive of employer training for women because of the current barriers of sexist teaching methods and materials, lack of generic skills training, no certification and little personal support, all of which are required by trainees. However, they do welcome employers offering work stations. These placements give trainees the chance to test their vocational choices and skills, gain Canadian experience and adapt to the work world before graduation. The Micro-CHIP Project particularly enjoys fruitful working relations with employers from which other groups could learn.

## **REACTION TO NEW CANADIAN JOBS STRATEGY**

Just as the ACTEW research ended, the federal government's new Canadian Jobs Strategy altered the outlook for women's training in ways not yet fully understood. Although certain elements of the program are welcome (part-time training allowances, three year programs, women as a target group for retraining, funding of innovative training), there are a number of concerns which will be the subject of an upcoming ACTEW brief:

- over-reliance of government on employer training for women
- training allowances still less than minimum wage
- no focus on training women in nontraditional fields
- 're-entry' woman definition too limited
- no emphasis on job creation by and for women
- no developmental funds for new community-based training projects
- no method of evaluating training quality
- equal representation of women's training groups on local advisory councils not guaranteed.

Despite the difficulties, ACTEW welcomes the challenge and is looking forward to the establishment of its new training resource centre in the near future. Government and colleges will be keeping a close eye, undoubtedly, on this new leader in the development of women's training.

### **ENDNOTE**

If your organization wishes to join ACTEW please contact: Shelly Gordon, Rexdale MicroSkills, 35 Taber Rd. #1, Rexdale, Ontario, M9W 3A7 or call (416) 749-0640.

Copies of the ACTEW report 'Needs of Community-based Training Programs for Women in Metro Toronto', \$13.00 from Libby Ackerman, Toronto Office Skills Training Project, 511 King St. W., #400, Toronto, Ontario M5V 1K4 or call (416) 595-9920.

**Karen Richardson** is an Editor/Journalist. She co-researched the ACTEW study with **Cathy Livingstone**. Doctoral Student in Political Science at York University, Toronto.



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# Young Women in Nova Scotia

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BY MARY MORRISSEY

## LES JEUNES FEMMES EN NOUVELLE-ÉCOSSE

Cet article résume les conclusions d'une enquête sur les jeunes femmes en Nouvelle-Écosse, menée par l'auteur au nom du bureau régional du Secrétariat d'État, à Halifax.

Les recherches ont porté sur des jeunes femmes de 15 à 24 ans et ont permis d'explorer, entre autres, les problèmes d'emploi, de logement et de sexualité. L'étude identifie deux principaux groupes: celles qui dépendent encore de leurs parents (le groupe le plus jeune) et celles qui ont réussi à faire la transition de l'école au travail, et du foyer familial à un logement indépendant (le groupe des plus âgées).

La majeure partie des frustrations de ces jeunes femmes sont fortement liées à ces transitions et au manque d'emplois et de logements à prix modérés.



## INTRODUCTION

**The following is a summary of the findings of a study of young women in Nova Scotia. It was conducted for the Secretary of State, Halifax Region, from which full copies of the study can be obtained.**

## EXECUTIVE SUMMARY

One of the most important things to be said of young women between the ages of 15 and 24 years is that they do not form a homogeneous group. Their situations vary markedly within this age range and are greatly affected by socio-economic status, ethnocultural and community background, levels of educational attainment, dependence, school attendance, marital and parenting status, and geographical location.

Similarities in developmental levels and life situations allow for grouping by age. Fifteen to nineteen-year-old are more likely to be living at home with parents, to be single, to be in the labour force on a part time basis, and to be full time students. "At age 18, only some 14% of young people have left home. By age 23, 68% are independent." (1)

The concerns of the young women studied reflected these differences. The major concerns of 15 to 19 years old centered on health issues related to sexuality, pregnancy and birth control; whereas employment, education and training were of major importance to the

older age group. Although all the young women interviewed dreamt of and wanted good jobs, it was not until the later years that young women in the study seemed to question their economic situation. At age 20+ young women saw themselves as more seriously attached to the labour force. Statistics show that the youth participation rate in the labour force has increased, especially among young women aged 20 to 24. However the actual percentage of youth employment has fallen.

The lack of employment is certainly an important issue, acknowledged by all three levels of government. There is evidence to suggest however, that young women's employment and economic situation may still be little understood. Statistics Canada reports a lower provincial unemployment rate among young women (21.5%) than young men (30.1%). This does not take into account the numbers of young women reported as "not part of the labour force", or the numbers of these employed in part-time rather than full-time positions.

These statistics seem to be especially open to question when one examines the provincial unemployment rates. Since the beginning of 1985 the provincial unemployment rate has been at least one percentage point higher than the 1984 rate and peaked in March when the unemployment shot up to 17.3% of the work-force. (Nova Scotia's unemployment rate is now the third highest in Canada, exceeded only by New Brunswick 17.2% (sic) and Newfoundland 25.8%. Recorded unemployment varies among regions. The April, 1985, unemployment rates were 16.3% in the northern mainland, 17.5% in the Annapolis Valley, 14.9% in the Digby South Shore area, 11% in Halifax County, and close to 30% in Cape Breton. (2) Nova Scotia also experienced the third largest increase from migration in 1984, following B.C. and Ontario. The net increase came from other Maritime provinces and the West.

It was reported that young women are not coming forward to youth employment projects, and that in a society with so many unemployed workers, unemployment is seen primarily as a male problem. Similarly, young women are not being trained for non-traditional work and therefore have little chance of escaping the likelihood of ending up in female job ghettos.

Women of varying educational level who do approach employment outreach programs face a labour market of marginal, seasonal and casual employment. The situation is even more difficult for native, black or disabled women who face even greater obstacles.

The recent Abella Report (Report of the Commission on Equality in Employment), states that despite a decade of voluntary affirmative action programs and equal opportunity laws, there has been little progress in the overall economic advancement of women in the labour force. Women's occupational options are so narrow that fully 3/4 of employed women work in only 5 of the 22 major occupational groups. Most of these jobs are not only low paying but also dead-end, offering limited scope for advancement. Nevertheless, women's participation in the labour force is growing.

