

CANADIAN ASSOCIATION FOR ADULT EDUCATION

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Canadian Lifelong Learning Project: a Strategy

- the CAAE has joined forces with its francophone counterpart, l'Institut Canadien d'Education des Adultes (ICEA) to undertake a major effort to influence public opinion, policies of governments and the behaviour of educational institutions towards lifelong learning
- the key goal is to develop leadership on the part of individuals and citizens organizations to change the thinking and behaviour of public institutions and of the governments that fund them
- this will be undertaken through...
 1. linking non-governmental groups into a Canada-wide network through communication and constituency development
 2. assembling information, analysis, interpretation and widespread dissemination
 3. co-operative work to develop leadership skills, expertise and motivation of voluntary groups
 4. encouraging public discussion, debate and exchange upon key issues, and
 5. enabling interaction with decision/makers and practitioners throughout the country, and between the various jurisdictions
- events of the past year have reinforced the conviction of both organizations that the time is ripe for this process
- the project's critical path will include the following sequence of activities: preliminary meetings, information gathering, production and exchange, network development, follow-up upon various reports on adult education in Canadian jurisdictions, identification and dissemination of innovative experiences, task forces on specific priority issues, delivery of expertise to various groups when needed, leadership development workshops, seminars, meetings, public and mass media meetings, formative and summative evaluation
- during 1982 both groups began this process. Publication of From the Adult's Point of View/Du Point de Vue des Adultes offered the preliminary analysis of the situation facing adult education in the country
- today's meeting is a further step...

into one university in September 1984. The new university will be administered from Sudbury, the site of Laurentian University. Algoma College in Sault St. Marie, Nipissing College in North Bay and Le Collège de Hearst in Hearst will still exist, but will lose their autonomy, including their boards of governors and faculty unions.

4.3 National Training Act Update

The federal government in December signed agreements with various provincial governments under the National Training Act. In the case of Saskatchewan it provides \$90 million over the next three years and also allows the province to draw upon a national fund of \$108 million for training in certain designated occupations. Of the \$90 million, \$35 million will be allocated to various types of employer-based training and \$55 million to institutional training. The agreement between the Province of Quebec and the Government of Canada will provide \$750 million over three years. For New Brunswick, the agreement relates only to the period 1982-83 and provides \$21 million, of which \$15.8 million is reserved for institutional training.

After signing the agreement with Ottawa, the Province of New Brunswick provided the University of New Brunswick with funding, estimated to be at least \$700,000 to purchase the equipment needed to set up the New Brunswick Manufacturing Technology Centre. Part of the funds will be used to finance educational facilities on both the UNB and University of Moncton campuses which will help small and medium sized firms to reduce the risks inherent in the adoption of new technology.

In the case of the University of Winnipeg, an amount of \$80,000 has been provided under the National Training Act to create part-time jobs for 79 students. Priority is given to research involving scientific data analysis, transferable technical laboratory skills and support services that focus on special needy groups such as childcare and native peer counselling.

In the United States, President Reagan on October 13 signed legislation, known as the Job Training Partnership Act. The legislation gives an expanded role to education, provides for more private sector and state involvement, and creates a new program of retraining for displaced workers. Although the law carried no specific funding authorization, its cost has been estimated at from \$3 to \$5 billion.

4.4 Non-Certified Institutions Treatment

The Ontario government is cracking down on educational institutions that grant degrees but do not have a government charter. Bill 137 will impose up to \$25,000 fines on any institution that has not received permission from the legislature to grant degrees. Jamie McKay, an officer with the Ministry of University and College Affairs, said the bill will close a loophole allowing groups to get around the legislature's refusal to charter by patenting themselves as non-profit corporations and calling themselves "federal degree-granting institutions".

From Pat Webb:

SEXISM IN RESEARCH AND ITS POLICY IMPLICATIONS

THE 1982 CONFERENCE OF THE CANADIAN RESEARCH INSTITUTE FOR THE
ADVANCEMENT OF WOMEN

Does the conference title sound a bit stodgy? Unrelated to the world outside the ivory tower of the university or research institution? Does it imply the usual well-documented cases of research by women going unrecognized by chauvinist department heads, and the world beyond?

Well it wasn't that way at all! It was one of the most exciting, eye-opening, stimulating learning opportunities this woman has enjoyed! I urge you to involve yourselves if possible in next year's CRIAW conference in Vancouver - more of that later.

In general the format for the sessions was a presentation of research by one or two persons, followed by a discussion. There were 16 presentations, and I attended four.

Professor Margit Eichler of OISE delivered the keynote address, outlining the customary sequence of activities in a research project, and showing how a sexist bias could infiltrate each stage. Her descriptions were rich with examples, which would be of interest to CCLOW members. One was that in Piaget's child development studies, he used classes of boys, but referred to them throughout as children! How valid for girls are the widespread curricula based on those results?

Here's another example:

Man is mortal.

Socrates is a Man.

Therefore Socrates is mortal.

Try repeating the above, using 'Mary' instead of 'Socrates' and changing nothing else. Sound awkward? Would you say that Man was really understood to have been used in the generic sense?

This concept was expanded in one of the Saturday sessions called, 'Sexism in Naming the World: Does it Matter?' After a presentation by Professor Don Power of Lakehead University on research regarding the course title 'Man in Society' in Ontario schools, I moved that the conference recommend a title change to the Ministry, in line with Ministry policy on sex-role stereotyping. My reasoning was that the change was fairly easy to implement, and it would be highly visible 'proof of intent' to educators, parents and students. I was not present at the final plenary, when all recommendations were discussed, but I understand that it was presented and endorsed.

Also in this session was a stimulating presentation by two University of Alberta women, Angeline Martel and Linda Peterat. They discussed, in English and French, the ways in which the (generally) male prerogative

of naming things and ideas results in a continuous linguistic disadvantage to women. An example of this is research in which women, who often see things as part of a context, are described as 'background dependent', while men are 'background independent'.

A networking lunch, at which tables were labelled according to field of interest- e.g. Education - enabled me to exchange ideas with 7 other women and to tell them about CLOW. Since we had set up a display of documents and brochures in the registration area, and because CLOW was lettered on my name tag, a number of people approached me at various other times as well, to enquire about our organization.

Two sessions on Saturday afternoon gave food for thought on Organizational Behaviour, and on Studio D of the National Film Board.

Professor Nina Colwill, of University of Manitoba, discussed what she termed 'sexual artifacts' in organizational studies. An example of this would be that women managers in one study were perceived to be less upwardly mobile than men at the same level. In fact, the situation was that most of the women were in dead-end positions with no clear promotion track. When men in similar positions were identified and interviewed, the results were comparable to the women's. Thus the sex of the manager was not directly associated with the lack of ambition, but acted to mask the actual association. Professor Colwill also pointed out that the sex of the interviewer in organizational studies has been shown to affect the nature of the response in both male and female subjects, but the interviewer's gender has not always been reported.

Dr. Colwill has just published a book called, The New Partnership: Women and Men in Organizations, Mayfield; Palo Alto CA.

The second speaker, M. Fagan, presented an analysis of trends in staffing senior educational administrative positions in Newfoundland's school systems. She also gave an interesting description of the political difficulties she encountered in performing and presenting the study.

The session moderator, Susan Mann Trofimenkoff, has also written a book of interest, titled The Dream of Nation, which is a social and intellectual history of Quebec from its beginnings to the present day. The significant roles played by Quebec women are documented, along with those of their male counterparts. The publisher is Macmillan of Canada.

Kathleen Shannon, executive producer of Studio D-the Women's Studio - at the National Film Board, showed and discussed a number of woman-produced films, including the very effective If You Love this Planet. She asked people present for support for Studio D, in the wake of the Applebert' Commission's recommendation that the NFB cease producing its own films, and become a centre for experiment and training in film-making. If CLOW members want to show support for the women's programme, you are urged to write Francis Fox, the Minister of Communications, in

Ottawa.

Other presented topics, which will be elaborated in the conference proceedings, included five more papers on aspects of sexism in research; presentations on Abuse against women, Ageing, Welfare policy, Sociobiology, Female Criminality, Medicine, Housing, Affirmative action, The biases within feminism, and A guide to the funding maze.

The CRIAW Annual General Meeting passed a number of administrative and organizational motions, introduced a new President, Corine Gallant of Moncton, and acclaimed Dr. June Gow of Vancouver as President-elect.

June spoke to me about participation by CLOW in next November's CRIAW conference, which she is coordinating. The theme is, Feminism in Action: New Knowledge, New Education, New Society. Particularly in the workshops, which will discuss processes through which the research material can be assimilated and transmitted, CLOW members have the knowledge and experience to make a definite contribution. It struck me several times that conference attendees were not galvanized into action by the challenging information presented. This may be a matter of CRIAW policy. Certainly, CLOW does not operate under that kind of restriction! If you have a workshop idea, and would like to be involved, June's address is c/o Dept. of History, University of British Columbia, Vancouver, B.C. V6T 1W5.



CRIAW

Canadian Research Institute for the Advancement of Women

ICRAF

Institut canadien de recherches pour l'avancement de la femme

ANNUAL NATIONAL CONFERENCE

November 11-13, 1983
Vancouver, B.C.

FEMINISM IN ACTION:
NEW KNOWLEDGE, NEW EDUCATION, NEW SOCIETY

The feminist movement continues to generate an impressive amount of significant research ranging from very precise case studies of particular women's experience to far-reaching theories and philosophies of human society. From its roots in a distinctive perception, feminist research is creating a new knowledge.

The new knowledge can only be fully effective if accessible and integrated into the education process, formal and informal, individual and collective, by which all who learn seek a better understanding of the human experience. Integration of feminist research will help create, in terms of philosophy, content, structure, a new education.

Together, the new knowledge and the new education will change our views of society. What is past will no longer be old and fixed by determinants of race, class, creed, gender, but new, under a feminist mutation. And as our perceptions of past society change, so too will our understanding of the present, and our purposes for the future. With knowledge, and education, and time, we may, some day, create a new society.

The 1983 CRIAW Conference seeks to promote this broadest of social action programmes. Feminist research will be analyzed, in six major papers, in relation to the traditional academic disciplines of anthropology/sociology, economics, history, literature, psychology, and science; individual papers, not necessarily classified under any disciplinary rubric, will provide specific examples of current research interests and findings. Workshops will discuss the processes by which the research material can be assimilated and transmitted, both through the formal education system and by other means. And keynote speakers will reflect and speculate upon the implications and character of a new feminist society.

The Conference is designed to facilitate the exchange of information and ideas on as wide a basis as possible, so that research findings can be translated into social action, by the women's movement, and by the wider community.

Watch for the "Call for Papers for the 1983 Conference" in the winter Newsletter. For more information: Dr. June I. Gow, Department of History, University of British Columbia, Vancouver, B.C. V6T 1W5

STUDIO D is the only publicly-funded, woman-run centre for feminist filmmakers in Canada.

Its staff filmmakers have made such films as PATRICIA'S MOVING PICTURE, I'LL FIND A WAY, NOT A LOVE STORY.....

It has employed free lance women filmmakers to produce films like THE LADY FROM GREY COUNTY, IF YOU LOVE THIS PLANET.....

Through a program of assistance, Studio D has contributed to the majority of films made by independent women filmmakers in this country, including A WIFE'S TALE, MOVING MOUNTAINS, P4W (KINGSTON PRISON FOR WOMEN).....

Studio D is threatened: the Applebaum/Hébert report on culture has recommended that our base - the National Film Board - cease producing films and be reduced to a centre for training and experiment. Nowhere in the recommendations on film is there any provision for the kind of films that we as women need as audiences, that we as women filmmakers need to make to express our perceptions and perspectives.

We ask you to let the Government know how you feel - as one of the female majority of Canadians - about the future of the National Film Board and Studio D. Include your suggestions for improvements: do you feel that women's films should receive more exposure on CBC? do you think we should have more money to produce more films? to enable us to support more independents? that prints of women's films should be available in greater numbers so they are more easily accessible?

Please speak up - to

Hon. Francis Fox
Minister's Office,
Department of Communications
Journal Tower North Building
300 Slater Street
Ottawa K1A 0C8

Please send a copy to

Studio D, P -43
National Film Board
P.O. Box 6100, Station A, Montreal H3C 3H5



RECEIVED JAN 11 1983

DEC 29 1982

Ms. Susan Van der Voet
Executive Director
Canadian Congress on Learning
Opportunities for Women
692 Coxwell Avenue
Toronto, Ontario
M4L 3B6

Dear Ms. Van der Voet:

I should like to thank you for responding to my invitation to define and discuss the recently announced New Employment Expansion and Development (NEED) Programme. As Minister Responsible for the Status of Women, my concern is that the women of Canada avail themselves of all the opportunities set out under its guidelines.

As I have stated publicly, economic independence for women is a priority, and despite the present economic difficulties, we must not lose sight of our long-term goals. To that end, I trust that our discussion pertaining to training projects and skills development will find forms of implementation under NEED.

The point you raised respecting the National Training Act relative to provincial jurisdiction is a matter which warrants attention. It might be drawn to the attention of your provincial Minister, as well as to your provincial Advisory Council on the Status of Women. You might wish to keep the President of the Canadian Advisory Council on the Status of Women, Lucie Pépin, informed as well; perhaps the issue could be raised in the course of meetings scheduled to be held with provincial advisory councils on the Status of Women.

Thank you as well for drawing my attention to the pending replacement of Dorothy Richardson on the Canadian Human Rights Commission. My position respecting appointment of Women to Boards, Commissions and Tribunals is on record; the recent announcement of six (6) women appointees speaks for itself.

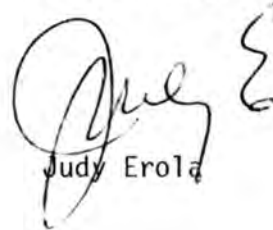
Canada

As for the issue you raised pertaining to the video game "Custer's Revenge", the public outrage duly transmitted to the Honourable Pierre Bussieres, Minister of National Revenue, produced the desired effect. My own letter urging Mr. Bussieres to prohibit importation of the game is a matter of record.

I trust that our meeting was a productive one, and that we will continue to "dialogue" on issues pertaining to improving the status of Canadian Women.

My best wishes for the continued success of the Canadian Congress of Learning Opportunities for Women.

Yours sincerely,



Judy Erola

cc: Lenore Rogers,
President

WOMEN IN EDUCATION

INTERNATIONAL EXCHANGE PROGRAM

"WOMEN'S PARTICIATION IN THE DECISION MAKING PROCESS:
IN THE FAMILY, THE WORKPLACE, THE COMMUNITY
AND FORMAL POLITICAL ARENAS",

JAPAN, NOVEMBER 5-22, 1982

Lenore Rogers
National President
Canadian Congress On Learning
Opportunities For Women

WOMEN IN EDUCATION
INTERNATIONAL EXCHANGE PROGRAM

"Women's Participation In The Decision Making Process:
in the family, the workplace, the community
and formal political arenas".

JAPAN - NOVEMBER 5-22, 1982

Background

This international exchange program for women working in the field of women's education was the second of its kind to be sponsored by Japan at the National Women's Education Centre (NWECC). In 1980 NWECC and UNESCO jointly sponsored an international seminar on Women's Education, Training and Development. This led to the first meeting in 1981 sponsored solely by Japan to which 6 countries were invited including the U.S.A., Australia and Bangladesh. The National Women's Education Centre plans to continue with these initiatives and will be hosting a conference in co-operation with OECD (the Organization of Economic Co-operation and Development) in June, 1983 on the Educational Role Of The Family.

At the November, 1982 session women representing 6 countries plus women from Japan were invited to present papers outlining the situation in their respective countries regarding women's participation in the decision making processes of the family, the workplace, their communities and the formal political arenas.