The employment, education and training struggles that young women reported, mirror the complexity of problems that exist for young people generally. Young women face the problems of getting experience in order to apply for jobs; the lack of adequate preparation for the job market; and the frustrations of dealing with an ever tightening and fluctuating labor market that simply does not supply jobs for everyone. These factors, combined with a socialization process and educational system which continues to stream young women into traditional occupations, ensure continuing economic discrimination against them.

Housing statistics show the lack of affordable housing to be of crisis proportions both in the Halifax Metro area, and in rural areas throughout the province. National statistics indicate that since the recession of 1982, more young people have remained at home. However, while 53% of males aged 20 to 24 live with their parents, only 34% of females are still at home. There have been no studies undertaken to measure the effects of prolonged dependence.

Housing statistics also show that numbers of female single parents are increasing in the Maritimes at a rate almost twice that of the national average. Almost 65% of female-led single parent families experience affordability problems at the 30% "shelter cost to income" level. (a commonly used indicator of poverty). Further, it is known from agency statistics that large numbers of young homeless women sought assistance from the few services available in the province outside the Halifax-Dartmouth area.

Incidents of battering and sexual abuse are reported to be significant among this population. The transition houses contacted indicated that 1/3 to 1/2 of their residents were women under 25 years of age, and that most of these women had small children.

There is no doubt from the findings of this study that the situation for young women is difficult. The important transition of moving successfully from school to work, and from the parental home to a home of one's own are the developmental tasks of this age group. Without access to employment opportunities and affordable, available housing, these tasks simply cannot be accomplished. The attendant feeling of anxiety, stemming from the lack of a sense of belonging, and lack of a sense of future purpose, were expressed by many of the 'older' focus-group participants.

Feelings of stress and pressure were reported by young women of all ages. High school women indicate from their responses that they do feel pressured to be sexually active, at a time when they are not fully prepared. Young women in the study did indicate that they were aware of world peace and economic issues. Some group discussions centered on the sense of futility experienced by the young women because of not being able to assert any control over their own lives. Many expressed resistance and anger to assertions that the young assume responsibility for present social and political problems. From focus group discussions, it was clear that for some young women the lack of opportunity to move towards independence in their personal lives, has created a sense of powerlessness, with implications for many levels of society.

Both governments and the churches are deeply concerned and recognize the depth of the

crises for youth. Recent conferences, by their very lack of feminist analysis, point to the very urgent need for continued study and vigilance regarding proposed strategies for solving the "youth crisis", to ensure that these include the particular concerns and participation of young women themselves.

#### **NOTES**

1. Focus on Youth, Minister of State for Youth, June, 1984.
2. Mail Star, by Peter Moreira, May, 1985.

**Mary Morrissey** is Coordinator of Community Outreach for Henson College of Public Affairs and Continuing Education at Dalhousie University in Halifax.

Copies of the complete report can be obtained from:  
The Women's Program, Sec. State,  
Nova Scotia Regional Office,  
5281 Duke Street,  
Halifax, Nova Scotia,  
B3J 3M1



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## **Faits saillants du Recensements**

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Les RECENSEMENTS de la population et de l'agriculture auront lieu le 3 juin 1986. C'est au cours de cette journée que plus de neuf millions de ménages canadiens rempliront le questionnaire du RECENSEMENT, répondant à des questions sur l'âge, le sexe, l'état matrimonial, la langue et le logement.

En novembre 1984, le RECENSEMENT DE 1986 avait été aboli dans le cadre des efforts faits par l'administration publique pour réduire ses dépenses. Il a été rétabli un mois plus tard, des groupes des secteurs public et privé (dont le CCPEF) ayant exprimé leur besoin des données du RECENSEMENT.

On demandera à la plupart des ménages de répondre à neuf questions, mais un échantillon composé d'un ménage sur cinq devra répondre à un questionnaire plus long comptant 23 questions supplémentaires sur des sujets comme l'éducation, les migrations, le revenu,

l'activité sur le marché du travail et la profession.

Le RECENSEMENT DE 1986 compte trois nouvelles questions. On demandera à tous les Canadiens d'indiquer s'ils sont ou non autochtones, ceci afin d'obtenir un portrait complet de cette partie de la population. Pour la première fois, il y aura aussi une question concernant les handicaps. Les données recueillies par le RECENSEMENT DE 1986 à ce sujet serviront de point de référence pour mesurer l'amélioration de la qualité de vie des Canadiens handicapés. L'autre nouvelle question portera sur le domaine d'étude et demandera quel est le plus haut grade, diplôme ou certificat obtenu.

Pour la première fois en 1986, le questionnaire explique la raison d'être de chacune des questions et les données qu'on espère en tirer.

La Loi sur la statistique exige que toutes les personnes fournissent les renseignements demandés, et garantit en retour la confidentialité absolue des données recueillies sur les particuliers. Les renseignements sur les Canadiens ne peuvent être divulgués à quiconque, qu'il s'agisse d'une autre administration publique, d'un ministère, d'un organisme ou d'un particulier - même sur ordonnance de la cour.

Au cours des 66 ans de l'histoire de Statistique Canada, le serment de discrétion n'a jamais été violé.

### TECHNIQUES DE COLLECTE

Les techniques d'auto-dénombrement qui ont été utilisées avec succès depuis 1971 seront encore une fois employées en 1986. Dans la plupart des cas, les trousseaux seront livrés à chaque ménage à la fin du mois de mai 1986, et les questionnaires devront être remplis par les répondants, dans l'intimité de leur foyer, le 3 juin. Les formulaires seront ensuite retournés par la poste, port payé, ou repris par des représentants du RECENSEMENT après le 3 juin. On a par ailleurs pris des dispositions spéciales pour rejoindre les Canadiens vivant dans des lieux isolés (recensement par interview), habitant outre-mer ou se trouvant en voyage au cours de la période du RECENSEMENT.

Pour le RECENSEMENT DE 1986, on estime qu'un personnel temporaire de 25 000 personnes sera embauché par l'entremise d'un programme d'emploi pour les jeunes de l'administration fédérale.

Dans les régions du pays où une part importante de la population communique dans une autre langue que le français ou l'anglais, les recenseurs auront des guides traduits en 28 langues qui accompagneront les questionnaires. Un guide en braille a aussi été préparé pour les personnes souffrant d'un handicap visuel.