Those countries invited to participate were chosen on the basis of their geographic location and developed or developing status. The objective was to have adequate representation. The representatives from the three developed countries came from Europe (Finland); North America (Canada); and the Pacific Rim (New Zealand). Representatives from the three developing countries were from Africa (Kenya); Asia (South Korea); and the Pacific (Philippines).

The Canadian Congress On Learning Opportunities For Women was recommended to NWECC by Budd Hall, Executive Director of the International Council on Adult Education in Toronto, while visiting Japan. The Canadian Congress On Learning Opportunities For Women was subsequently invited to participate representing Canada.

The Japanese Government took responsibility for the delegates "in-country" expenses and the Status of Women, Canada contracted with CLOW to provide a report on the seminar including new and innovative programs etc. for women. That contract met the representative's travel costs.

Following is a chronological overview of activities during the exchange to Japan including anecdotes, observations and conclusions as they pertain to the trip and women's access to decision making power in the participating countries. Appendices will be used extensively to provide more detailed or indepth information.

Chronology Of Activities

Saturday, November 6, 1982

I arrived in Japan at Narita Airport, about 2 hours by car from Tokyo and was met by volunteers. Apparently, volunteers are a relatively new phenomenon in Japan. Women now have more time to devote to interests outside of the home such as volunteer work, as smaller, nuclear families have become the trend.

The director-general of the National Women's Education Centre (NWECC) explained the centre and the purpose of the exchange program (see Appendix A).

Sunday, November 7, 1982

In the care of a volunteer guide, delegates were given a bus tour of Tokyo.

We saw the Tokyo Tower, the Imperial Palace Grounds (our hotel overlooked these), the Ginza (a shopping area in downtown Tokyo), etc. This particu-

lar day was considered by the Japanese to be a "lucky day" for weddings. We were fortunate to see several couples and their families in traditional dress having their wedding pictures taken. In Japan, women marry between 23 to 25 years of age and men are usually 27. They often have two ceremonies; a traditional one plus a "western" one complete with white gown and veil. The guests receive gifts from the bride and groom so weddings are very expensive.

Monday, November 8, 1982

The day was spent in meetings at the Ministry of Education, Science and Culture (Monbusho).

- a) Delegates met with Mr. Katsutsugu Kurachi, Acting Director of the Women's Education Division, Social Education Bureau, Ministry of Education, Science and Culture. Mr. Kurachi is the first man to hold this position.

In 1946, the introduction of a new constitution declared equality between men and women. In keeping with the constitution, the Fundamental Law of Education was passed which provided for equal opportunities in education for women and men. Compulsory education was extended from 6 years to 9 years (the completion of junior high) for both girls and boys. As well, for the first time, girls could go on to senior high-school and then to college or university.

Mr. Kurachi outlined the activities and structure of the education department. (See paper, Appendix B). The majority of classes are aimed at women developing skills in household and family management.

Salient Questions Asked Of Mr. Kurachi

1. Q: Are there support services provided for participants such as child care?

A: The Ministry of Health and Welfare is responsible for child care. Classes for women are supported by volunteers doing child care.

2. Q: Do boys learn home management skills?

A: The final division of labour must be decided between a couple but boys get this kind of training at elementary and junior high level. For example, boys learn how to cook a fried egg in grades 5 & 6.

3. Q: I understand from the Japan Quarterly that it is compulsory for Japanese girls to take home economics classes. This is against the UN Convention. Is there any discussion going on now to make changes in this area so Japan can sign the convention?

A: This is compulsory for girls in upper secondary schools. It is important for girls to have a general education in this area. The Ministry of Education is studying the issue to see if compulsory housework classes are against the UN Convention.

4. Q: If 60% of all working women are housewives what happens to the children?

A: The children are usually grown up before the woman goes to work. If a woman has children, they are looked after by child care centres or by the woman's mother.

b) Delegates met with Ms. Tomoko Shibata, Cabinet Councillor for Women's Affairs and Director of the Office for Women's Affairs, Prime Minister's Office.

Ms. Shibata discussed issues and targets for the second half of the National Plan of Action for the Decade of Women (from May, 1981) for the promotion of measures relating to women. (See paper, Appendix C).

The Office for Women's Affairs was set up in 1975 to implement policies discussed in Mexico City. The office has a council headed by the Prime Minister plus membership from ten other government ministries. They have organized in 47 prefectures (provinces) and local public bodies. Thirty-seven of these bodies have developed local action plans to

improve the status of women. Many of the Diet (parliament) members and women's organizations (41) are also involved in a liaison with the Office For Women's Affairs.

The most important target for this office is to ensure that Japan can ratify the Treaty On The Elimination Of All Forms Of Discrimination signed in Copenhagen. The office is also in the process of reviewing all the laws in the country to ensure that each provides equality between men and women. Even though the Constitution Of Japan provided for equality between men and women in 1946, several laws have yet to be revised.

In the first half of The Decade For Women a civil law regarding inheritance was revised so that all children could inherit from their parents not just the eldest son. In the second half of the decade, two areas of law that are under discussion relate to the nationality of children and labour standards issues.

1. Nationality Of Children

Today in Japan the fathers lineage takes precedence. If a Japanese woman gives birth to a child whose father is non-Japanese, the child cannot have Japanese citizenship. This has created a great deal of hardship for these children and mothers.

2. Labour Laws

Labour standards laws prohibit discrimination in wages. However, there are problems here as well as with recruitment and working conditions. Some women believe that protective measures for women in the law are the cause of women being discriminated against and prevent equal access to the workplace.

In Japan there are very few women involved in decision making. The goal by 1985 is to increase women's participation on government councils from 5% to 10%. Another goal is to increase the number of female civil servants. The law states there should be no discrimination in employment but, the fact is there is. Women pass the civil service exams

but do not get hired because of the screening process.

There are nine areas that The Office For Women's Affairs is concerned with: (See paper, Appendix D for full discussion.)

1. Laws and regulations
2. Decision making
3. Education and training
4. Employment
5. Improvement in child care
6. Respect for motherhood and women's health
7. Old age
8. Rural women
9. International co-operation

Ms. Shibata gave a brief overview of her perspective of women in Japan. Japanese society is aging. Both men and women enjoy a longer life span. However, poverty is a concern especially for women.

The family structure has changed. There has been an increasing trend toward the nuclear family unit plus a decrease in the number of children. In 1975, there were 5 members per household while in 1980, there were 3.3 per family.

Middle aged and married women are now in the workforce plus there has been an increase in part time work.

Ms. Shibata saw the most important issues needing to be dealt with in the next four years as:

- part time work
- child care centres
- pensions for women.

Salient Questions Asked Of Ms. Shibata

1. Q: Do fathers attend classes on parenting or on childbirth as your women do? (In Finland fathers must go through classes in order to attend the birth of their child.)

A: The number of fathers attending the birth of their children is very small but is increasing. Mothers primarily attend the parenting classes. The incidence of juvenile delinquency is shown to be higher among children raised by women alone.

2. Q: Is there Affirmative Action in Japan?

A: After much discussion about what Affirmative Action was, Ms. Shibata indicated that this was a North American concept and not understood in Japan. There is some occupational training for divorced women.

c) Delegates made a call on Mr. Rei-ichi Miyano, Director-General of Social Education Bureau of the Ministry of Education, Science and Culture.

d) In the afternoon I went to the Canadian Embassy and met with Mr. Bruce Barnett. I asked him if he could arrange a tour of a plant or office where I could view the remarkably advanced technology of Japan including robotics etc. Mr. Barnett was not able to provide this.

Tuesday, November 9, 1982

Delegates met with the staff and toured the Ochanomizu University of Women in Tokyo. (See Appendix E). Dr. Hiroko Hara, chairperson of the International Seminar at NWECC is a staff member at the University. We saw the daycare centre and the Institute For Women's Culture. The Institute has a library that houses books, magazines, and articles on women from around the world. The collection includes the Radcliffe-Smith library of 85,000 books from the years 1920 - 1981 on microfilm. The Institute Of Women's Culture would appreciate any written information on Canadian women.

Ochanomizu University is one of the oldest universities for women in Japan. At this state university the tuition is approximately 21,000 Yen or \$90.00 Canadian per year. There are two Canadian students studying for doctorates there.

The number of women that have held important posts at Ochanomizu University from 1949 - 1982 is very small compared to North American universities. But, for Japanese women the numbers are considered very high. Most universities, government departments and businesses in Japan have male heads, even if they are universities or departments for women. During lunch, an older female faculty member who spoke English asked me to ask the head of the university why there weren't more female heads at this university. I declined to do so!

Dr. Hiroko Hara is the only person hired to teach Women's Studies on a full time basis. She offers extension programs for women on Saturday afternoons. (See program, Appendix E). Auditing and research students are accepted in all other courses.

NWEC

After a bus trip of approximately one hour, we arrived at NWEC. I was not prepared for the splendour of the centre. It sits on a hill overlooking the Toki River. The staff was at the front door to greet us. There are 46 staff at the centre; 34 of these are full time; 17 women and 17 men.

The National Women's Education Centre was established to promote adult education for women. It has three functions:

- training
- facilitating the exchange of information and ideas
- providing an information base - - there is an extensive library.

A display of books and materials from each country was on hand.

Women at the centre can decide their own course of study. Themes of individual study range from family life to professional training. There are approximately 60,000 participants per year; 520,000 in the

last five years since the centre opened. The annual budget is 480 million Yen. The cost to each participant for one night's stay is 1,200 Yen (about \$5.00 Canadian).

Wednesday, November 10 - Friday, November 12/82

INTERNATIONAL SEMINAR (see proceedings, Appendix F)

The seminar itself was held in a large conference room at NWECC with 300 people, mainly women, in the audience. The proceedings were videotaped and there was simultaneous translation. The chairperson was Dr. Hiroko Hara, Women's Institute, Ochanomizu University, Tokyo. The vice-chairperson was Dr. Yoriko Meguro, Department of Sociology, Sophia University, Tokyo. Both of these extremely competent women spoke English very well. (See background information on the Japanese participants, Appendix G).

One significant benefit of the trip was meeting and spending a considerable amount of time with the other invited participants. We got to know each other very well. Not surprising, was the subtle split between the "Western" women "all with light hair and no husbands" and the Eastern delegates. Generally, the Western women held stronger "feminist" views while the women from Eastern countries were more traditional. The audience was perceived to be very "traditional" and this may have accounted for some of the cautious answers that were given during question period.

While these differences in feminist perspective did present themselves on occasion, the overall communication was remarkably open and positive. I learned a number of things and gained a great deal of insight from the other delegates about themselves and their countries. While we came from different backgrounds, countries, and cultures, the bridge between us was our common concern for the education and development of women. The common bond was that we were all "feminists"; that is, that we had worked and continued to work for the elimination of discrimination against women.

Delegates - Biographical Sketches

Dr. Elina Haavio-Manila has a PhD. in Sociology and teaches at the University of Helsinki. She has surveyed the roles of men and women in the family and is now taking part in a 14-country study on "Changes In The Life Patterns Of Families In Europe." She has also co-authored a book, Women In Nordic Politics which will be released in English in 1984. Elina is a widow with two grown children. When she left Toyko, she was on her way to Rome where she was giving a paper on her research.

Esther Wandeka is the Assistant Commissioner for Social Services and Director of the Women's Bureau in Kenya. Esther is from rural Kenya and has studied in the USA. She is also the mother of five children. Her husband continues to live on their farm while she commutes from Nairobi on weekends. When asked about the preparations for the meeting in 1985 to mark the end of the Women's Decade to be held in Nairobi, Esther said that the Kenyan government was not yet sure that the meetings were going to be held there. Because few people from Kenya, let alone a woman, ever travel to Japan, Esther was invited to meet with the Prime Minister of Japan.

Ms. Chung-Il Choo was on a year's leave of absence from Sookmyung Women's University in Soeul, Korea where she teaches child psychology. She brought booklets on the New Village Movement in Korea where women are the motivating force for rural community renewal. Ms. Choo spoke Japanese very well, having lived in Korea when it was occupied by the Japanese. Ms. Choo has studied in the USA and after visiting Japan's Tsukuba University and seeing the new technology there, she was seriously considering applying for a year of study at Tsukuba.

Judith Aitken has just completed a doctoral thesis in public administration and economics in New Zealand. A high-spirited and very committed feminist, Judith was perhaps the most "political" of the group. She cautioned women to be strategic, to have goals that are concrete and achievable over time, and to always ask the questions, Who benefits? Who pays? A single-parent with four children, Judith thought she might build a Japanese tea room when she got home. When she retires it is going to be in a large communal house shared with other feminists.

Dr. Lourdes Quisumbing has a PhD. in Anthropology. She is the President of a school in the Philippines with students from nursery age to doctoral candidates. The mother of nine children, Lourdes went to school at the same time as her children. She has experienced the complete sharing of responsibility for the family with her husband. She says that Filipino women have equal say in the family. Lourdes is working on a book about Asian women.

The International Seminar was three days in duration. Appendix F provides a complete overview of the program as well as copies of the papers delivered by participants.

SUMMARY OF INTERNATIONAL SEMINAR

After three days of meetings, Dr. Yuriko Meguro vice-chair of the seminar summarized in outline form what she perceived to be the areas of commonality and areas that required further discussion.

Dr. Meguro suggested that although there were differences from country to country the evident commonality between women is that, relative to men, women continue to be discriminated against. As well, in each country women are endeavouring (at different speeds) to "catch up" to men in terms of equality. For example, in Kenya women are engaged in chores and tasks that they have done for centuries plus they now are performing additional tasks such as learning how to read and write in an attempt to gain equal access to all aspects of the society. New Zealand women were the first in the world to obtain suffrage. Today however, they continue to carry out traditional life roles. This is especially true for aboriginal women. The universal status of women's political and decision making capability is that things have improved somewhat but that it is still very limited beyond the home.

The "North-South problem continues to impact on women's issues. This question was first addressed at Mexico City and has not yet been alleviated. A difference in the problems of women who are "have's" and women who are "have-nots" exists within individual countries as well.

The need for standard definitions of terms and assurance of common understandings was identified. For example, terms such as "society" and "life-long learning" need to be commonly understood to discuss the issues in a full way.

Dr. Meguro defined three aspects of decision making that women are involved in and need to continue to be involved in.

1. Formal - within "The System" and/or individual organizations, women need to know who is in charge of making decisions, how they are made and gain access to the process.
2. Informal - who are the people in a position to influence those who make decisions? Who are the people who influence decision makers' political consciousness, both in "The System" and out of "The System"?
3. Semi-formal - women's clubs, associations can influence/lobby decision makers.

Delegates were asked to consider and further explore certain aspects of their various cultural backgrounds in the discussions that were to follow and conclude the seminar. Take for example, the question of the division of labour between men and women. When this decision is clear, the roles men and women carry out are also clear. However, as the division of labour blurs with the breaking down of polarized roles, women want more say in the formal decision making process.

Some participants believed that women should try to maintain their "feminine qualities" while struggling to become involved in decision making. Dr. Meguro asked us to define what "feminine characteristics" and "qualities" were, and whether or not these qualities were imposed on us by men. For example, there is a commonly held belief that men see things in "black and white" terms while women tend to see issues as "gray". And indeed, this ability to see the "grey" is considered to be a feminine characteristic. Once women recognize that we do have different perceptions, etc. and that they are valid, we will be able to use them to create a bond between us.

There was a good deal of discussion about the question of women needing and wanting male approval before participating in decision making forums. Dr. Meguro asked us to decide if we, as women, should depend on male approval. She gave the example of Arabian women believing that they had all the rights they wanted or needed. Even though many of us believe the situation of Arab women is very poor vis a vis equality, Arab women believe that they are happy in their role because their men tell them so. They are content with non-participation in decision making forums and do not strive for equality in decision making.