Un programme d'appoint, le Service auxiliaire téléphonique (SAT), fonctionnera à partir des centres régionaux et offrira un service de traduction multilingue. Au cours de la période de collecte, chaque bureau du SAT offrira une combinaison de langues différentes, selon la composition linguistique de la région. Par exemple, en 1981, la région

de Toronto a fourni des services en 20 langues, en plus du français et de l'anglais. Les malentendants pourront finalement se prévaloir de visuels.

## DIFFUSION DES DONNÉES DE 1986

Les premiers résultats du RECENSEMENT DE 1986 devraient sortir en janvier 1987. Les chiffres finaux sur la population et le logement devraient paraître en mars 1987, tandis que la publication progressive des données recueillies auprès des ménages de l'échantillon devrait commencer en mars 1988.

Le RECENSEMENT est la source la plus importante de données sur le Canada. Tous les jours, les résultats sont utilisés de mille et une façons par l'administration publique, les entreprises privées, les organisations syndicales et patronales, les organismes de service et les particuliers. Voici comment.

Paiements de transferts fédéraux: Chaque personne non dénombrée au cours du RECENSEMENT peut faire perdre à sa province jusqu'à 900 \$ en services sociaux, simplement parce que de nombreux programmes comme ceux de la santé, de l'éducation et du bien-être sont subventionnés par les paiements de transferts fédéraux.

Population active: Les résultats du RECENSEMENT DE 1981 indiquaient que près de 65 % des adultes canadiens faisaient partie de la population active. Le RECENSEMENT a également fourni des renseignements importants sur les compétences, le niveau d'instruction, l'âge et le revenu des Canadiens. Ces renseignements sont indispensables aux planificateurs responsables de l'élaboration des politiques et des programmes d'emploi dans les secteurs public et privé.

Organismes de services sociaux: En 1981, les femmes mariées avaient en moyenne 2,5 enfants chacune; 10 ans auparavant elles en avaient 2,75. Les données du RECENSEMENT décrivant les tendances sociales sont utilisées par les organisations qui fournissent des services de garderie et s'occupent des programmes de logements subventionnés et d'autres services sociaux.

Femmes: Plus de 40 % des femmes canadiennes font partie de la population active. Leur revenu moyen, s'établissant à 8 414 \$, représente moins de la moitié de celui des hommes. Les données du RECENSEMENT servent à évaluer le rôle de plus en plus important que jouent les femmes dans l'économie et à planifier des programmes d'action positive.

Le RECENSEMENT fournit des données statistiques détaillées sur la situation démographique, sociale et économique des Canadiens à un moment précis, c'est-à-dire le 3 juin. Parce qu'il pose les mêmes questions de base tous les cinq ans, le RECENSEMENT fournit aussi des renseignements précieux au sujet du sort des groupes spéciaux, comme les personnes âgées, les familles monoparentales et les jeunes.

LE 3 JUIN C'EST LE JOUR DU  
RECENSEMENT SOYEZ DU  
NOMBRE!



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## ACROSS THE COUNTRY NOUVELLES DU PAYS

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### NOVA SCOTIA REPORT by Marjorie Johnson

A main thrust, provincially, has been to locate qualified women willing to serve on the proposed Local Advisory Committees to Canada Employment Centre regional offices. To date, we have sent resumes of 16 women to ten M.P.s.

The Nova Scotia Advisory Council on the Status of women "End of the Decade" meeting in Halifax in November was attended by six C.C.L.O.W. representatives: Judy Manley, Sydney, Cape Breton; Margot Comeau-Metcalf, Sheet Harbour; Elizabeth Logan and Macha MacKay, Wolfville, and Nancy Roby Cassidy and Marjorie Johnson from Truro. Women in the above areas, Wolfville, Sydney and Truro have expressed interest in organizing C.C.L.O.W. branches. We hope to have meetings in each of these areas in early spring.

Late in November, I attended a workshop at the University College of Cape Breton, Sydney, for Entrepreneurial Women, where I had an opportunity to promote C.C.L.O.W. The Sydney group are planning a Women's Learning Needs Survey, similar to that conducted in 1984 by C.C.L.O.W. (N.S.) in co-operation with the Secretary of State, Women's Program.

The Halifax-Dartmouth Metro group, chaired by Mairi St. John MacDonald, meets monthly. Mairi is drafting a policy for C.C.L.O.W. N.S.'s sponsorship of Job Strategy Proposals. The fall theme for this group was "Preparing for Change". A special November

8 meeting featured Heather Menzies, author of "Women and the Chip". The regular November meeting featured Mary Morrissey. Mary explained the results of her survey on young women's perceptions and attitudes, which provided for interesting discussion. The December meeting was on "Alternate Strategies", with presenters Susan Coldwell, President, Lindrew Development Ltd. and Dale Godsoe, President, Halifax Y.W.C.A. The January speaker will be Roberta Way-Clark, on "Older Women: Returning to Learning".

A committee consisting of Linda MacDonald for C.C.L.O.W., Kit Holmwood of N.A.C. and Barbara Cottrell, C.R.I.A.W., are working on an Employment Equity brief. C.C.L.O.W. (N.S.) congratulates Linda MacDonald, former N.S. Director, on her recent appointment as Assistant Director, Continuing Education, St. Mary's University, Halifax.

National President Joan Brown-Hicks, Dartmouth, traveled to Buenos Aires to attend the world assembly of I.C.A.E. (The International Council for Adult Education). C.C.L.O.W. has been approved as a member of I.C.A.E

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## **NEW BRUNSWICK REPORT**

### **by Joan MacFarland**

On December 1, Lisa Avedon visited Fredericton and gave a slideshow and talk on Forum '85 in Nairobi. Approximately 35 attended - C.C.L.O.W. members, students, members of other women's organizations, the press and the general public. They seemed to enjoy the talk and participated actively in discussion afterwards.

We received a \$4850 grant from CEIC on November 26 to carry out a feasibility study for a Canadian Jobs Strategy re-entry program for women. Our program would train women in non-traditional occupations. We advertised in the local newspaper for someone to do this study for us and received enquiries from 30-40 potential candidates. Eleven submitted formal applications and we interviewed five of these. We chose Ms. Melanie LeBrun-Salonen who began work on January 6. In January, our re-entry committee met with Melanie for some brainstorming on the project. We arranged for her to share an office with Women Working with Immigrant Women in New Brunswick.