Dr. Meguro asked us to consider the role of formal and informal education in helping women to access equality in decision making forums. She pointed out, that in Japan, higher education can be an obstacle for women's participation in the workplace. As well, in Japan there is an age limit after which people cannot go to school. She felt the consensus of the conference was that education should be open to people of all ages.

The question of whether education was a mechanism to help people with their individual development or whether it should help people become more "politically conscious" was raised. For example in Kenya women have to learn to read and write before they can be involved in society thus for them literacy and political consciousness could go hand in hand.

The fact was identified that in most countries where there were Women's Bureaus, women's problems were addressed only by these women's bureaus and not by men. We were asked to comment on this as well as to discuss and decide what we thought the ultimate level of women's involvement should be in the decision making process.

In the concluding discussions that ensued following Dr. Meguro's suggestions, it was agreed by all the delegates that women indeed take a minority role in the decision making processes at all levels, formal, semi-formal and informal, regardless of what country is being examined.

However, resolution of this problem was viewed from diverse perspectives.

Some of the delegates felt that power could and should be accessed by getting the "ears" of the people in power. An example given by a Japanese woman suggested that governments were influenced by women lobbyists. However, this was countered by another who argued that governments need to perceive the larger climate to be right or in favour of a change before they are influenced by lobbyists.

Other women suggested that exerting energy at the semi-formal or informal levels of decision making had not proven useful as methods of influence. They felt that the crucial area for women's involvement should be in the public service at the policy level. That is, to be involved in decisions around resource allocation; to be able to ask and decide who benefits? and Who pays?

It was agreed that the above was the best recourse because the present reality effectively prohibits women's entrance into the political arena. Certainly minor examples of women's inroads into political life can be cited but it was felt that "the time is not yet right" and too much energy spent here would be spent in vain.

The issue emerged about whether women should be concerned about educating men. Some felt that we should not try to re-educate older men but should concentrate on teaching the new generations. One comment "old dogs can learn new tricks but we first need to identify the teachable ones."

Time prevented discussion of the remaining points outlined by Dr. Meguro. The International Seminar concluded and the educational tours continued.

Saturday, November 13, 1982

1. Tour Of The University Of Tsukuba

Tsukuba University is an experimental school based on a curriculum system. There are 11,000 students (9,000 men and 2,000 women), 1,500 faculty

members and 200 administrative staff. There are 350 foreign students (I met two Canadian women studying there) and 2,000 graduate students. The campus makes up a "Science City" and is holding a Science Exposition in 1985. Local planners are developing hotels and a transportation system to accommodate the expected attendance of 20 million people.

The government finances 90% of the 180,000 Yen yearly tuition. A scholarship system is available to most graduate students of 50,000 Yen per month, while foreign graduate students would get 170,000 Yen per month.

We visited the computer centre, one of the ten biggest in Japan. It manages the computer needs of the university in research, development and administration. Terminals are available throughout the campus. All students are required to take at least two classes to learn how to use a computer for research and their own education. Students use the computer to process information when writing reports and doing their research. The chief function of this university is to train students to be the future leaders in the information society.

The same computer is used to experiment with Computer Assisted Instruction in a nearby primary school. It is felt that the parents of the students in this school, almost all faculty or students at Tsukuba, will provide the necessary feedback to get the "bugs" out of the system before it is used throughout Japan.

The director of the computer centre stated that in his view, "the fruits of the new technology should go to groups of people that have not had the advantages of society", for example the blind, the handicapped and to people living in isolated areas. The centre is in the process of developing a VDT in Braille.

2. Tour Of Rural Area

An agricultural association was in the process of developing new foods using dairy products. There is a general feeling that Japanese people should have more dairy products in their diet. The women of this association were also educating people on healthy eating habits.

Sunday, November 14, 1982

On a tour of Mito City with officials from the Department of Education, I was told that women are the primary participants in adult education courses. For the most part, these courses focused on home skills. Men get additional training when required from their employers.

Hours of work tend to be very long. It is considered impolite to leave work on time. This institutionalized overtime, coupled with long periods spent commuting to work, does not leave much time for men to take evening courses.

We took the "Bullet Train" to Kyoto, the ancient capital of Japan. This train travelled at 230 kilometres per hour.

Monday, November 15, 1982

Tour Of Kyoto

Many students from across Japan travel to Kyoto with their school classes to visit the shrines and temples of this ancient city. It was pointed out to us that school boys wishing to show rebellion, wear a piece of red clothing than can be seen from under their school uniform, a blue military type suit. School girls are considered "tarts" if they wear the skirt of their school uniform (a navy suit with a pleated skirt) very long, almost to their ankles, and have "permed" hair.

Tuesday, November 16 - Wednesday, November 17, 1982

Tour Of Osaka

The women who attend classes at the Osaka Women's Centre are primarily middle-aged housewives. Their main concern is the care of the elderly. As daughters-in-law, it is their responsibility to care for their husbands' elderly parents. Women's groups are lobbying the government to help families with elderly people by having "day care" services and by providing volunteer helpers to assist in the care of the elderly when they are sick.

We asked about the incidence of violence against women and were told that there was a greater problem with violence against elderly parents.

As the extended family structure is breaking down, there seems to be a lot of frustration about the demands put on individual families and the lack of resources and space to meet these demands.

Thursday, November 18, 1982

We had a free day at N.W.E.C.

Friday, November 19, 1982

1. Tour Of A Child Care Centre

The children in the centre toured, ranged in age from infants to kindergarten students. Centres are subsidized by the government, with funding paid directly to the director of the centre from the municipality. Parents apply to the municipality or town council for admission to the centres. If a parent is a single-parent or has a low income, the payments are minimal. Government regulations set a standardized ratio of children to instructors. The centre we visited was operated by a private owner.

2. Tour Of A Primary School

The principal of the school explained that the purpose of the school was to help children achieve good physical condition, learn how to study and be co-operative plus learn how to obey rules. The school policy had changed from a mass education approach to more experimental education with an emphasis on individualized learning.

Lunch is provided at school on a daily basis to all students. After lunch, half an hour is spent with all students cleaning the school inside and out. There is a very low incidence of vandalism. The school is open in the evenings for adults to participate in general programs and physical education.

EDUCATIONAL TOURS SUMMARY DISCUSSIONS

It was agreed that the ultimate goal for women in each of the countries represented at the Seminar and in the tours, was equality. However, an important point was recognized that the process by which each country

arrives at equality may well be different depending on the culture and present socio-economic status of the society. The issues and priorities vary from country to country. For example, access to training and re-training is an issue for Canadian women. (I was questioned by the delegates on this) because of technology and the skill gap that exists and is growing. But, for Japanese women this gap in training appears at the present time to be an impossible chasm. Adult education for women continues to be limited to home and family skills. When women do achieve a high level of education the employment opportunities do not correspond. Japanese women were amazed to hear and consider that middle-aged, Canadian women can continue their education and seek jobs at higher levels.

For a fuller discussion of the role of women in Japanese society see paper Appendix H.

Participants believed that the Decade Of The Woman introduced in 1975, International Women's Year, had awakened the consciousness of women and many men but that all our dreams and concrete goals would and could not be realized by 1985. It was agreed that the universal, collective push for equal rights for women in all societies was just beginning and that the struggle would have to be perpetuated long after the decade was over.

CONCLUSION

It is very difficult and not really appropriate to identify specific findings or agreed upon conclusions stemming from the proceedings of this seminar. This was truly a cultural experience. The seminar provided a formal forum for the exchange of ideas, information and cultural perspectives on women's lives. The perceptions, attitudes and experiences were as diverse as the cultures and societies represented.

However, it is my hope that the preceding comments and the attached papers will synthesize and share some of the flavour of this remarkable experience with you. I judge myself to be extraordinarily fortunate to have had the opportunity to represent Canada and participate in this social/cultural exchange. As a Canadian feminist I was proud to note the advanced status Canadian women have achieved. As a woman, I was deeply

moved to meet "sisters" from other parts of the world and learn of
as well as actually share a common bond.

My thanks to the Status of Women.

Lenore Rogers
President
Canadian Congress On Learning Opportunities For Women

LR/db



NATIONAL ACTION COMMITTEE
on the status of women
LE COMITÉ NATIONAL D'ACTION
sur le statut de la femme

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40 St. Clair Ave. E.
Toronto M4T 1M9
(416) 922-3246

June 8, 1983

The Honourable Serge Joyal
Secretary of State for Canada
Room 435, Centre Block
House of Commons
Ottawa, Ontario
K1A 0A6

Dear Minister:

The National Action Committee on the Status of Women, which now represents 250 women's groups across Canada and over three million women, has just received the information that our funding for the year 1983-84 is to remain at the 1982-83 figure of \$185,500. While we acknowledge the very much needed support of your department to continue our work, we are distressed that we have not received at least a 6% increase in our funding for this year.

Status quo funding makes us seriously question just how committed the government is to advancing the status of Canadian women. To try to cover all the issues of the women of Canada, keep all of our groups informed, monitor legislation, lobby for changes in legislation, etc., etc., is an almost impossible task with the money we must operate with. In addition, every year we are almost half way into our budget year before we are told what the funding will be -- which makes it impossible to plan our activities with any degree of certainty.

I have talked to other women's groups and we are all facing the same problems of inadequate funding, uncertainty about funding until our year's plans are well under way, and an increasing amount of paper work in order to get any money at all.

Part of the reason, we understand, is that the Women's Program itself has not received any additional funding for this fiscal year. This, of course, will have very serious implications for women's groups. Without new money, groups that seek to fund new projects will have to be refused, and groups like the National Action Committee will be seriously crippled in our work.

The Women's Program is the only government department which directly funds women's groups in Canada. It was set up to financially assist women who had identified needs in their communities. Since 1981 the Women's Program has assisted the National Action Committee on the Status of Women, the Canadian Congress for Learning Opportunities for Women, the National

Association of Women and the Law, the Canadian Research Institute for the Advancement of Women, etc.

But the effectiveness of the Women's Program has been severely hampered by the same problems women's groups themselves have faced -- insufficient funding, and uncertainty from year to year about what sums they can count on. All of this translates into inefficiency in planning, as well as in evaluating both the work of the Women's Program and women's groups.

This year, for example, we worked out in detail a budget in December. However, we were not told what we might expect to get from the Women's Program until late in May. We are already well into our work and planning for this year, which means we have to completely re-cast our committee structure, our plans for briefs and lobbying, the re-organization of our central office, etc., etc.

Yet we are committed through a very strict agreement with the Women's Program to lay out a set of work plans, publish certain documents, meet certain deadlines and give a strict account of all our activities, whether we get the funding planned for or not.

Last year we did not receive any funds from the Women's Program until well on into September. Yet we had to appear before several parliamentary committees, prepare briefs, lobby members of parliament, publish issues of our MEMO and Status of Women News, pay our staff, and try to carry out a comprehensive plan for the remainder of the year.

If the government of Canada has, indeed, a commitment to help the women of Canada, this situation must change.

We would like a meeting with you, people from your department, members of the Women's Program, and the Minister Responsible for the Status of Women, along with other women's groups, to discuss this whole matter, as soon as possible.

Sincerely yours



Doris Anderson
President
/pb

cc: The Honourable Judy Erola
Women's Organizations



Status of Women
Canada

Condition féminine
Canada

RECEIVED JUN 17 1983

151 Sparks St.
Ottawa
K1A 1C3

June 13, 1983

Lenore Rogers
President
Canadian Congress on Learning
Opportunities for Women
692 Coxwell Avenue
Toronto, Ontario
M4L 3B6

Dear Lenore Rogers:

In the last few months there have been a number of developments relating to the UN Decade for Women and the End-of-Decade Conference to be held in 1985. This letter will bring you up to date on those activities.

UN Member States have been requested to undertake extensive consultations with all concerned groups in their respective countries on the 1985 Conference. To accomplish this request as effectively as possible, I have made a member of my staff, Lindsay Niemann, responsible for all matters relating to the UN Decade for Women including the 1985 World Conference. Lindsay's title is Senior Adviser, International Affairs. Any questions you may have in this regard should be addressed to her by mail at the office address or by phone at (613) 995-7835.

Status of Women Canada is organizing for this fall, the first in a series of three consultations with groups such as yours as part of our World Conference-related activities. We expect to hold the second in the fall of 1984. The third will take the form of a debriefing and discussion of the results of the Conference itself. This year's consultation is scheduled to take place in Ottawa on 31st October and 1st November. It is possible that the consultation may be extended to include 2nd November. I expect to be writing to you later in the summer to invite you formally and to give you more precise details as well as an indication of the content of the consultation.

I am enclosing copies of material that I think you will find relevant in the context of the UN Decade for Women. The documents are also available in French.

- * Amongst the Resolutions adopted by the UN General Assembly last year are two of particular significance for Canada:

37/61 Women in Public Life was developed, presented and co-sponsored by Canada.

37/63 Declaration on the Participation of Women in Promoting International Peace and Co-operation was negotiated by Canada as a compromise position between Western and Eastern European States, thereby ending discussions which had been stalled in the Third Committee since 1980.

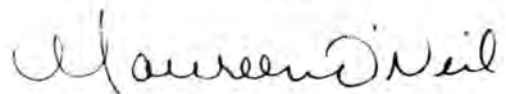
- * The Report on the meeting of the Commission on the Status of Women convened in Vienna this February outlines how preparations for the 1985 World Conference are getting underway. Canada, as a member of the Commission, sent a delegation comprising Louise Holmes (Status of Women Canada), Freda Paltiel (Health and Welfare Canada) and me. The meeting was an especially busy one for me as I also chaired the daily meetings of the informal group of Western states present in Vienna.

- * The article reproduced from the Bulletin of the United Nations Association in Canada gives a useful overview of UN structures for dealing with status of women concerns.

- * The final item in the package is a report from Lenore Rogers on an international exchange program at which she represented Canada. The content is very relevant to our concerns as the UN Decade draws to a close.

I am pleased to be able to send you these documents as an initial contribution to the new phase of Decade consultations in which we are now engaged. I hope you and your organization will find the documents informative and interesting. I look forward to working with you to prepare the Canadian contribution to the End-of-Decade Conference in Nairobi.

Yours sincerely,



Maureen O'Neil
Co-ordinator



Canadian Congress for Learning Opportunities for Women



congrès canadien pour la promotion des études chez la femme

Memo:

To : Board Members.

From: Susan.

Re : Enclosed Information.

You may have noticed that you have not yet received minutes of the Board Meeting. Getting them done was pre-empted (after discussion with Leiba and Lisa) by activities related to the meetings held June 27, with Hon. Judy Erola and Hon. Serge Joyal. Both meetings were productive: The meeting with Joyal was particularly positive, as you can see from the enclosed letters. Please note the formula we presented to Mr. Joyal of \$1.00 for every female in Canada (12.3 million). As a result of the meeting and on Joyal's recommendation, we have written to all the cabinet Ministers who are members of the Social Development Committee of Cabinet. They must approve the increase. The letter enclosed (without heading) is the one sent to all of these Ministers. A list of the Ministers is also enclosed.

A lobbying process has been set in motion and includes meeting with each cabinet Minister in her/his home riding. The effort is being coordinated amongst the five National Organizations involved in the meetings and other groups. The lobbying must be completed by July 20, prior to the next meeting of the Social Development Committee. If you are in a position to assist in the process, please let me know.

I will keep you posted on any progress we make. We are all quite optimistic that a substantial increase in funding will be forthcoming, although it may not be all we asked for.

I will try to get the board minutes out by the end of this week.

I will be on vacation July 23 - August 16.

Susan
July 11/83



Canadian Congress for Learning Opportunities for Women



congrès canadien pour la promotion des études chez la femme

July 6, 1983.

Hon. Serge Joyal,
Secretary of State for Canada,
House of Commons,
Ottawa, Ontario.
K1A 0M5

Dear Minister:

I am writing to thank you for a very positive and productive meeting on June 27, 1983.