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## **P.E.I. REPORT**

### **by Heather Orford**

C.C.L.O.W. - P.E.I. is one of the groups co-sponsoring three major legal information workshops in rural communities in P.E.I. in the fall of 1986. The purpose of the workshops will be to introduce women to their legal rights and responsibilities and to update rural women on the latest developments and possible future trends in laws concerning them. C.C.L.O.W. - P.E.I. is also one of the co-sponsoring groups for a Child Care Conference to be held in Charlottetown in April, 1986. This conference will address

problems facing families in both rural and urban areas in P.E.I. and will raise the public awareness of the economic impact of child care on families. The target group for the conference is primarily parents! These workshops and the Conference will be funded through Secretary of State.

Members of C.C.L.O.W. - P.E.I. are presently participating in an Advisory Committee to a re-entry project for women funded by C.E.I.C. Holland College developed the training proposal for the 20 week course with work site placements on both traditional and non-traditional areas.

On Christmas Eve the P.E.I. Director of C.C.L.O.W. was presented with a \$5,000.00 cheque by Orville Buffie, Director General, C.E.I.C. -- P.E.I. Region. Employment and Immigration Canada will fund a four part series of lectures, workshops and a panel presentation on employment related issues. Topics to be addressed are :-

1. Women's Response to the Canadian Job Strategy February 24, 1986
2. Power and Burn Out in the Work place May 26, 1986
3. Job Sharing and Part-time work June 4, 1986
4. A Feminist Approach to Employment Counseling, Fall 1986

The series will start in February, 1986 and run through the fall of this year.

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## **ONTARIO REPORT**

**by Janice McLean**

In Ottawa the CCLOW network meets monthly (usually followed by informal discussions in a local pub). In November, Pat Webb sponsored an evening to explore the topic of transforming educational institutions in this information age, and in December Lin Buckland hosted a brunch with CCLOW members each invited to bring along another interesting woman. The January focus was a presentation of data concerning women in the Ottawa-Carleton area by age, education, language, income, etc., which will become a fact sheet to assist in assessing women's learning needs, opportunities and barriers in the region. Individual correspondence with local MP's concerning nominations to the LACs continues.

CCLOW Ottawa's request to make a presentation to the Board of Governors of Algonquin Community College has been rejected, and concern with the lack of public accountability of the governors of Ontario's community colleges is growing. Both the City of Ottawa and the Regional Government now refuse to select nominees for the Algonquin Board. The Council of the City of Ottawa has decided that, since the Council of Regents selects the Governors, it should be accountable directly to the public for its choices.

Congratulations to the Ottawa Women's Resource Centre which is about to open its doors

- a number of CCLOW members have certainly worked hard to bring it into being!

In Toronto, I met with the CCLOW steering committee in November. Following their December and January meetings, they decided to create an information bulletin on issues and activities related to women's learning in the Toronto area. It is to be an information clearinghouse coordinated by Mieke Nyenhuis. If you have information to contribute please call her at 233-7100. (PS my thanks to Ann Fitzpatrick for all of her organizing efforts for the Toronto group.)

In Cornwall, CCLOW members are active under the Women's Network umbrella. The bridging program for women submission for CEIC Innovations funding is still wending its way through the approval levels. A twelve member LAC in the Cornwall area has been formed. six of whom are women. At least one woman nominated by the group has been invited to sit on this LAC. In December, the network held a dinner with speaker Marion Dewar (former Ottawa mayor) which drew 90 women.

As Ontario Director I have:

- met with local CEIC staff responsible for Entry and Re-entry projects,
- co-sponsored an evening of discussion and slides by Ottawa women who had attended the Nairobi forum,
- had on-going liaison with NAC southern Ontario representative Lynn Kaye, concerning the Bill C-62 on employment equity,
- attended a fund-raising gathering sponsored by the Mayor of Ottawa in support of LEAF,
- attended the first day of the consultation between Federal and Provincial Advisory Council on the Status of Women. Margrit Eichler presented an excellent paper examining the mythical old model of the family, the present reality, and important social changes directly affecting the family. I would certainly encourage anyone interested to ask the Canadian Advisory Council on the Status of Women for a copy of it,
- and, since it was in Ottawa, I represented CCLOW at a meeting of national women's groups concerning funding.

## **B.C. REPORT**

### **by Janet Patterson**

#### B.C. Director

Sheila McFadzean resigned as B.C. Director in late October in order to complete her M.A. thesis in Communications at Simon Fraser University. Sheila has been energetic, creative, responsible and a tower of strength in her work as B.C. Director. We will miss her active presence and look forward to her re-entry with degree in hand. In late November, I agreed to serve out the remainder of Sheila's term. I am a social anthropologist, have taught at both the college and university levels and worked for four years as a Women's Advocate at Fraser Valley and Kwantlen colleges.

#### Provincial Workshop

Ruth Armstrong and Sheila McFadzean led an energizing workshop on November 23, designed to explore member's personal goals for their involvement in CCLOW as well as objectives and priorities for our local networks in the coming year. Lisa Avedon, national Past President, attended as a resource person and gave an excellent presentation on the origins, history and present concerns of CCLOW nationally and internationally. Participants were unanimous in their appreciation of the design of the session, which combined good processes of clarification with a great deal of fun.

#### Women's Employment and Training Coalition

session, attended by representatives from more than 25 organizations. Sheila McFadzean (CCLOW), Alison Stewart (Women in Trades), Megan Carvell (Chance for Change) and Sally Hammond (Employment Alternatives for Women program) facilitated the day's activities and Lisa Avedon, present as a resource person, provided an assessment of Canadian women's experiences with training and employment programs over the past decade. The agenda included (1) Introduction: History of the coalition and introduction of attending groups; (2) Setting Our Own Agenda: What we want as a training/employment strategy; (3) Assessing the Government Response: The Canadian Job Strategy; (4) Planning for Action: strategy sessions on lobbying purposes and actions, local advisory committees, formulating and assessing Job Strategy proposals and other job development grant applications.