I was particularly pleased by your commitment to take a proposal forward to Cabinet and the Social Development Committee of Cabinet for substantial enrichment of the Women's Program. The consensus at the meeting was, that at 4.1 million, the Women's Program, in relation to other "interest groups" is seriously underfunded. The fact that only 3.2 million of this is available to women's organizations and projects serves to underline the low level of funding presently provided for women's organizations.

Your favourable response to our formula of \$1.00 per female in Canada (12.3 million) to be made available for grants and contributions was very heartening. I sincerely hope that this formula will form part of the document you take forward to Social Development Committee members and other Cabinet colleagues.

I am pleased that we will be meeting again in September to discuss changes to the funding process itself. After our initial discussion, you are aware of the need to streamline and shorten the process and to develop clear written guidelines for eligibility, applications, and financial information. I am particularly concerned that we work out a system of advance payments to ensure a continuous cash-flow for CCLOW and other organizations. Lengthening the duration of grants and contributions agreements is another area we discussed at our meeting as a means of stabilizing funding for established organizations

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cclow

Canadian Congress for Learning Opportunities for Women

ccpef

congrès canadien pour la promotion des études chez la femme

Hon. Serge Joyal

...../2

I hope we will receive a report from you about this at our September meeting.

In closing, I wish to thank you again for a very positive meeting. I look forward to meeting with you in September to identify solutions to some of the difficulties in the present process.

Sincerely,



Lisa Avedon,
President-Elect,
CCLOW.

LA/cf

c.c. Leiba Aronoff, President, CCLOW
Susan McCrae Vander Voet, Executive Director, CCLOW
Hon. Judy Erola



Canadian Congress for Learning Opportunities for Women



congrès canadien pour la promotion des études chez la femme

July 6, 1983.

Hon. Judy Erola,
Minister Responsible for the Status of Women,
House of Commons,
Ottawa, Ontario.
K1A 0M5

Dear Minister:

I am writing to thank you very much for meeting with us on June 27 and for providing such a congenial atmosphere and wonderful lunch to accompany our exchange of ideas and concerns.

Our primary concern, as you are aware, is that the needs of Canadian women for organizational and project funding are not being met due to the serious underfunding of the Women's Program. Our proposal to Mr. Joyal that the present \$3.2 million available to women under this program be increased to \$12.3 million (\$1.00 for every Canadian female) was met with a very favourable and positive response. He will be taking this proposal forward to the Social Development Committee, of which you are a member, to ask for their support. We have written to your other colleagues on the Committee to request their support for our proposal as well. As we have pointed out to them, we consider their support essential, as a demonstration of the government's commitment to improvement in the status of women. We are sure we can count on your support and would appreciate assurances to that effect.

I want to thank you as well, for your offer to host a dinner in the fall between members of women's organizations and major Canadian foundations. I feel this will be a very constructive move towards "breaking the ice" between foundations and should lead to more productive collaboration in the future.

I will be in touch with your office shortly regarding the planning of this event.

Thank you once again for your help and continued support. I have enclosed a copy of our letter to Mr. Joyal regarding our meeting with him. I look forward to your response.

Sincerely,

Susan McCrae Vander Voet,
Executive Director.

SMVV/cf

692 Coxwell Avenue, Toronto, Ontario, Canada M4C 3B6

July 6, 1983.

I am writing you regarding meetings held June 27, 1983, between the Hon. Serge Joyal, the Hon. Judy Erola and representatives of National Women's Organizations, including CLOW. The purpose of these meetings was to discuss the need for substantially increased funding for women's organizations and projects throughout Canada.

At the lunch meeting with Mrs. Erola, she expressed her concerns about the lack of funding available to women and offered her support for our efforts.

The later meeting with Mr. Joyal was very positive. We were pleased to hear that programs under Multi-culturalism and for Native peoples and the handicapped have been enriched in this year's Secretary of State budget.

We expressed our concern to both Ministers that the needs of Canadian women for organizational and project funding are not being met due to the serious under-funding of the Women's Program. As the only Federal Government department clearly mandated to fund Women's organizations, the present \$3.2 million accessible to women is very inadequate. In our meeting we proposed a funding formula of \$1.00 for every female in Canada which would make \$12.3 million available for women's organizations and for project funding. Mr. Joyal found our proposal reasonable and was very supportive.

We have informed other Women's organizations across the country of our request and of the results of our meetings. They are, of course, fully supportive of our efforts.

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As the next step in the process is approval of the request by the Social Development Committee, of which you are a member, I am writing to ask that you support this proposal. We consider your support essential as a demonstration of the government's commitment to improvement in the Status of Women. Granting this request will enable women to provide needed input into government policy, as well as create additional employment opportunities through increases in project funding.

CLOW asks that you support this proposal and indicate your support in a letter of response. I will be calling your office in a few days to discuss the matter further and to ascertain your support.

I have enclosed information about our organization, and a copy of our letter to the Hon. Serge Joyal.

Thank you for your attention to this important matter.

Sincerely,

Leiba Aronoff,
President,
CLOW.

c.c. Hon. Serge Joyal
Hon. Judy Erola

SOCIAL DEVELOPMENT COMMITTEE OF CABINET

Hon. Jack Austin,

Minister of State for Social Development,
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Ottawa, Ontario.
K1A 0M5

CONSTITUENCY OFFICE

Tel: 992-1437

Hon. John Monroe,

Minister of Indian and Northern Affairs,
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House of Commons,
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Hon. Jim Fleming,

Minister of Multiculturalism,
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Senate Leader, Governemnt,
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Hon. Romeo LeBlanc,

Minister of Fisheries and Ocean,
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Hon. John Roberts

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Minister of National Health and Welfare,
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Minister of Justice
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Solicitor General,
House of Commons, Room 507, Centre Block,
Ottawa, Ontario.
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CONSTITUENCY OFFICE

878 Wilson Avenue
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Hon. Charles Lapointe,

Minister of State for External Relations,
House of Commons, Room 135, East Block,
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CONSTITUENCY OFFICE

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Winnipeg, Manitoba.
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Tel: 994-2482

Hon. Lloyd Axworthy, Minister,

Employment and Immigration Canada,
Room 135, East Block,
House of Commons,
Ottawa, Ontario
K1A 0M5



May 2, 1983

The Honourable Lloyd Axworthy
Minister
Employment and Immigration Canada
House of Commons
Ottawa, Canada
K1A 0A6

Dear Mr. Axworthy:

Re: April 18, 1983 Consultation - YWCA Toronto

This letter is a response to your request to the participants at the consultation for a more fully developed statement of the concept of bridging programs for women. We were pleased to learn that you are preparing a special policy paper on women in training and welcome the opportunity to give you our suggestions.

Our sense of urgency regarding this matter increases daily. We have just learned that the Canada Employment and Immigration Commission counsellors in Toronto have been advised regarding the availability of seat purchases. One of your Women's Employment Counsellors described herself as "shocked by what the effect will be on the possibilities for women". There is hardly a program available that does not require a minimum of Grade XII in mathematics, science and communications. We are also concerned about cutbacks in training programs such as L.E.A.P. and B.J.R.T.

It is quite obvious to us that increasing numbers of women will be excluded from training opportunities, until new Preparation for Skill Development programs are designed and implemented.

Attached is a statement of the problem, and the barriers that women presently face in gaining entry into skill training programs, with a description of the components (modules) that a range of preparatory programs for entry into designated skills areas would include.

We hope you will find this useful, and we will be available to meet with you and your staff for any further information and

...2

clarification. Thank you for your continued concern with issues related to women's special needs, and your willingness to work with women's organizations in bringing about the necessary change in C.E.I.C. programs.

Sincerely yours,



Rita J. Mifflin
Director, Community
Programs and Services

On behalf of:

Canadian Congress on Learning Opportunities for Women
Ontario Association of Women in Education
Ontario Committee on The Status of Women
West End Machining
Women Working With Immigrant Women
Young Women's Christian Association - National
Young Women's Christian Association - Toronto

RJM/jmac

Enclosure

cc: Anne Masson
Grant Botham

Women's Preparation For Skill Development Programs

(Bridging Programs)

A. Statement of Problem

1. Existing C.E.I.C. programs affect a very small proportion of the women who require training in order to become employed.
2. The existing programs, which are very limited in number, are for distinct target groups:
 - a) Women interested in getting into the trades and technology.
 - b) Sole support mothers on family benefits.
3. Programs must be developed for the large number of women not in these target groups:
 - a) U.I.C. recipients
 - b) U.I.C. exhaustees
 - c) Re-entry women
 - d) Chronically unemployed
 - e) Underemployed
 - f) Women whose jobs will be displaced by technology
 - g) Women with special language training needs
4. The programs to be developed must include:
 - a) Full time training for women who are presently unemployed.
 - b) Training for the large numbers of women who are employed either full or part-time in jobs that will disappear due to technological change.

B. Barriers to Training

Women are faced with one or more of a range of barriers to entry into skills training, and to preparation for the technologies. They are:

- a) Math anxiety and inadequate preparation
- b) Science anxiety and inadequate preparation
- c) Lack of self-confidence
- d) Technological illiteracy
- e) The changing job market, movement from traditional
- f) Systemic discrimination - resistance to entry of women into many occupations
- g) Child Care
- h) Concern for health and safety (e.g. computer display terminals)

C. Bridging Program Components

The bridging programs would be designed to provide training, upgrading, and behavioural and attitudinal change necessary for women to overcome the particular barriers they face. They can be adapted to specific target groups and would be offered on an individual learning model. They combine to provide generic skills which form the basis for training and retraining one or more times in a woman's life.

Components

1. Mathematics (advanced Trigonometry)*
2. Science (physics)*
3. Communication Skills*

*These components would be separate, but capable of integration in combinations that take into account that a woman may be starting at three different levels in Communication, Math and Science.

4. Computer Literacy
5. Life Management Skills, which will complement and facilitate employment.

- To develop self-confidence, assertiveness, ability to resolve role-conflict issues, especially vis-a-vis non traditional work, time management, goal setting, job market and health.

6. Work Experience

- Employer education
- Experiential learning in work placements
- Linkages with women working in non traditional work (to address lack of role models)

7. Specialized Language Training

- E.S.L./F.S.L. unit integrated with some or all of the above to open up this training opportunity to women for whom English/French is not their mother tongue.

It should be noted that Math has long been recognized as a necessary component in training. Science is now required for many occupations. We believe that new curriculum developments must take place, which will allow the integration of Math and Science in preparatory upgrading and particularly as they relate to the skills training course requirements.

C.E.I.C. should fund Research and Development money to bring current preparatory programs up-to-date, and to assist in the development of new Preparation for Skill Development Programs. The R. & D. funding should be available to voluntary organizations.

D. SUMMARY

The critical need to be addressed in bridging programs is for preliminary upgrading for the undereducated woman, who is not looking to a long period of school board academic upgrading. She seeks a competency based model which will allow her to achieve a Grade XI or XII functional level in Math, Science and Communications.



Canadian Congress for Learning Opportunities for Women



congrès canadien pour la promotion des études chez la femme

January 5, 1983

Honorable Lloyd Axworthy
Minister of Employment and Immigration
House of Commons
Ottawa

Dear Mr. Axworthy,

I am writing you regarding recent Memoranda of understanding between the Canada Employment and Immigration Commission and major Canadian Industries.

In reviewing the Memoranda signed by the Commission and the Mining Association of Canada, the Canadian Foundry Association, The Graphic Arts Industries Association and the Air Industries Association of Canada I noticed that there are clauses in each agreement which refer to the development of affirmative action plans for minorities and women. There is no evidence in the agreements, however, that the Industries' receipt of training funds is contingent upon such plans being approved, nor upon their success. It would appear that a unique opportunity to introduce contract compliance with regard to affirmative action has been missed in these agreements.

In reading a press release dated September 13, 1982 regarding the Training Agreement with Chrysler, no mention is made at all of affirmative action plans as a part of the agreement. This appears to be another opportunity missed, one we hope will not be missed again when the next installment of funds is due.

We are very discouraged about the diminishing proportion of women accessing training through the Commission. This phenomenon occurs despite public commitment to providing training for women as presented in numerous Commission documents in recent months including advertisements in the press. Our discouragement is related to the lack of concrete action to accompany and operationalize the verbal commitment made. Without the Commission's insistence on compliance with affirmative action programs through training agreements and Memoranda of Understanding, we see little hope for the improvement of women's access to Industrial Training.

We would appreciate a reply to these concerns at your earliest convenience.

Sincerely yours,

Susan McCrae Vander Voet
National Coordinator

c.c. Judy Erola, Margaret Mitchell, Flora MacDo

SV/jd
692 Coxwell Avenue, Toronto, Ontario, Canada M4C 3B6 • (416) 461-9264



100-146-1002

Susan McCrae Vander Voet
National Coordinator
Canadian Congress for Learning
Opportunities for Women
692 Coxwell Avenue
Toronto, Ontario
M4C 3B6

MAR 22 1983

Dear Susan McCrae Vander Voet:

This refers to your letter of January 5, 1983. In it you present your view that the Canada Employment and Immigration Commission should use its Memoranda of Understanding on human resource planning with major industrial associations, as well as the terms of its industrial training contracts, to introduce contract compliance in Canada. Under contract compliance, firms receiving either federal business assistance or government contracts would be required, by law, to implement Affirmative Action.

The intent of a Memorandum of Understanding on human resource planning is to focus the industrial sector's attention on the need to identify its current and future human resource problems, and to devise appropriate solutions to those problems. As employers improve their own human resource planning efforts, the Commission's programs and services can then be applied more effectively.

It is at this point - when employers themselves recognize where their future problems will lie - that Affirmative Action is best implemented. For the real strength of Affirmative Action lies in its ability to be an effective human resource planning tool which meets the specific needs of employers and workers, while serving broader economic and social goals.

.../2

You will recall that widespread shortages of Canadian men and women in the skilled trades and professions threatened, only a few years ago, to severely hamper our ability to undertake major new industrial projects. Such a situation could well recur when the economy recovers and renews its expansion. This is one of the important problems which both employers and the Commission are currently addressing. If this problem is to be overcome, employers must introduce more women and members of special groups, such as Native people and the disabled, into occupations which they have not traditionally filled.

It is no coincidence that the Commission has signed Affirmative Action agreements with firms in the aerospace, electrical and electronics, and shipbuilding and ship repairing sectors, among others. All anticipate major growth in the years ahead, and all have identified potential problems in meeting their needs for skilled labour.

The present policy of the federal government is that Affirmative Action be introduced voluntarily, with the Canada Employment and Immigration Commission providing assistance to employers. This policy also extends to the Federal Contracts Program which, since 1975, has encouraged firms doing business with the federal government to implement special measures for women. The above policy reflects our present view that, under current conditions, the broad economic and social goals of Affirmative Action are best pursued through a voluntary program, rather than through contract compliance.

To complement this policy, the new National Training Program includes an incentive to employers to train women in non-traditional occupations, including those which are highly skilled and in short supply. Private sector employers are reimbursed for 75% of a woman's wages (as compared with only 50% for a male trainee), and for up to 100% of other related training costs, such as course development, instructor's salary, tools, etc. This employer-centered special measures program on behalf of women has been most successful in increasing the proportion of women in Industrial Training in the non-traditional occupations. This proportion has risen from only 6% in 1979-80, prior to the initiative, up to an impressive 18% by December, 1982. To date, over 4,000 women have benefitted from this feature of the National Training Program to increase their employability and earnings. Through such initiatives, the Commission is working to ensure that women, as well as members of special groups, receive the training which they must have if they are to compete successfully in the Canadian labour market.

The labour market policies of the Canada Employment and Immigration Commission are designed to ensure that all Canadians have access to the widest possible range of career and employment opportunities in this country. Affirmative Action has an important role to play in the success of those policies. I believe that the three-pronged approach outlined above, which links employers' identification of their human resource problems and solutions, voluntary Affirmative Action, and the provisions of the new National Training Program, is the most effective way to achieve the goals of Affirmative Action.