## **SASKATCHEWAN REPORT**

**by Carol Ariano**

In Saskatchewan, activities seem to have somewhat "cooled" as women find themselves working increasingly harder simply to keep up with the heavy demands of the workplace. The group in Regina has taken to meeting at 7:30 a.m. as it is almost impossible to justify time out at any other time of the day.

This fall, a brief was prepared for the Unemployment Insurance Commission of Inquiry and presented in Regina when the hearings visited during December. Surprisingly, the Commission members were most supportive, agreeing with the need for training for better employment and acknowledging the threat of technology to long-term employment. One member requested that the presenter apply the same "thoughtful analysis and creative energy" to drawing up a successful job creation plan and re-submit this by February 7. (They don't ask much, do they? Any takers?)

The Bridging Program for Women, a C.C.L.O.W. demonstration project funded by the Canada Employment and Immigration Commission through the Regina Plains Community College is nearing the end of its funding - but all indications are that it will be continued. So far, 131 women have been through various components and a significant percentage have been placed in further training or employment (or, for some, a combination of the two). Now that the program is becoming better known, it is in high demand and the spectre of long waiting lists looms rather threateningly on the horizon. There was certainly no basis for the concern, often expressed by bureaucrats during the lobbying stages, that there would not be enough participants.

An Advisory committee, comprised of 9 women from the Regina community has been established. Acting as a "support" to the staff and students at the Bridging Program, this group will advise the community college board on matters concerned with evaluation, ongoing development and adherence to the original philosophy outlined in the project proposal. This committee is a new venture for the community college and the expectation is that it will have a profound effect by enlarging community involvement in the college, while representing the particular needs of women, and monitoring a program designed and delivered for them. Other C.C.L.O.W. activities have recently taken place as well. Lisa Avedon, the Past President, visited Regina in late January. She presented a workshop "Counseling Victims of Job Loss" to the Regina Vocational Counselors Network. As well, she held a one-day workshop with the C.C.L.O.W. Regina Network. This workshop was intended as a "time out", for a view of where we have been spending time and energy, a review of the Nairobi Conference and a strategies session on what our focus should be for the future.

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## **YUKON REPORT**

**by Lillian Maguire**

In September, Yukon CCLOW was involved in sponsoring a panel discussion on women's perspectives on women's roles and learning opportunities in India, Africa, Russia and Central America. Women who had traveled or worked in these countries provided personal insights for women attending the annual Yukon Women's conference.

As a result of the interest in the panel, we decided to sponsor monthly slide/talk discussions which would provide women an opportunity to present their views on women's roles, education, and learning opportunities in other countries. The sessions so far have included discussions on Nicaragua, Indonesia and China. Future sessions will focus on Africa, Japan and Russia. We are also planning to finish off our series with an international potluck dinner on the final evening.

The sessions have generated wide interest from women and men of all ages. We have established informal ties with Canada Crossroads International through some of the speakers we have sponsored. Through these discussions we are hoping to generate interest in women's concerns internationally, and to provide information on our local Yukon chapter of CCLOW.

We have also been involved in some consultations with other community groups regarding proposed Human Rights legislation. An ad hoc committee representing the needs of women, native people, labor, special needs people and others presented a submission supporting the legislation. It appears that we will be involved in further action in educating the general public on human rights, in the Yukon.

In conjunction with the local Status of Women Council, a representative from CCLOW will be discussing with a consultant, hired by the Yukon Department of Education, the training and educational needs of women in the territory. Although we're unsure of the kind of information that will be requested, we feel confident that we can provide case situations of difficulties encountered by women and examples of practical alternatives for women's learning opportunities.



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## LIVRES

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### GUIDE À L'INTENTION DES FEMMES FRANCOPHONES DE L'ONTARIO

Le réseau des femmes du Sud de l'Ontario, fondé le 27 novembre 1982, a récemment publié un guide très utile à l'intention des femmes intitulé L'Autonomie financière... un objectif à atteindre. Présentée sous forme de pochette, la brochure est un véritable cahier d'information, extrêmement clair et utile.

"Que vous soyez femme franco-phone au foyer ou sur le marché du travail, ce guide a pour objectif de vous aider à prendre conscience de votre contribution à l'économie (nationale et familiale) et de votre potentiel à l'autodétermination. "

Ce projet a été réalisé à l'intention des femmes francophones du Sud de l'Ontario dans le but de les sensibiliser aux problèmes économiques. Plus que les autres Franco-Ontariennes, qui constituent une minorité culturelle et linguistique, ces femmes se trouvent isolées et dispersées puisqu'elles vivent dans une région de la province où le pourcentage des francophones est très bas. Vu leur situation géographique, elles ont plus de difficultés que les autres francophones à obtenir en français des renseignements, des services de garderies, des programmes de formation professionnelle, etc. Le guide se veut un instrument pratique, qui regroupe des renseignements de base sur des aspects importants de notre vie quotidienne. Il s'adresse aux femmes au foyer, au travail, aux études, en chômage - jeunes et plus âgées.

La table des matières donne une excellente indication des "ressources" que les lectrices trouveront dans ce guide. Voici les rubriques principales. Profession: femme au foyer; la formation; le marché du travail; le travail à temps partiel; les jeunes femmes et le monde du travail; les femmes et l'argent; les salaires et la parité salariale; l'action positive et les syndicats; le harcèlement sexuel; les femmes et le système de pension au Canada. En fin du document, en annexe, se trouvent une liste des collèges communautaires du Sud de l'Ontario, des listes d'adresses et des fiches de travail.

À chacune des rubriques de la table des matières correspond une feuille ou un dépliant numéroté, glissé dans la pochette. On peut donc lire le cahier d'information de A à Z, si on en a envie, ou simplement consulter la table des matières, trouver aisément les feuillets d'information ou les dépliants qui se rapportent à un sujet donné et consulter uniquement ces documents.