I have appreciated the opportunity to respond to your concerns.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Lloyd Axworthy". The signature is written in a cursive, somewhat stylized script.

Lloyd Axworthy

cclow

Canadian Congress for Learning Opportunities for Women

ccpef

congrès canadien pour la promotion des études chez la femme

June 24, 1983.

Pat Masters, Chairperson,
Education Committee,
National Action Committee,
40 St. Clair Ave. E.,
Suite 300,
Toronto, Ontario.
M4T 1M9

Dear Pat:

I am writing you regarding your report in the latest NAC Memo. Let me begin by saying I am extremely pleased that NAC has started an Education Committee.

As you will be aware, CCLOW has been involved in this issue for the past 10 years. Due to this involvement we have developed considerable expertise in the area, which we would like to share with your Committee. We have, for example, developed a number of position papers and have others in progress.

I would like an opportunity to meet with your Committee when appropriate, to discuss CCLOW positions and activities.

In light of your goal for year two, I want to alert you that our Board of Directors recently moved to hold a Conference in August of 1984. It will be entitled "The Learning Connection: The Theory and Practice of Women's Learning". The Conference will be held August 19-22, 1984 at the University of Toronto in conjunction with the 100th Anniversary of the admission of women students to that institution.

I look forward to hearing from you regarding a meeting date with your Committee and look forward to our liason.

Sincerely,

Susan

Susan McCrae Vander Voet,
National Coordinator.

SMVV/cf

c.c. Doris Anderson

692 Coxwell Avenue, Toronto, Ontario, Canada M4C 3B6

cclow

Canadian Congress for Learning Opportunities for Women

ccpef

congrès canadien pour la promotion des études chez la femme

June 24, 1983.

Jennifer Keck,
Employment Committee,
National Action Committee,
40 St. Clair Ave. E.,
Suite 300,
Toronto, Ontario.
M4T 1M9

Dear Jennifer:

In the latest NAC Memo, I noticed that one of the priority areas for the Committee is the National Training Act. As you may be aware, this act and its implementation have been a focus of concern and activity for CCLOW since its announcement in January, 1982. We have done considerable work on this and would like to share the expertise we have gained over the past year and a half.

The whole area of training for women is an extremely complex one, of which the NTA is a part. The NTA is having a very negative impact on women and was the subject of a one day workshop which we held June 1st. At the workshop, a number of recommendations were made which are being forwarded to the Minister in question.

We would like an opportunity to share our knowledge in this area and to meet with the Committee.

I look forward to hearing from you about how we may work together on this issue.

Sincerely,

Susan

Susan McCrae Vander Voet,
National Coordinator.

SMVV/cf

c.c. Doris Anderson

cclow

Canadian Congress for Learning Opportunities for Women

ccpef

congrès canadien pour la promotion des études chez la femme

July 22, 1983.

Hon. Lloyd Axworthy,
Minister,
Employment and Immigration Canada,
House of Commons,
Ottawa, Ontario.
K1A 0X2

Dear Mr. Axworthy:

I am writing you regarding a colloquium held by CLOW on June 18, 1983 in Toronto, entitled "The Impact of the National Training Act on Women".

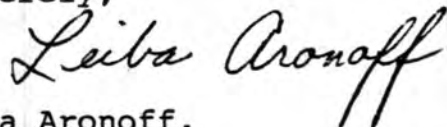
Two senior officials from the Commission attended, Mr. Grant Botham and Ms. Marnie Clarke. They were both very helpful in describing and clarifying the plan of action for women being undertaken by your department.

On behalf of the CLOW Board of Directors, I would like to thank you and them for their valuable participation in the colloquium.

Strategy discussions were held as a part of the day and the following resolutions and recommendations were made by the participants. We were very pleased to note that on June 27, you announced changes to the administration of the National Training Act which included money to be made available to non-profit groups for development of proposals for the use of the Skills Growth Fund. We would appreciate your comments and reaction to the other recommendations attached.

Thank you once again for your departments' participation.

Sincerely,



Leiba Aronoff,
President.

LA/cf

c.c. Grant Botham
Marnie Clarke

PART-TIME SKILLS TRAINING

The National Training Act by omission/commission fails to address the needs of women for part-time training opportunities. Therefore the following recommendations will start to correct some of these issues:-

1. Recognizing the cost for part-time programs, we recommend that 20% of all seats in full-time programs be reserved for part-time women learners.
2. It is expected that these part-time learners will be fully supported financially to include:
 - (1) Tuition/books.
 - (2) Transportation costs.
 - (3) Child care costs.
 - (4) Clothes.
3. In recognition of special needs of women, we need to re-examine the scheduling and location of both part-time and full-time programs. We recommend the following alternatives be considered.
 - (1) Scheduling adopted to the life style of women beginning training, e.g. night classes, week-ends, concentrated short term modules.
 - (2) Location - consideration of out-reach programs to assist women in their studies. e.g. Local Libraries, Community Centres, Public Schools and/or Television.
 - (3) We recommend that "bridging courses" that allow women to access National Training Act Programs, be offered and supported on an innovative part-time basis.
4. That CEIC fund part-time training programs designed to meet the special needs of part-time learners and that allowances be made available to cover child care, tuition, books, transportation and clothing.

CONTRACT COMPLIANCE

5. That the Canada Employment and Immigration Commission (CEIC) enter into contractual agreement to deliver General Industrial Training (G.I.T.) and/or skills growth funding only to those employers committed to implementing affirmative action programmes.

SKILLS GROWTH FUND

6. Whereas women's voluntary groups are in a key position to identify the training needs of women and to develop project proposals to respond to these needs and whereas women's voluntary groups do not have the financial resources to carry out this activity, CLOW strongly recommends that in order to allow for the development of a solid proposal, Skills Growth Funds be made available for:

- Consulting among women's groups interested in the training of women.
- A project feasibility study and submission
- The final development of a skills growth proposal.

A.B.E. and E.S.L. or F.S.L.

7. That CEIC recognize the principle that once a participant has been accepted into a training process and has developed a career goal, she will be connected to the next level course, as far as possible, without interruption.
8. That CEIC accept the responsibility for training adult participants up to the Grade 12, level. Such programs to include literacy, numeracy, communication and life management skills and career exploration.
9. Women should have access to science and computer literacy through CEIC as part of the bridging programs towards technical courses.
10. For those adults for whom English or French is a second language, whether Canadian Citizen or immigrants, that access be made available to Federally funded ESL or FSL programs. Participants in such programs should be eligible for training allowance, regardless of family status.

RECOMMENDATIONS:

1. Whereas education for women is a multi-department, federal/provincial responsibility
and
2. Whereas most women are not encouraged to maintain academic competency in mathematics and science
and
3. Whereas most women have not had job related experience in the technology field.
and

4. Whereas funding for education for women must be adequately provided.

We recommend that:

- CEIC provide adequate funding for all appropriate academic upgrading programs, designed to enable women to successfully enter the technology fields.
- CEIC monitor the total impact of the abbreviated, sponsored technology programs on women.
- CEIC monitor the recognition of these shortened programs in comparison to the longer diploma programs, by the business and industrial community.
- CEIC, in conjunction with appropriate federal and provincial departments work towards providing adequate funding for women to pursue training in the diploma and certificate technology and technician programs that exist, if so desired.



Status of Women
Canada

Condition féminine
Canada

151 Sparks St.
Ottawa
K1A 1C3

RECEIVED NOV 12 1982

November 10, 1982

Lenore Rogers
President
Canadian Congress on Learning
Opportunities for Women
692 Coxwell Avenue
Toronto, Ontario
M4L 3B6

Dear Lenore Rogers:

As you are no doubt aware, each year since 1979, the Governor General has presented awards to five Canadian women in commemoration of the Persons Case.

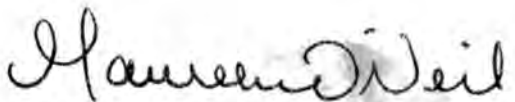
In anticipation of the Persons Awards presentations which will take place next Fall at Government House, I would like to ask for your assistance in the nomination process.

Information on the history of the Awards, along with the names of the winners to date are enclosed. I am also enclosing a nomination form to be filled out when making nominations. In order to assist the selection committee in making their decision, I would appreciate it if you could provide us with as much biographical information as possible on the person you are nominating. It is also essential that you highlight the activities which are directly related to improving the status of women.

Nominations should be sent before June 1, 1983 to Status of Women Canada. The five-member Selection Committee will then meet to select the winners and submit the names to the Minister Responsible for the Status of Women.

I would be pleased to supply you with additional copies of the enclosed informational material and would very much appreciate your help in giving them as wide a distribution as possible.

Yours sincerely,


Maureen O'Neil
Co-ordinator

Attach.

CALL FOR NOMINATIONS

1983 PERSONS AWARDS

Status of Women Canada invites nominations for the Governor General's Persons Awards which are awarded every year in commemoration of the Persons Case. Each winner receives from the Governor General an engraved medal in a ceremony at Government House.

The Award recognizes outstanding contributions made towards improving the status of women in Canada and was begun in 1979 to celebrate the 50th Anniversary of the Persons Case. On October 18, 1929, women in Canada and the British Empire won the legal right to be recognized as persons thus giving Canadian women the right to become senators. This victory was won through the efforts of the "famous five" Alberta women, Emily Murphy, Louise McKinney, Nellie McClung, Dr. Irene Parlby and Henrietta Muir Edwards who signed the petition requesting an amendment to the British North America Act to grant women "persons" status.

The Award is to honour women who have worked to improve the status of women in Canada all of their lives, but who have not necessarily been recognized for those accomplishments.

Nominations for the 1983 Awards should be sent before June 1, 1983 on the attached form along with detailed biographical information. Because this is the only information the Selection Committee will have, it is especially important that the nominee's contributions in the status of women area, are clearly indicated. Nominations, once received, are kept on file for possible selection in future years. They should be sent to:

Persons Awards
Status of Women Canada
151 Sparks Street, Room 1005
Ottawa, Ontario
K1A 1C3
Tel: (613) 995-7835

The following are winners to date:

1982 Nancy Adams - Saskatoon, Saskatchewan
Sarah Binns - Toronto, Ontario
Hilda Hellaby - Whitehorse, Yukon
Liliane Labelle - Montreal, Quebec
Edith McLeod - Thunder Bay, Ontario

- 1981 Barbara Cadbury - Oakville, Ontario
Agnes Davidson - Regina, Saskatchewan
Muriel Duckworth - Halifax, Nova Scotia
Florence Fernet Martel - Montreal, Quebec
Cornelia Wood - Stoney Plain, Alberta
- 1980 Germaine Bellemare-Goudreault - Nicolet, Quebec
Ella Manuel - Bonne Bay, Newfoundland
The late Elizabeth Monk - Montreal, Quebec
Agnes Semmler - Inuvik, Northwest Territories
Sophie Steadman - Ottawa, Ontario
- 1979 The late Dr. Elizabeth Bagshaw - Hamilton,
Ontario
The late Thérèse Casgrain - Montreal, Quebec
Sophia Dixon - Saskatoon, Saskatchewan
Mary Two-Axe Early - Montreal, Quebec
Grace MacInnis - Vancouver, British Columbia
Marion Royce - Toronto, Ontario
Eileen Tallman-Sufrin - White Rock,
British Columbia

Members of the 1981-82 Persons Awards Selection Committee who recommended the names of the winners to the Minister Responsible for the Status of Women were Senators Yvette Rousseau and Martha Bielish, Dr. Margaret Fulton, President of Mount St. Vincent University, Nadine Hunt, President of the Saskatchewan Federation of Labour, and Kay Macpherson, a former President of the National Action Committee on the Status of Women. The Minister Responsible for the Status of Women in turn sent the names to the Governor General.

- 3 -
Nomination Form

(Name of Nominee)

(Date of Birth)

(Address)

(City/Town)

(Postal)

(Area Code)

(Telephone)

Nominated by: _____

Involvement in
STATUS OF WOMEN
Activities: _____

Reasons for
Nomination: _____

Nancy Adams

NANCY ADAMS - of Saskatoon, Saskatchewan, was born in 1910 in Yorkshire, England, received her education in Alberta and Saskatchewan and taught school until her marriage when she went to live on a farm near Ethelton, Saskatchewan.

Nancy Adams has worked for many years as a volunteer with women's associations. She has been President of the Saskatchewan Homemaker's Club and President of the Women's Institutes of Canada.

In 1957, she led the Canadian delegation to the Conference of the Associated Country Women of the World in Ceylon where she was elected Vice-President of the international organization.

She was the only woman member of the Saskatchewan Royal Commission on Agriculture and Rural Life which, in the 1950's examined such issues as health services, education and economic development.

In 1958, Nancy Adams was given an honorary LL.D degree from the University of Saskatchewan at which time she became the first woman to give the convocation address.

She has been an active member of many other associations. For example, the Canadian Association of Adult Education, the Saskatoon Council of Women, the Canadian Federation of University Women and the Canadian Institute of International Affairs.

Throughout her many years of voluntary service, Nancy Adams has always been a strong advocate of women's rights. She believes that the Women's Institutes are an effective force in broadening women's horizons and equipping them to take their place in public life. She has given many lectures on women, in particular on the role of women in rural areas.

Her long history of public service includes membership on the Advisory Council to the Minister of Manpower and Immigration on the adjustment of Immigrants. She became a Member of the Order of Canada in 1975.

Sarah Binns

SARAH BINNS - of Toronto, Ontario, has been confined to a wheelchair for more than 45 years due to rheumatoid arthritis which she contracted in 1926. Throughout her life she has been a keen activist for the rights of women, the handicapped and in more recent years, the elderly.

She was born in England in 1902. Her working life began at the age of 12 in a textile mill where she worked 11 hours a day, 6 days a week. It was there that she first observed the appalling working conditions endured by women. For example, many young women workers had their hair caught in the looms and were literally scalped because they were required to clean the machinery while it was still running.

After she immigrated to Canada she became an early militant for welfare rights and worked as a union organizer during the 1920's and 30's. In 1948, she was Agnes MacPhail's campaign manager when Agnes, the first Canadian woman ever to be elected to Parliament in 1921, ran for the Ontario Legislature. She was of course elected.

There are many touching stories about Sarah Binns' activities over the years. In the 1930's, she led a group of women who held a flag across the door and sang the national anthem to keep bailiffs from entering a welfare family's home until the inhabitants brought a stay of eviction.

In 1934, she was a member of the East York Workers, a group of neighbourhood activists who marched 500 strong to East York Town Council to ask for better terms for welfare families.

In 1950, she founded the Arthritis Social Club and became its president for 17 years. This club met every week to discuss issues, make new friends and to give support to one another.

In 1972, she was chosen for an experimental operation to replace her knees with plastic and steel joints. She was chosen, despite her age, because the doctors were so impressed by her spirit. The CBC did a documentary on her to be shown to other patients, doctors, and the public.

In 1975, she started an afternoon craft club for the aged which is still in operation.

At the present time, at the age of 80, she lives alone in an apartment which she affectionately calls "cloud nine". She continues to watch Parliament and local council on television and to comment on their activities by letter and phone.

Sarah has always risen above her pain and her handicap to look at life around her and to be socially responsible and active. Typical of this commitment were Sarah's actions during a recent hospital stay. She observed that women in her ward were charged daily for a telephone which they were physically unable to answer and which never rang. She worked out the cost for each of them and wrote to the Department of Health, demanding that they be refunded.

Her social action has been responsible for persuading East York to put in a ramp and elevator so that the handicapped can attend council meetings. She cut the ribbon at the opening ceremonies.

When she is well enough, she continues to accept speaking engagements. She is the heroine of a recently completed film about the choices available to older people today. It's title is Tales of Tomorrow: Our Elders and it was produced and directed by Barbara Martineau of Toronto.