Le guide n'est pas théorique, abstrait, sec. Il part d'exemples précis. Louise, 32 ans, mariée, mère de deux enfants (4 et 6 ans), un seul revenu 24 000 \$ par an; Linda, 45 ans, mariée, mère de deux enfants, revenu du mari: 36 000 \$ par an, revenu occasionnel de

Linda: 4 a 5 000 \$ par an; Denise, 27 ans, secrétaire, mère d'un enfant, famille monoparentale, revenu: 14 000 \$ par an, fin de mois difficile. Un questionnaire détaillé vous invite à faire le bilan de votre situation économique personnelle et familiale.

La conception graphique de la pochette est excellente et contribue grandement à la clarté et à l'attrait du document. Le style du texte est concis, informatif, facile à lire. Les renseignements sur le recyclage, le marché du travail, la participation des femmes, les nouveaux débouchés, les possibilités de travail à temps partiel, la nature des programmes d'action positive, les définitions du harcèlement sexuel, la situation financière des femmes à l'âge de la retraite sont détaillés et clairs. Les listes d'adresses et de ressources, données en fin du document, seront certainement très utiles à toutes celles qui se préparent à une action personnelle ou collective.

Le guide est en vente, su prix de 5,00 \$ plus 1,00 \$ pour rrais de manutention. Pour se le procurer, écrire au

Réseau des femmes  
du Sud de l'Ontario,  
6010 Bathurst,  
Appartement 705  
Toronto (Ontario)  
M2R 1Z7.



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## BOOKS

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**WOMEN IN INDUSTRY: NORTH-SOUTH CONNECTIONS.**  
**A STUDY BY THE NORTH SOUTH INSTITUTE**

Editor's SUMMARY

This book was published by the North-South Institute, a non-profit, independent research institute founded to provide policy-relevant research and information on 'North-South' issues from a Canadian perspective for policy makers, interested groups and the general public. This current publication is the report of a study of women working in two

industries which operate both in the Third World and in Canada. This particular study of women in the electronics and clothing/textile industries, was co-sponsored by Status of Women Canada.

The book begins by tracing the rise of Third World manufacturing and developing patterns of trade and production in newly industrialized countries (NIC's). The role of transnational corporations is examined, particularly in relation to the growing phenomenon of subcontracting of Third World enterprises for assembly of goods at much lower wages, for re-importation to developed countries. The response of Northern markets to the expansion of Third World export has been the establishment of increased trade barriers and tariffs.

The third chapter looks specifically at women in Third World electronics industries and in a separate section, at women in textile and clothing manufacturing. Chapter four discusses the linkages between women's employment in parallel Canadian industries, among the most vulnerable in the Canadian economy. The alternative employment adjustment problem for women in these industries is explored, particularly in relation to Employment and Immigration Canada training policy vis-a-vis women.

The fifth and final chapter discusses Canadian responses to labour conditions abroad; raise again, the issue of fair trade practices, and examines the effectiveness of Canada's use of international mechanisms for improving Third World labor conditions.

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**Reviewed by Alice de Wolff**

**Women in Industry: North-South Connections** is a timely addition to the current public debates and research about Canada's international trade relations. "Women" and "trade" are rarely addressed together. Through the study of two industries, the book provides an introduction to research about where and how international agreements about trade in manufactured products are connected with the lives of women employees. This is valuable information. Unfortunately, the study's discussion of policy and what governments might do, is more than frustrating because it doesn't allow the concerns of women - which are well outlined - to seriously shift the North South Institute's already established positions on supposedly "bigger" questions of trade and development.

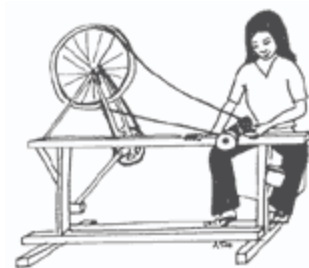
The two industries described are electronics, and clothing and textiles. In the newly industrializing countries of Latin America and Asia these two are among the businesses which have grown quickly during the past two decades, producing goods which are intended for markets in industrialized countries. Their success is in part based on lower wage costs, and their workforce is almost entirely female. The growth in both industries is representative of important changes in the international division of labour. A growing percentage of global manufacturing is taking place outside of Europe, Japan and North America; **and** much of this workforce consists of Third world women. Most governments, aid agencies, banks, private businesses and, apparently the North-South Institute, understand

and support this shift to manufacturing for export as an important strategy for DEVELOPMENT.

The Study estimates that approximately 190,000 Canadians are employed in the protected - vulnerable industries. It makes the important observation that the wages in these industries are considerably less than those offered by other Canadian manufacturers, and that although relatively few women are employed in manufacturing as a whole, women hold 63% of these lower paying, vulnerable jobs. Further, a large proportion of these jobs are held by immigrant women and women of color.

The Study draws strong parallels between wages, jobs security, health and safety conditions, and their effects on women's social responsibilities and relationships in both industries, and in all parts of the world. The jobs are not good jobs, either in Canada or abroad. On the other hand women employed in these industries need to work and have very few options for assuring their economic survival. Women in Canada who are not fluent in English or French have very few employment possibilities. In newly industrializing countries women's options are limited because there are fewer jobs, and those which are skilled are accessible mostly to men.

The descriptions of working conditions are striking. The descriptions are the result of research conducted by a diverse set of labour, development, and women's organizations; creating an overview which is rather stark. In the clothing industry here and in other countries, women work in factories, hired on production quotas, and at home doing piece work. In most work situations, whether at home or in a factory, there is rarely enough light or ventilation and many women experience eye, respiratory, and stress related illnesses directly related to their working conditions.



In the electronics industry located in many Asian Export Processing Zones (more commonly referred to as Free Trade Zones), women find that they are hired on low-paid training contracts for several years, for work which takes them perhaps a month to learn. Young women employed in electronics, have a working life of approximately four years: after that period their eyes are usually too damaged to continue the work. Many women have become seriously ill through exposure to toxic and carcinogenic substances used in manufacturing microchips. Shift work both disrupts any routine in their lives, and requires that workers live near or in the Zones, sometimes in barracks provided by the company, isolated from their families and community. There are rarely unionized, precisely because many governments are prepared to back with force their promises to industry of an unorganized, inexpensive workforce.

The book does not provide such useful glimpses into the identities or concerns of women's employers in the two industries. The apparently distasteful task of examining owners and profit is avoided through the authors' assumption that owner's interest are the same as those of their nation's. Jobs are discussed as benefits to nations' (while being of

questionable value to the women employed), and nations are said to be in competition with each other for these jobs. International corporate competition for markets and profits is almost obscured, as is the relationship between corporate interests and national governments. This is unfortunate, because it is partly by looking at the structure of the ownership of the two industries that we can understand the differences between them, and develop appropriate strategies, and policy. Another recent Canadian book, Women on the Global Assembly Line by the Participatory Research Group provides a much clearer picture of the corporate interlinking and the international nature of the production process in the electronics industry.

The Study does not move from the descriptions of women's concerns to discuss how they might be supported in their efforts to achieve higher wages, some job security, or safe working conditions. The authors argue that the Canadian producers are viable, competitive businesses and that protections should be removed in order to allow their Third World competitors fair access to our more lucrative markets. They argue that there is a level of lower wages for workers in other countries which is not super exploitive, and that the difference between these and Canadian wages is fair advantage. They feel that removing import restrictions would remove a contradiction in present Canadian foreign policy which provides development assistance to many of the competing countries, while blocking their more substantial economic development with import restrictions.

The textile and clothing industries provide the best example of how the present protections have been put in place, even though they violate international agreements which, since World War II, have tried to establish free trade between all countries. They have been protected since 1977 by a complex series of quotas and restrictions called the "Multi-Fibre Arrangement". It was adopted by industrialized countries as a set of emergency measures which, they argued, would allow their industries time to adjust to the growing competition from the Third World. Since then, owners' 'adjustment' strategies have included switching to less expensive synthetic fibres, conducting research into robotic technology, investing in new equipment, and lobbying for government provision of tax incentives or direct grant assistance to close shops in order to invest elsewhere.

Whether through closures or robotics, the intention is to reduce the size and cost of workforce. The Canadian Textile and Clothing Board has estimated that 60,000 jobs would disappear with the removal of import restraints. Adjustment strategies for employees have, at best, meant re-training for other employment, but have also meant re-location, early retirement, and unemployment. The Canadian government has a series of adjustment, or training programs for Canadian workers which are administered by Canada Employment and Immigration. It is through these kinds of programs that the book's authors feel that Canadians can be assured that those who are the least able (immigrant women) do not pay the heaviest price for industrial adjustment.

It is precisely these programs however, which women have heavily criticized over the past decade. The Study, in fact, provides a good overview of Canada's re-training and special adjustment programs and some discussion of how women have not benefited from Canada's wide-ranging employment policies in a manner commensurate with either their

level of participation in the labour force or their disadvantaged position within it." (pg. 41). The details of women's systematic exclusion from occupational training programs, from effective participation in re-entry programs, from access to support for language training, are increasingly familiar. They make it hard to see how the large group of women who could be the most directly effected by disruption in the industries described, will benefit from programs which, to this point, have virtually excluded them.

This winter, women in the Canadian garment industry are experiencing increased production quotas, disciplinary action and firing, and are entering new rounds of negotiations with employers who expect concessions because the industry is in trouble. This Study does not provide a vision of how they can take more control over their lives, other than that they should abandon their jobs gracefully. The solutions prescribed in the study appear to recognize only those systems which maintain international economic inequality, without adequately addressing those systems which create barriers to women's equitable employment, either in Canada or in the Third World.

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## RESOURCES / RESSOURCES

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### FAMILY LAW IN CANADA: NEW DIRECTIONS

**Edited by Elizabeth Sloss for the Canadian Advisory Council on the Status of Women; \$4.95; 234 pp.; soft cover; November, 1985.** This book is a selection of papers prepared for a forum on family law, sponsored by the Council in the spring of 1985. Papers examine family law in relation to the tax system, the Charter, custody, reproductive technologies, surnames, and marital property among other topics. Papers deal with issues in both federal and provincial jurisdictions, as well as the 'grey area' between.

### TRANSITION LEARNING

**A new quarterly journal, co-produced by Mount Saint Vincent University and the Atlantic Association of Cooperative Education; \$20 annually; softcover; book format; Vol. 1 no's 1 and 2, 1985, 436 pp.**

This ambitious journal is designed to bridge the gap in communication among those "directly involved in aiding individuals in their transitions between learning and working and among persons with a scholarly interest in the process." The first volume contains original and reprinted articles on a variety of topics. Volume 1 no. 2, focus on themes of Education-Industry Cooperation and Challenges to Conventional Wisdom.

### **ITS YOUR CHOICE: WOMEN IN NON-TRADITIONAL JOBS**

**By Sheila Amato and Pat Staton; For advance publication order information, write Pat Staton. Rm. 8-106. O.I.S.E. 252 Bloor St. W., Toronto. M5S 1V6.**

This unique publication uses interviews and pictures to present information on alternative career choices for women. It is intended for use in classrooms, guidance centers, libraries, employment centers and for individual use.



### **PORNOGRAPHY: A FEMINIST SURVEY**

**By Margaret Smith and Barbara Waisberg; \$4.50; 31 pp.; Boudicca Books, Toronto, Ontario; Nov., 1985.** An annotated bibliography which is organized in four sections dealing with sexuality, social construction of perception, perspectives on pornography and control of pornography. It documents recent feminist material and puts differing viewpoints in context.

### **LA BANQUE DE CHERCHEUSES DE L'ICREF**

**C'est un service informatisé de curricula vitae de chercheuses féministes qui, dans divers domaines, travaillent à l'amélioration de la condition des femmes au Canada. Vous êtes journaliste? Artiste? Professeure? Vous faites de la recherche-action au communautaire? Vous êtes une femme d'affaires? de Sciences? Inscrivez-Vous!**

Institut canadien de recherches sur les femmes, 151 Slater, Suite 408, Ottawa, Ontario, K1P 5H3; (613) 563-0681.

### **THE CRIAW BANK OF RESEARCHERS**

**The computerized database of C.V.'s of feminist researchers working in various fields and committed to the advancement of women in Canada.** If you are a journalist, artist, teacher, action or community researcher, business woman or scientist doing research...**Register Now!** Write to Canadian Research Institute for the Advancement of women, 151 Slater, Suite 408, Ottawa. Ontario, K1P 5H3; (613) 563-0681.