Dr. Hilda Hellaby

DR. HILDA HELLABY - of Whitehorse, The Yukon, was born in England in 1898. She went to school in Vancouver.

She began her long and distinguished career by working with the Provincial Board of Missions to Orientals in British Columbia.

In 1930, she was the first woman in Canada to receive a Licentiate in Theology which was given her by the Anglican College of British Columbia.

Throughout her many years of service, Dr. Hellaby has served as a role model for women in the church. In 1928, she was ordained a deaconess and has served for over 50 years in parishes in British Columbia and the Yukon. She has been a strong supporter of day care centres, nursery schools and was actively involved in counselling programs for women. Her recent years have been spent in church work, mostly with the native population in The Yukon.

One of the happiest events of her life occurred in 1944, when she adopted a young girl, Felicity, who went with her to the Yukon in 1951. This was the beginning of Dr. Hellaby's three decades of service with the church in the North.

She has also worked as a volunteer with the YWCA, the Family Counselling Service, the Yukon Social Service Society and the Advisory Board of the Yukon government's welfare department.

At the present time, she assists in services at the Cathedral in Whitehorse and visits and counsels prisoners especially those who are far from their families.

She has received an honorary degree of Doctor of Divinity from her church. She became a Member of the Order of Canada in 1972.

Liliane Labelle

LILIANE LABELLE - of Montreal, was born in the Province of Quebec in 1918. She has worked for many years in both the labour force and as a volunteer to improve the status of women. She received a degree in social work and later a Masters Degree in Humanities from the University of Montreal.

Her career began with the Quebec Ministry of Agriculture where she was employed for 24 years. It was here that she began her long association with Les Cercles des Fermières. She assisted them greatly in their activities and was successful in organizing many educational projects and other initiatives which were extremely helpful to the members. Her work with this Association includes a term as Secretary General.

She also worked for 14 years in the field of adult education for women with the Montreal Catholic School Board.

Liliane Labelle has always been interested and devoted to improving the status of women. She participated actively for many years with the Quebec Home Economics Association, and was the first Chairperson of the liaison committee between the provincial branch of the Canadian Home Economics Association and the international federation.

Although now retired from the labour force, she continues to work as a volunteer in order to improve the status of women.

Edith McLeod

EDITH MCLEOD - of Thunder Bay, Ontario, was born in Saskatchewan in 1918 and educated at Ponteix. For many years she has been actively involved in improving the status of women.

She has worked tirelessly to make it possible for several native organizations to be organized and funded. In 1969, she was one of the volunteer founders of the Ontario Metis and Non-Status Indian Association. In 1972 she was a founder of the Ontario Native Women's Association. During the last 10 years, she has served in various executive capacities with the Native Women's Association of Canada.

She has also been a member of the Manpower Task Force of the Ontario Native Advisory Board to the Justice Department and of a Task Force on Education. In 1977 she was nominated native woman of the year by both the Native Women's Association of Canada and the Ontario Native Women's Association. In 1981, she was honoured at the Annual Conference of the Native Women's Association of Canada in Regina for her outstanding contribution to the improvements of the status of native women.

She is a member of the Parole Board in Thunder Bay for the Ontario Ministry of Corrections and a Director of the Community Resource Centre which provides a home for native female offenders who have been given a temporary absence from an institution or placed on parole.

She has received the Queen's silver medal and a trillium pin from the Ontario Minister of Corrections in recognition of her outstanding volunteer work among native people.

Jan '83 nty
sp

LINKING THE NATIONAL VOLUNTARY SECTOR



NATIONAL VOLUNTARY ORGANIZATIONS
275 BAY STREET
OTTAWA, CANADA K1R 5Z5

VOLUME 1 NUMBER 5
DECEMBER 1982
ISSN-0711-6152

SPECIAL REPORT - I

N.V.O. - N.V.H.A. ROUND TABLE

**COMMENTS BY: Rix Rogers, Chairman
National Voluntary Health
Agencies**

The National Voluntary Health Agencies is an organization of sixteen national health organizations who, since 1974, have been meeting together twice a year.

Information related to health concerns in the voluntary sector is regularly shared, as well as information related to the Department of Health and Welfare.

Currently the area of Health Education in schools and the quality of resource materials and curriculum are a focal point for discussion and exploration.

Another major area of attention is the nature of our relationships with the Department of Health and Welfare and a new policy framework for relating to the voluntary sector which the Department is developing.

Financial support, including the basis for grants, is being studied by the Department.

One of the highlights at each meeting is a presentation by one of our members on the association and its basis of operation. This process is helping all the organizations to know one another better.

The National Voluntary Health Organizations maintain ongoing liaison with the National Voluntary Organizations (NVO) and are following carefully the deliberations regarding income tax reform, the definition of charities, and the development of an overall government policy regarding the voluntary sector.

N.V.H.A. members:

- The Arthritis Society
- Canadian Cancer Society
- Canadian Cystic Fibrosis Foundation
- Canadian Diabetes Association
- Canadian Heart Foundation
- Canadian Lung Foundation
- Canadian Mental Health Association
- Canadian National Institute for the Blind

- Canadian Public Health Association
- Canadian Red Cross Society
- Canadian Rehabilitation Council for the Disabled
- Multiple Sclerosis Society of Canada
- Muscular Dystrophy Association of Canada
- National Council of YMCAs of Canada
- St. John Ambulance Association
- Victorian Order of Nurses of Canada

COMMENTS BY: Ian Morrison, Chairman National Voluntary Organizations

Your colleagues on the NVO Committee admire the effective communication within the health sector that the National Voluntary Health Agencies make possible. You may know that Rix Rogers, your outgoing Chairperson, sits *ex officio* on our Committee to improve communication between us on matters of common interest. These matters have grown in number in recent years. We appreciate the strong support you have given to the issues which transcend the specific health sector, especially your strong co-operation on GIVE & TAKE and proposals to reform the definition of charity.

The NVO Committee is seeking to build effective relationships with groups similar in intent to NVHA in other sectors as well. Among these are coalitions in the environmental, the international development, the status of women and the youth-serving sectors. Our common cause is only as strong as our common links. Meeting together as we are doing today strengthens the relationships. We look forward to working with your new Chairperson, Jack Sarney, in 1983!



Jack Sarney

EDITORIAL

DIALOGUE WITH THE GOVERNMENT

Madeleine Gariépy Dubuc, Editor

The voluntary sector maintains frequent contact with the government. This also applies to your NVO Committee, which often meets with officials, particularly when it is anticipated that new legislation may alter the relationship between government and voluntary organizations or, indeed, the very status of these organizations, as may well be the case, should a new definition of charity be introduced.

To avoid lagging behind the new thrusts of the government, we try to rethink the legislation for ourselves and, subsequently, to meet with the officials who are also working on the issue at the same time.

We consider it important to foster the voluntary sector's development and autonomy and, hopefully, the departments concerned share this view. But the government and the people in it, whether elected or at the official level, are always tempted to control what they promote, using as a rationalization their responsibility for the public welfare and public funds.

Last September, we met with Mr. Jean-Paul Lefebvre, of the Department of the Secretary of State, and his assistants to discuss voluntary action policies and, specifically, their reactions to the proposals of our NVO Committee regarding this new definition of charity.

We felt that our guests, while they shared our views on the need for change, were not prepared to support our proposal as it now reads.

Hopefully, we will be able to continue working together towards an improved definition of charity. After all, we are also responsible for the public welfare and the future of voluntary organizations.

Madeleine G. Dubuc

SPECIAL REPORT – II

EMPLOYMENT CREATION AND THE VOLUNTARY SECTOR

**COMMENTS BY: Ian Morrison, Chairman
National Voluntary Organizations**

Since CONSULTATION '81, the NVO Coalition has set as a priority improving knowledge of the economic contribution of the voluntary sector in Canada. We know that voluntary organizations create employment opportunities, full-time and part-time, for large numbers of Canadians, among them substantial numbers of priority employment groups such as women. We also know that voluntary organizations are labour-intensive. For a given investment they create substantial employment "doing the community's work".

What we cannot do is to place numbers on these facts. Nowhere do we have accurate quantitative information on the economic contribution of the voluntary sector to Canada's gross national product. Why is this information

not available? Obviously it has not been considered by statistics gathering agencies as important in the past. The very absence of data is standing in our way now as we attempt to articulate the societal advantages of changing governmental behaviour towards consistent and supportive action.

Several Ministers have recently stated the government's high priority to employment creation. Inability to project accurate information on the voluntary sector's capacity to create jobs should not be allowed to stand in the way of changes in public policy which will strengthen Canada's non-profit voluntary groups. Implementing GIVE & TAKE should be seen as an employment creation measure — quite apart from its benefits to Canada's 44,000 charities. But government leaders want to see figures of jobs created for a given investment and the absence of hard information on this side of our proposals stands in our way.

In an earlier issue of this publication, David Ross put the case for an investigation of the economic role of the voluntary sector. Since his statement, interest has grown in this subject. Plans are underway within government and within the Coalition to seek out the needed information. Here is a list of some of the questions that cry out for answers:

- how many people work in the non-profit voluntary sector?
- what is the wage bill?
- what kind of workers are they, what are their demographics?
- what is the ratio of volunteers to paid workers, what is the multiplier effect?
- how much is the contributed volunteer time worth?
- what is the value-added by the voluntary sector in Canada's economy?
- what goods and services are produced by the voluntary sector?

Your Committee is working to identify answers to these questions and to press responsible governmental agencies to take a parallel interest. We will keep you informed of our progress. Please let us know of your interest in the subject.

One product of this effort will be to persuade some decision-makers, who are not convinced by the inherent values of the voluntary sector, to take it as seriously as they would any other economic sector that contributes something like three percent of the gross national product.

TRANSPORTATION AND COMMUNICATION

Due to the mass concerns regarding the rapid increase in Transport and Communications costs expressed at a workshop on this issue held February 15, 1982, possibilities of reducing costs related to communication systems used by voluntary organizations were explored and also possibilities that may, at present, not be utilized but might prove to be both more efficient and less costly.

Since that time, three meetings have been held on March 11th, April 2nd and June 15th of this year. The tasks of the group were broken down into the following areas:

• **Transportation and Accommodation - Marc Denhez**

Extensive work has been done on this issue, including a special consultation by Robert Morando of the Chateau Laurier Hotel, Ottawa, Ontario examining special rates for hotel chains. Most associations, it seems, have access to special discounts.

Transportation is being explored at the moment and we are awaiting the results of initiatives being taken by Mr. Mac MacDonald of the Heart Foundation who will provide us with information concerning possible discounts with airlines.

• **Postal Rates - Rose Potvin and Don Ricci**

After numerous letters, telephone calls and meetings with Canada Post Officials, MPs and Mr. Michael Warren's office, little indication of a special rate for NVOs appears to have any likelihood of success before two things happen:

1. The finalization of the Voluntary Action Policy
2. A balanced budget for Canada Post.

A meeting with Canada Post is being attended by Rose Potvin to learn of the regular ways in which we can take advantage of special services in order to economize. Indications are that our campaign of protesting further rate increases did contribute to keeping rates at least at the present level.

The sub-committee believes little can be accomplished with a discount on postal rates at this time. It was recommended to explore other alternatives.

• **Communications - Rick Patten**

The specifics being explored under communications are:

- Postage and Mailings
- Telephone and Telegraph

The assumption the sub-committee made was that there are probably less costly ways of communicating the various kinds of information than these methods.

A special consultation was held with Bell Canada and a new communications system called Envoy was demonstrated and seemed like an excellent system. However, it soon became apparent that a thorough analysis of needs and a feasibility study was required. It was decided to contact the Secretary of State Department to explore the concept. A meeting was held with Mr. Jean Trudeau, Director General of Policy Coordination Analysis and Management Systems Branch.

Mr. Trudeau agreed with the idea but stated it could not be done in this budget year. It would have to wait until April 1st, 1983.

A series of studies is presently being done in Mr. Trudeau's office. The first study called Information and Telecommunications Technology and the Voluntary Sector is the framework within which such a study, as proposed, would fit perfectly.

Discussions with Mr. Jean-Marie Romeder, Assistant Director General in the same branch, are continuing, in order to begin developing the parameters and specifications of such a submission.

FROM THE HILL

NEW SECRETARY OF STATE

- Serge Joyal was appointed Secretary of State replacing Gerald Regan on October 6th, 1982. Mr. Joyal, who represents the Quebec riding of Hochelaga-Maisonneuve, has been a Member of Parliament since 1974 and Minister of State without portfolio since 1981. He was co-chairman of the Special Joint Committee on the Constitution. A lawyer, Mr. Joyal's interests lie in museums, the arts and heritage preservation, having served on various voluntary boards. He has a reputation as an activist and was a founding member of the Montreal Municipal Action Group, standing as its mayoralty candidate in the 1978 civic elections. As Secretary of State, Mr. Joyal will continue the role of Minister responsible for the voluntary sector.



Serge Joyal

NEW MINISTER OF STATE FOR SOCIAL DEVELOPMENT

- Senator Jack Austin has succeeded the Honorable Jean Chrétien as Minister of State for Social Development. The Ministry supervises the spending of the social development envelope, about \$30 million, and is charged with developing new and comprehensive policies that affect the welfare of the individual and social development.

Senator Austin, a lawyer, has been Deputy Minister of Energy, Mines, and Resources and principal secretary to the Prime Minister. A senator from British Columbia, he will now sit as well on the Planning and Priorities Committee.

In public statements, Senator Austin has said that he will not sacrifice social programs for restraint or experiments in economic development. The voluntary sector will be watching closely for examples of such a commitment over the next few months.

HEALTH AND WELFARE DEVELOPS A DRAFT VOLUNTARY ACTION POLICY

- Health and Welfare has released a draft framework for the development of a policy on voluntary action designed to complement a government wide policy currently being developed by the Secretary of State. The draft policy affirms the department's recognition and support of voluntary action. It describes the department's role of encouraging and supporting the work of voluntary organizations and the commitment to expand consultation with voluntary organizations.

Voluntary organizations in the health and welfare sector are carefully studying the document prior to making a specific reaction. Because it only outlines a framework for developing a final policy, more details on implementation will be required.

MINISTER OF EMPLOYMENT AND IMMIGRATION MAKES A COMMITMENT TO TRAINING

- The National Training Act, Bill C-115, makes provision for not-for-profit groups to be deliverers of occupational training.

Following is an excerpt from a speech by the Honorable Lloyd Axworthy, Minister of Employment and Immigration making the commitment to non profit groups. Details of the program will appear in future issues of the NVO Journal.

"The pace and scope of change means that we must commit ourselves to some new goals for training. We must do much more training; we must do much better training and we must open up our training system to a host of innovations and creative forces . . . Another key component of the new training program is the provision made for groups who encounter special problems in the labour force: Women, native people and the handicapped. Among the organizations eligible to apply to the skills growth fund are private non-profit groups with direct interests in the special needs of trainees."

AROUND THE NVO

ANDY COHEN MOVES TO CONSUMER'S ASSOCIATION OF CANADA

- Andy Cohen, Chairman of the NVO's Give & Take Committee, has recently been appointed Director General of the Consumer's Association of Canada.

Previously, he held the position of Executive Director of the Canadian Council on Children and Youth. Andy will continue to sit on the NVO Committee and chair the Give & Take Committee.

RETIREMENT FOR BILL McGRATH

- Over 150 friends and colleagues honoured Bill McGrath at a retirement dinner in Ottawa. Mr. McGrath, Executive Director of the Canadian Association for the Prevention of Crime for the past twenty-eight years, is retiring from over thirty-five years of work in the criminal justice sector. The NVO extends its thanks to Bill and his wife Flora for their dedication, and wishes success to Josh Zambrowsky who will be succeeding as CAPC Executive Director.

NEW NVO AFFILIATES

- The NVO Committee approved the affiliation of the Canadian Co-ordinating Council on Deafness and Canadian Parents for French to the Coalition of National Voluntary Organizations. Contacts are: Mr. K. George Wolf, Executive Director, Canadian Co-ordinating Council on Deafness, 294 Albert St. Suite 201, Ottawa, Ontario K1P 6E6, and Mrs. Jos Scott, National Co-ordinator, Canadian Parents for French, P.O. Box 8470 Terminal, Ottawa, Ontario K1G 3H6.

NEW NVO COMMITTEE MEMBER

- Beatrice Olivastri has joined the NVO Committee succeeding Hank Intven who resigned earlier this year. Ms. Olivastri, Executive Director of the National

Survival Institute, was the first runner up in the NVO Committee elections held at CONSULTATION '81.

OPINION

From: NATIONAL ACTION COMMITTEE ON THE STATUS OF WOMEN

The Honourable André Ouellet,
Postmaster General,
Room 509-S,
House of Commons,
Ottawa, Ontario
K1A 0A6

The National Action Committee on the Status of Women, which represents 207 member organizations and two million women from across the country, are in support of a request to have a commemorative stamp in honour of Therese Casgrain to bring to public attention the work of this unique woman.

You must be aware, as we are, of the work of the exceptional person in various fields: women's rights, consumers' protection, Indian women's situation, peace, etc. Therefore, we strongly endorse this request to your department and hope the life and work of this woman will receive the attention it so greatly deserves.

Sincerely yours,

Doris Anderson,
President

RESOURCES

The Secretary of State has published SOURCES, a directory of federal government support to voluntary organizations. The directory lists programs offered by each department. While many programs listed are only offered to already designated organizations, the directory is useful to determine the type of support the government is providing, and does contain lists of federal government contacts at the local, regional and national levels. Copies may be obtained from the Voluntary Action Directorate, Secretary of State, Ottawa K1A 0M5.

FEEDBACK

Is your organization experiencing any problems which you feel could be shared with other voluntary organizations? If so, let us know!

The deadlines for submission of material for the next two issues of the JOURNAL are December 13th, 1982 and February 14th, 1983.



News Release

Communiqué

Communications Division
Place Bell Canada Ottawa K1A 0R5
613 995-6141

Division des communications
Place Bell Canada Ottawa K1A 0R5
613 995-6141

For Immediate Release

82/32

December 1, 1982

NEW POLICY TO ELIMINATE SEXUAL STEREOTYPING IN GOVERNMENT COMMUNICATIONS

Treasury Board President Herb Gray and the Minister responsible for Status of Women Canada, Judy Erola, today released details of a policy designed to eliminate sexual stereotyping in federal government communications.

The policy defines sexual stereotyping as the use of words, actions and graphic material which assigns roles or characteristics to people solely on the basis of sex, and without regard for the intrinsic potentials of women and men. It also sets forth certain principles to be followed and provides general guidelines to help avoid sexual stereotyping in all forms of internal and external communications, whether written, visual or oral.

While sexual stereotyping affects both women and men, it has traditionally affected women more pervasively and negatively than men. Consequently, the policy is aimed primarily at eliminating this type of stereotyping.

"The federal government must show leadership in this area," Mrs. Erola said, "by removing sexual stereotyping from all government communications." The policy applies to communications planned within the federal government as well as work purchased or contracted out.

Departments will be called upon to identify an appropriate unit within their organization responsible for the policy's implementation. That unit, in ensuring the prevention

.../2

of sexual stereotyping, will be required to:

- develop a plan for reviewing all existing communications;
- develop detailed administrative guidelines suited to the specific circumstances of their department;
- review any existing editorial guidelines to see that they conform to the policy;
- review, before finalization, any major communications project;
- carry out periodic checks of all new communications initiatives; and
- monitor progress in eliminating any sexual stereotyping from existing communications.

Through the use of examples, the policy directive highlights the more common situations and usages, and also identifies several more subtle forms of stereotyping, such as the subliminal, albeit unintentional, messages that can be conveyed by the way a woman is portrayed in visual material. The examples provided are not an exhaustive list of do's and don'ts, but are intended to help heighten awareness among employees.

"Certain language and pictures can perpetuate myths and stereotypes," Mr. Gray said. "Increased awareness and sensitivity to today's environment are the key to correcting any faulty perceptions or inappropriate behaviour."

The policy is consistent with the National Plan of Action on the Status of Women approved by Cabinet in 1978, and with Canada's ratification in 1981 of the United Nations Convention on the Elimination of all Forms of Discrimination Against Women.

Status of Women Canada will head an interdepartmental committee to review implementation of the policy.

for Jan 1983 mes

UNIVERSITÉ D'OTTAWA



UNIVERSITY OF OTTAWA

le 7 décembre 1982

December 7, 1982

Cher membre de la Coalition,

Dear Coalition Member:

Ci-inclus le communiqué de presse annonçant la formation de la Coalition des droits de la personne 1983, ainsi que la liste des membres à date.

Enclosed is a copy of the Press Release announcing the formation of the Coalition for Human Rights 1983 and a list of member groups to date.

Margaret O'Connell

Groupe de travail pour la Coalition
Working Group for the Coalition

PRESS RELEASE

NOT FOR RELEASE BEFORE
DECEMBER 10, 1982

Coalition for Human Rights formed to celebrate
the
35th Anniversary of the Universal Declaration of Human Rights

OTTAWA - More than 30 national organizations concerned with human rights and civil liberties are marking December 10, International Human Rights Day, by launching a year of special activities to celebrate 1983 as the 35th anniversary of the Universal Declaration of Human Rights.

Calling themselves a Coalition for Human Rights, the organizations expect their year of individual programs to culminate in a joint national event of major proportions next December. The Universal Declaration was adopted by the General Assembly of the United Nations on December 10, 1948, and has remained one of the world's basic documents in the fight for rights and freedoms.

The Coalition for Human Rights draws together a wide diversity of groups representing women; native peoples; workers; racial, religious and ethnic minorities; the poor, the disabled, and many others. Co-ordinating the Coalition's efforts, particularly planning of a joint program next December, is a working group chaired by a representative of the Human Rights Centre at the University of Ottawa.

Each of the participating organizations is committed to undertake special efforts during the year to promote the principles of

(more)

the Universal Declaration among its members and the public at large. These efforts of education or advocacy will focus on how basic rights and freedoms are protected or violated and what must be done to secure them further.

The Coalition for Human Rights and the plan to mark the 35th anniversary of the Universal Declaration grew out of a meeting the groups held in Ottawa in September.

In announcing the coalition's plans, Magda Seydegart, chairperson of the Working Group, said: "The coalition hopes to make Canadians much more aware of their government's international commitments to human rights. In difficult economic times like these, those commitments, which sometimes carry a price tag, can be easily forgotten or sacrificed in the name of some supposed economic goal."

Ms. Seydegart said, "We in Canada like to think we have a good record in the human rights field. But there is a good deal more to be done before we congratulate ourselves."

It is the coalition's view that celebrations of the kind it plans can promote progressive change in the human rights field. It notes that in the years following the 1968 celebration of the Universal Declaration's 25th anniversary, human rights legislation was adopted in every jurisdiction in Canada, whereas few such statutes were on the books before that time.

Among the working group's responsibilities is the task of seeking funding for a national program. Meanwhile, some funds have been made available for the development of the coalition by the Secretary of State's Department.

...3/press release

For further information, contact:

Magda Seydegart,
Executive Administrator,
Human Rights Centre,
University of Ottawa.
Tel: 613-231-3492

COALITION DES DROITS DE LA PERSONNE
NATION COALITION FOR HUMAN RIGHTS
(MEMBERS TO DATE - DEC 10, 1982)
(MEMBRES A DATE - LE 10 DECEMBRE, 1982)

ADVISORY COUNCIL ON THE STATUS OF WOMEN
ASSOCIATION QUEBECOISE DES ORGANISMES DE COOPERATION INTERNATIONALE
CANADIAN ASSOCIATION FOR THE MENTALLY RETARDED
CANADIAN ASSOCIATION OF STATUTORY HUMAN RIGHTS AGENCIES
CANADIAN BAR ASSOCIATION
CANADIAN CIVIL LIBERTIES ASSOCIATION
CANADIAN COMMISSION FOR UNESCO
CANADIAN CONGRESS FOR LEARNING OPPORTUNITIES FOR WOMEN
CANADIAN CONSULTATIVE COUNCIL ON MULTICULTURALISM
CANADIAN COUNCIL ON SOCIAL DEVELOPMENT
CANADIAN FEDERATION OF STUDENTS
CANADIAN HUMAN RIGHTS FOUNDATION
CANADIAN REHABILITATION COUNCIL FOR THE DISABLED
CANADIAN RESEARCH INSTITUTE FOR THE ADVANCEMENT OF WOMEN
CANADIAN RIGHTS & LIBERTIES FEDERATION
CANADIAN UNION OF POSTAL WORKERS
CENTRALE DES ENSEIGNANTS DU QUEBEC
COALITION OF PROVINCIAL ORGANIZATIONS OF THE HANDICAPPED
CONSULTATIVE COMMITTEE ON HUMAN RIGHTS OF THE CANADIAN CHURCHES
COUNCIL OF NATIONAL ETHNOCULTURAL ORGANIZATIONS OF CANADA
HUMAN RIGHTS RESEARCH & EDUCATION CENTRE, UNIVERSITY OF OTTAWA
LA LIGUE DES DROITS ET LIBERTES
NATIONAL ANTI-POVERTY ORGANIZATION

(more)

NATIONAL ASSOCIATION OF FRIENDSHIP CENTRE
NATIONAL ASSOCIATION OF WOMEN & THE LAW
NATIONAL UNION OF PROVINCIAL GOVERNMENT EMPLOYEES
PUBLIC SERVICE ALLIANCE OF CANADA
TORONTO BUDDHIST FEDERATION
UNITED NATIONS ASSOCIATION IN CANADA
WORLD CONFERENCE ON RELIGION FOR PEACE/CANADA
YWCA OF CANADA

CANADIAN JEWISH CONGRESS
CANADIAN LABOUR CONGRESS
LEAGUE FOR HUMAN RIGHTS OF BINAI BRITH, CANADA
NATIONAL COUNCIL OF YMCA'S OF CANADA



Studio D, P-43
P.O. Box 6100
Montreal, Quebec
H3C 3H5

December 21st, 1982

Dear Friends:

While preparing to send you articles about our filmmaking activities at Studio D, the Women's Studio of the National Film Board, we have been confronted in the meantime with the current issue of the Applebaum/Hébert report which you may have been hearing about. In effect the Report suggests that the National Film Board be abolished and be used instead as a centre for training and film research.

Right now we are asking you and your members to support the existence of the National Film Board through which Studio D operates and functions.

We have enclosed a statement of our Response to the Applebaum/Hébert Report as well as a document requesting your support. It is really important that you send us a copy of your letter of support so that we may know of your response. And it would be also an excellent idea to send a copy to:

The Honorable Judy Erola
Minister Responsible for the Status of Women
Room 707
Confederation Building
House of Commons
Ottawa, Ontario K1A 0A6

Thank you in advance - we appreciate being able to access this kind of assistance from you. In the meantime, if there is any information of assistance you need from us here at Studio D, please do not hesitate to get in touch.

Sincerely,

Joy Johnson
Audience Researcher

JJ/lpq
Encl.

YOUR RESPONSE IS NEEDED.

STUDIO D is the only publicly-funded, woman-run centre for women filmmakers in Canada - and indeed the world !

Its staff filmmakers have made such films as PATRICIA'S MOVING PICTURE, I'LL FIND A WAY, NOT A LOVE STORY..... It has employed free lance women filmmakers to produce films like THE LADY FROM GREY COUNTY, IF YOU LOVE THIS PLANET..... Through a program of assistance, Studio D has contributed to the majority of films made by independent women filmmakers in this country, including A WIFE'S TALE, MOVING MOUNTAINS, P4W (KINGSTON PRISON FOR WOMEN)....

Studio D is threatened: The Applebaum/Hébert Report on culture has recommended that our base - the National Film Board - cease producing films and be reduced to a centre for training and experiment. It recommends that the bulk of government assistance for film be transferred to the private commercial film industry, and administered by the CFDC. Nowhere is there any recognition of the abysmal record of the CFDC or the commercial feature film industry vis-à-vis the image of women or the role of women as filmmakers. Nowhere in the recommendations on film is there any provision for the kind of films that we as women need as audiences; that we as women filmmakers need to make to express our perceptions and perspectives.

We ask you to let the Government know how you feel about the future of the National Film Board and Studio D. Include your suggestions for improvements: Do you think we should have more money to produce more films? to enable us to support more independents? that prints of women's films should be available in greater numbers so they are more easily accessible? do you feel that women's films should receive more exposure on CBC?

It is important that the Government of Canada be aware of women's concerns: send your views on the N.F.B. and Studio D to:

Honorable Francis Fox
Department of Communications
Journal Tower North Building
300 Slater Street
Ottawa, Ontario
K1A 0C8

You could send copies to your own MP and to:
Right Honorable Pierre Elliott Trudeau
Prime Minister's Office
Ottawa, Ontario K1A 0A2

Very important: Send a copy of your letter to : Studio D, P-43
P.O. Box 6100
Montreal, Quebec H3C 3H5

STUDIO D STATEMENT IN RESPONSE TO THE APPLEBAUM/HEBERT REPORT & RECOMMENDATIONS

Despite the recognition in the opening chapters of the Commission's Report of the absence of women in positions of power in cultural agencies, and the necessity to change this, and the recognition of a unique Canadian culture of diversity, the film chapter seems to have been written by someone who had not read, or understood, or agreed, with the opening.

Subsequent chapters generally reflected almost no acknowledgement of the position and concerns of women at all, particularly when it comes to film.

The Commission recommends the privatization of the film industry. The National Film Board is the only entity in the country with a woman-run, women's film program, so there would be none in such a scenario.

The Commission failed to distinguish between the private commercial film industry and the private sector which is dependent on public money. The private commercial film industry makes profit-oriented mass entertainment material. It is controlled by men, it provides profit and employment virtually exclusively to men, and its portrayals of women are derogatory. There are few exceptions to these generalizations.

The private sector dependent on public money makes films that cannot be expected to generate revenue. They may be films made for a small specialized audience (i.e. the handicapped) or they may be films of interest to a large audience that doesn't have money (women, native people, the old, the young, immigrants). Or they may be films that won't slot into the mass entertainment systems (films critical of institutions perceived as oppressive, or films presenting an "unpopular" (non-commercial) perspective). Within this latter group of independent filmmakers, dependent on public funding, are women.

Briefs to the Commission pointed out the inadequacy of the delivery systems of public money to women (i.e. Canada Council); hence most independent women filmmakers rely to some extent on Studio D (i.e. the N.F.B.)

The Commission recommends the CFDC as the sole agent for the delivery of public money to the film industry. The CFDC's record vis-à-vis women is abysmal on at least 3 counts: 1) They don't fund women's projects, 2) they fund projects with no commitment to the employment and/or training of women, 3) they fund projects derogatory to women.

The Commission recommends that the NFB cease the production and distribution of films. The NFB is the base of Studio D. It is possible that LOVED, HONOURED AND BRUISED could have been made by the non-commercial private sector (it was directed by a free lancer) but it is hard to imagine who would have funded it. It is virtually certain that NOT A LOVE STORY could have been made no place else but Studio D. It could not have been distributed at the community level, to create the many occasions of dialogue that it has, without the NFB Distribution system. Its distribution theatrically by private industry has been problematic even with NFB controls.

Not only is the NFB the base for Studio D productions, but its distribution system is responsible to a diverse population that includes groups who don't have power, influence and money; groups who don't have media to express their views (production) or access to other media material that meets their needs (distribution).