### **HORIZONTAL AND VERTICAL: THE DIMENSIONS OF OCCUPATIONAL SEGREGATION BY GENDER IN CANADA**

**By Gale Moore; CRIAW paper no. 12; \$5.00, Suite 408, 151 Slater St., Ottawa K1P 5H3.** This paper uses Canadian, British and American examples to analyze the problems surrounding the measurement of occupational segregation by gender.

**PROCEEDINGS FROM THE TRANSITION TO  
WORK CONFERENCE**

**Produced by the Institute for Social and Economic Research; University of Manitoba, Winnipeg, R3T 2N2; \$30.00; September, 1985.**

This monograph encompasses the following conference themes: Technological change, Socio-economic and Cultural factors, Women and Transition to work, Role of business and labour, Vocational choice in schools and counselling, Special training programs and Adult education, Research priorities.

**THE ECONOMIC SITUATION OF WOMEN IN QUEBEC**

**Produced by the Government of Quebec, Secrétariat à la condition féminine, Quebec City, Quebec; May, 1985.**

An excellent publication, in English, prepared for a conference on the economic security of women, held last spring. It is a reference tool, providing statistical information up to 1983. It covers employment, training, special needs groups and proposes solutions for problems in a number of critical areas. A beautifully presented fact sheet on Quebec women is available with the booklet.

**THERESE F. CASGRAIN  
POSTDOCTORAL FELLOWSHIP**

**For research on Women and Social Change in Canada; fellowship is administered by the Social Sciences and Humanities Research Council of Canada.**

The first award will be made for 1986-87 for a value of \$25,000. Due date for applications is June 1, 1986. The foundation is particularly interested in action-oriented research, either basic or applied, which will include a discussion of public policy options and propose recommendations for change. Contact Fellowships Division, S.S.H.R.C., P.O. Box 1610, Ottawa, K1P 6G4.

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June 17 - 19, 1986, Ottawa, Ontario

**INFLUENCE AND INNOVATIONS  
NEW DIRECTIONS FOR  
CONTINUING EDUCATION**

The Canadian Association for University Continuing Education is sponsoring this conference at Carleton University. Topics will cover Continuing Education Relations with Government and Corporations, and Innovations in Programs as well as in Services and Research. **Contact** Beverlae Buckland, School of Continuing Education, Carleton University, Ottawa, Ontario, K1S 5B6, (613) 564-7537.

**CALL FOR PAPERS**

## Family Service Canada Conference

Papers are being sought which address the theme "Constructing a Family Perspective - Can We Use Yesterday's Beliefs to Build Tomorrow's Programs?" Theoretical and practical papers are welcome, as are reports of ongoing research and administrative issues. Papers which address the theme in areas such as fund-raising, service priorities, changing roles within the family, women and the workplace, changing roles of service providers, reduced government support will be given priority. **Due date** for abstracts, March 31, 1986. Send to Conference Program Committee, Family Service Canada, 55 Parkdale Avenue, Ottawa, Ontario, K1Y 4G1, (613) 728-2463.



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## AGENDA

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June 12 - 14, 1986, Vancouver, B.C.

### **WOMEN AND EDUCATION CONFERENCE**

Sponsored by the Social Sciences and Humanities Research Council and the Centre for Policy Studies at U.B.C., this conference will open with a speech by Sylvia Gold on "**Government Policies: Implications for Women and Education**". Sessions will cover the following topics: The Study of women in Education, Curriculum Issues, Invisible Work of women, Labor Market Segregation and Education. **Contact** Jo-Ann Hannah, Faculty of Education, U.B.C., Vancouver, B.C., V6T 1Z5 (604) 228-2158. Registration fee \$80, Students / Unemployed \$40. University accommodation available.

April 30 - May 2, 1986, Moncton, New Brunswick

### **COMMUNICATIONS TECHNOLOGY IN HIGHER EDUCATION**

This conference is designed to bridge the gap between the worlds of communication technology and higher education. The conference will feature video conferences, practical demonstrations, research papers and current examples of technological applications in higher education. It is co-sponsored by the Université de Moncton, the Association of Atlantic Universities "Office of Educational Communications", and the Department of

Communications. **Contact** l'Education permanente, Université de Moncton, Moncton, N.B., E1A 3E9 (506) 858-4548. Fees not specified.

May 26 - June 9, 1986, Winnipeg, Manitoba

#### **LEARNED SOCIETIES CONFERENCE**

This annual conference will meet in Winnipeg this year. For information on the schedule of meetings of the various societies, and their fees please **Contact** Professor J.E. Rea, Learned Societies Conference, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

June 18 - 22, 1986, Vancouver, B.C.

#### **NATIONAL CONFERENCE ON FAMILY THERAPY**

A multidisciplinary conference for professionals with an interest in the family. Aside from a general conference, sixteen intensive three-day specialty workshops will be offered on a wide variety of topics, including one on "Feminism in Work with Families" by Dr. Kathryn Saulnier. Co-sponsored by western university schools and faculties of social work. Please **Contact** Alix Hirabayashi, School of Social work, U.B.C., 6201 Cecil Green Park Road, Vancouver, V6T 1W5 (604) 228-2576 or 228-6207, for detailed brochure and fee information.

April 16, 1986, Toronto, Ontario

#### **PATHS TO EMPLOYMENT**

This conference will appeal to women entering the labour force, employers, social service workers, educators and others. The guest speaker will be the Honorable Gregory Sorbara, Minister of Colleges and Universities, and Skills Development for Ontario. Workshops include topics related to women's access to training and employment. **Contact** Affirmative Action Advisory Committee, George Brown College, P.O. Box 1015, Station B, Toronto, Ontario, M5T 2T9, (416) 967-1212.

May 20-23, 1986, Toronto, Ontario

#### **WOMEN AND THERAPY PART II**

A four day conference designed to find positive responses to social conditions and personal situations which influence the mental health of women. Keynote address will be given by Dr. Jean Baker. **Contact** Professional Development Associates, 3 Cameron Cres., Toronto, M4G 1Z7.

Published by



Canadian Congress for Learning Opportunities for Women



congrès canadien pour la promotion des études chez la femme

**47 Main Street, Toronto, Ontario, Canada M4E 2V6**