We object to the analysis that Canadians would be satisfied with only mass market entertainment feature films, that Canadians see their reflections on the screens of commercial movie houses. The majority of Canadians do not. The last mirror Canadians need is the one that reflects a monolithic, singular, masculinist, Hollywood-made-in-Canada view of the world.



Canadian Congress for Learning Opportunities for Women



congrès canadien pour la promotion des études chez la femme

March 17, 1983

Honourable Donald Macdonald,
Chairperson,
Royal Commission on the
Economics Union and
Development Prospects of
Canada
P.O. Box 1268
Ottawa, Ontario
K1P 5R3

Dear Mr. Macdonald,

I am writing to you regarding our participation in public hearings to be held by your commission.


Our organization is a national network of women, involved in and concerned about providing learning opportunities for women. We are gravely concerned about the history of and prospects for women's economic development. Any economic gains which women made in the 1970's (and these were very few), have been destroyed by the economic recession. Economic planners have failed to take women into account in the past. It is vital that they do so in the future.

In order to ensure that your Commission is made fully aware of the economic situation of 51% of the nation's population, it will be essential that organizations such as ours have access to the Commission. Access for us will mean more than permission to appear.

In order to prepare our presentation, we will need to do background research and collect necessary data and information. We need financial assistance in order to do this. We hope the Commission has made provision for this kind of assistance which will enable concerned organizations, like ours, to participate.

Please advise us of how we may apply for such assistance so that we may present our concerns and recommendations to you.

Sincerely,


Susan McCrae Vander Voet
National Coordinator

SMV/1b c.c. Honourable Judy Erola



CANADIAN ASSOCIATION FOR ADULT EDUCATION

CORBETT HOUSE - 29 PRINCE ARTHUR AVENUE, TORONTO M5R 1B2

(416) 964-0559

president ANNE IRONSIDE

executive director IAN MORRISON

We are introducing a task force on paid educational leave which will examine the issue and try to establish the different kind of options that should be examined by industry, labour and ourselves in order to arrive at a common consensus as to what should be done in paid educational leave...

The program...will examine the whole question of educational leave policy in terms of changing technology, changing demographics, address the professional development requirements those changes bring about, examining the gap currently existing in our present program, examine the examples used in other countries, in other systems, and to try to find a way to make the most productive use of our labour force over the next decade.

Hon. Lloyd Axworthy, Minister of
Employment and Immigration,
address to the Labour/Management
Conference, Ottawa, 24 November
1982

Skill Development Leave

Skill development leave is the name given by the Employment Minister to a new policy option in Canada whereby working people may obtain time off work for purposes of skill development while retaining their income and their right to return to employment upon completion of the educational program. Since 1967, while other western countries have pioneered policies in this area, Canada has emphasized occupational training largely of unemployed people on a full time basis within educational institutions.

The Minister's Task Force on Skill Development Leave has asked CAAE and its francophone counterpart organization, l'Institut Canadien d'Education des Adultes (ICEA), to provide advice on how such a policy initiative might work in the Canadian context. As a result, CAAE is undertaking a series of consultations throughout the country with its members and friends in a variety of fields to identify key issues, problems and opportunities which a skill development policy should address.

Skill Development Leave, continued, page 2

During the initial phase of this consultation, and from research, CAAE has identified a series of questions which participants might want to consider. Other questions which occur during discussion should be noted as well:

- How will the factor of skill obsolescence affect the Canadian labour force in the coming decade? What levels of awareness/concern exist currently?
- Who should decide what kinds of skills a Canadian working person should pursue through educational leave?
- Where should the funds be identified to pay for the educational programs and for the time off with pay?
- Should skills be defined broadly to include any occupationally relevant pursuit, or should the definition be narrowed to specific occupational skills? What about general educational experience?
- What conditions would tend to benefit what groups among the labour force? Who would tend to be left out? What means are needed to enable those in greatest need to benefit from a skill development leave program?
- What about part-time workers? Persons who are self-employed or who work for small business concerns?
- What differences between organized workers and unorganized workers should be taken into account in a policy?
- How will existing educational institutions and other learning providers respond to a new policy? How can their responsiveness be enhanced?
- What about volunteer workers and un-paid workers?
- How will a skill development leave policy relate to the National Training Act (1982)?
- Given that in many government programs, the people who most need help get left out, how can the principle of equity be built into a skill development leave policy?

Participants are invited to identify priorities for discussion among these questions, to identify omissions, and to ensure that a summary report is developed for the use of the Association. Follow-up letters of advice are welcome.



RECEIVED FEB 08 1983

canadian association of university teachers

association canadienne des professeurs d'université

March 2, 1983.

TO : Women's Groups

FROM : Ronald C. Levesque, Executive Secretary, CAUT.

RE : Impact on Women of Cutbacks in Education

I am enclosing some data, taken from a Statistics Canada Report (81-204) Universities: Enrolments and Degrees, which we think may be of interest to you.

You will see from the table that although university full-time enrolments levelled off during the 1970s, the composition of the student body changed quite dramatically during this period. Women became a much more important component of the university population, particularly at the undergraduate level, but the most striking change has been the increase in the number of part-time undergraduate older women. On the other hand, enrolments of the traditional university student - male, undergraduate, full-time and under 25 - increased only slightly during the decade.

Federal and provincial governments are currently renegotiating the 1977 Established Programmes Financing agreement which funds post-secondary education. Under that agreement, the federal government transfers cash and tax points to the provinces, but have no control on how much the provinces in turn spend on education. Prior to 1977, the provinces had to match dollar for dollar and spend on education whatever they received from the federal government, but since then have been spending less and less from provincial revenues on these programmes. (Some provinces have not even spent on education the full amount of federal transfers nominally earmarked for that purpose.)

.../2

Reduced provincial funding of post-secondary education since that 1977 agreement has already forced universities to cut back and economize wherever they can. Having reduced course offerings, particularly extension courses, library holdings, capital maintenance, etc., there is a very real concern that universities will now have to impose enrolment quotas - not only in the professional programmes but in all courses. Simon Fraser, for example, recently announced that because of higher enrolments and tighter government funding, it will limit this fall's enrolment to 800 above last years enrolment of 10,200, and may implement more stringent admission regulations, including those for mature students. In Ontario, government officials have been musing publicly over a similar move in order to reduce the cost of education.

We believe that this will have a direct impact on women. We would be grateful if your organization would be prepared to urge both the federal and provincial governments not to make any changes in the current funding arrangement until there is a detailed federal-provincial study of post-secondary education in this country, and, in addition, that the present student aid programme is revised in order to ensure that it is capable of meeting the changing needs of traditional and non-traditional university students.

Encls:

JGG/ka

UNIVERSITY ENROLMENT FOR CANADA BY LEVEL, REGISTRATION AND SEX
1971-72 and 1979-80

Undergraduates

YEAR	TOTAL	Total	FULL-TIME Male	Female	Total	PART-TIME Male	Female
1971-72	419,197	282,130	175,428	106,702	137,067	71,294	65,773
1979-80	523,706	326,736	177,610	149,126	196,970	79,784	117,186
Growth	104,509	44,606	2,182	42,424	59,903	8,490	51,413
% growth	24.9	15.8	1.2	39.7	43.7	11.9	78.2

Graduates

YEAR	TOTAL	Total	FULL-TIME Male	Female	Total	PART-TIME Male	Female
1971-72	53,955	35,966	27,843	8,123	18,029	13,693	4,336
1979-80	66,432	36,443	23,147	13,296	29,989	18,911	11,078
Growth	12,937	477	- 4,696	5,173	11,960	5,218	6,742
% growth	24.0	1.3	- 16.9	63.7	66.3	38.1	155.5

Source: Statistics Canada. Catalogue 81-204. Fall Enrolment in Universities and Colleges. 1971-72 and 1979-80.

Percentage of Increase accounted for by Female Enrolment

Undergraduate	Full-Time	95.1%
Undergraduate	Part-Time	85.8%
Graduate	Full-Time	100.0%
Graduate	Part-Time	56.4%
Undergraduate & Graduate	Full-Time	100.0%
Undergraduate & Graduate	Part-Time	80.9%
Undergraduate & Graduate Women 25 years and older	Part-Time	254.1%

Source: Statistics Canada Catalogue 81-204

NEWS RELEASE

canadian association of university teachers
1001-75 albert street ottawa, ontario K1P 5E7

CUTS IN UNIVERSITY FUNDS THREATEN WOMEN

OTTAWA: Women will continue to be trapped in job ghettos if universities cannot meet the growing demand for special education programmes, says the Canadian Association of University Teachers.

Not only have women accounted for more than 95 per cent of the increase in all full-time enrolments in universities between 1970-79, but an even more dramatic change has been the participation rate of part-time graduate and undergraduate women over the age of 25 which increased by nearly 250 per cent. Enrolments of the traditional university student - male, undergraduate, full-time, and under 25 - grew by only 16 per cent during the same period.

The CAUT fears that federal-provincial bickering over fiscal transfers will lead to cuts in the funding of post-secondary education, resulting in restricted access to universities. "Women will, no doubt, be the major victims of such reduced accessibility," said Ken McGovern, CAUT President.

more ...

Reduced budgets, he believes, will force the universities to cancel courses and programmes, and to establish enrolment quotas in remaining courses. Particularly hard hit will be extension programmes now used mainly by part-time students. Once more women intent on getting out of the job ghetto will be affected disproportionately.

The Association has called for a comprehensive study of post-secondary education and for a revised student aid system which is flexible enough to assist the increase in "non-traditional" students, including the unique problems of part-time students and single parents.

-30-

For further information:

Richard Bellaire
CAUT

(613) 237-6885

Jill Greenwell
CAUT

(613) 237-6885

25 February 1983



NATIONAL VOLUNTARY ORGANIZATIONS

ORGANISATIONS NATIONALES VOLONTAIRES

February 28th, 1983

RECEIVED ^{MAR.} FEB 02 1983

275 BAY
OTTAWA, CANADA, K1R 5Z5
(613) 238-4079

SPECIAL DELIVERY

Ms. Susan Van der Voet
Co-ordinator
Canadian Congress for Learning
Opportunities for Women
692 Coxwell Avenue
Toronto, Ontario
M4C 3B6

Dear Susan:

On February 22nd, representatives of your Committee met with the Minister of Finance to suggest that he include our two priority proposals -- GIVE & TAKE and allowable activity by charities -- in his forthcoming Budget Speech. Both, as you know, are Income Tax Act reform proposals.

I can tell you that the Minister gave us a sympathetic hearing. He undertook to review our positions and to keep in mind the economic context. We stressed that both reforms are needed urgently in order to enable our sector to play its full role in Canadian society and we drew to his attention the importance of the economic role of the charitable sector.

Because many people believe that the forthcoming Budget Speech will have as its key objective containing the growth of unemployment, we stressed to the Minister the employment capacity of the voluntary sector, and placed before him the attached evidence drawn from an analysis of the recent Statistics Canada publication I drew to your attention on January 25th, 1983.

Now is the time to ensure that our members and friends make their views known to their Members of Parliament and to the Minister of Finance. We urge you to do all you can in the coming week to assist in this communication effort. Renewed editorial support is also crucial.

You have a full dossier on GIVE & TAKE but I thought the enclosed executive summary of the charity issue might be helpful. Don't hesitate to contact me for any additional information you may require. Copies of any representations you see will be useful to us here.

Cordially,

Ian Morrison
Chairman
Coalition of National Voluntary
Organizations

NATIONAL VOLUNTARY ORGANIZATIONS ORGANISATIONS NATIONALES VOLONTAIRES

275 Bay Street, Ottawa K1R 5Z5

(613) 238-4075

The Honourable Marc Lalonde, 22 February 1983, 4:30 p.m.

- Excluding all teaching institutions and hospitals, there were 39,965 registered charities operating in Canada in 1980
- These charities took in \$5.6 billion in 1980, equivalent to 11% of all federal government revenue, or almost 2% of GNP
- Their wage/benefit bill was \$1.7 billion in 1980, estimated to compensate 173,000 workers (23% of them part-time)
- This represents 1.6% of employed workers in Canada, twice as many as are directly employed in forestry, or one-quarter of all employed in public administration by all levels of government, or all employed workers in Newfoundland
- 2.7 million Canadians volunteered 373 million hours in 1979/80, if compensated at average wage for the service sector, this would be worth \$2 billion, almost as large as the agricultural sector's wage bill
- Application of value added concept to financial data on the 39,965 charities suggests this sector adds \$4.5 billion to Canada's output in 1980 -- this is 1.7% of GNP
- Available comparative data suggest charitable sector donations rose by 100% from 1970 to 1981, while the CPI rose by 144%, a 31% drop in purchasing power



NATIONAL VOLUNTARY ORGANIZATIONS

ORGANISATIONS NATIONALES VOLONTAIRES

275 BAY
OTTAWA, CANADA, K1R 5Z5
(613) 238-4079

Canada's some 40,000 charities must be considered as a considerable economic force -- and as part of the response to the current employment crisis.

We know that Canada's charities, excluding universities, colleges and hospitals, employ almost 200,000 Canadians and that they could employ many more, on a cost effective basis, doing the community's work. We cannot indicate with precision the level of unemployment in the charitable sector, but we know from anecdotal evidence that it is very high indeed.

The Government can address the key issues our Coalition has identified while contributing to stabilize our employment situation in the forthcoming Budget, and at a cost of just 50¢ on the dollar.



NATIONAL VOLUNTARY ORGANIZATIONS

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275 BAY
OTTAWA, CANADA, K1R 5Z5
(613) 238-4079

The Honourable Marc Lalonde, 22 February 1983, 4:30 p.m.

CHARITABLE OBJECTS AND ACTIVITIES

- o It is the consensus of the NVO Coalition that the objects accepted as charitable under common law do not reflect the diversity and scope of objectives and activities of charitable organizations in the 1980's ... particularly the role of charities in encouraging and facilitating improvements in our society.
- o The NVO proposal for a definition of charitable objects and activities, for inclusion within the Income Tax Act, submitted to the government in 1981 attempts to overcome the ambiguity in common law and reflect the reality of advocacy as well as the service function of organizations. The proposal is the result of consultations over a four year period.
- o The proposal specifies clearly that certain objects are charitable and takes the approach that all activities in furtherance of an organization's charitable goals should be considered as charitable activities and that Revenue Canada should evaluate an organization's activities on the basis of whether those activities further the charitable objects of the organization. The coalition considers it most important that charities be involved in the small "p" 'political' process without fear of jeopardizing their charitable status.
- o It should be the responsibility of boards of directors to decide which activities, political or otherwise, best achieve their charitable goals and it remains the responsibility of Revenue Canada to deny or withdraw the registered status of an organization that engages in activities which do not actually further the charitable goals for which registration is requested or has been granted.
- o Certain activities are considered not charitable; these relate to crime, partisan political activity and profit making.
- o The Coalition also recommended, at the time the proposal was submitted, that a new review process be established for appeal of Revenue Canada decisions on denials and revocations.
- o There is much concern in the voluntary sector that the first avenue of appeal for denials or revocations is through the Federal Court of Appeal; a costly and onerous process.

PROPOSAL

National Voluntary Organizations' Proposal on Charitable Objects and Allowable Activities by Registered Charities for Income Tax Purposes

To be included in the Income Tax Act:

Section 1

(a) For the purpose of this Act charitable objects include:

- (i) Assistance to a disadvantaged person or group of persons;
- (ii) Advancement of religion;
- (iii) Advancement of education;
- (iv) Advancement of health;
- (v) Conservation of the natural environment;
- (vi) Other purposes beneficial to the community, including cultural or social development or improvement of the physical or mental well-being of the community.

(b) In this section

- (i) The meaning of "disadvantaged" includes, but is not limited to, a lack of opportunity to participate fully in the life of the community due to geographical, environmental, economic, racial, ethnic, health, sex, age or disability factors.

Section 2

Charitable activities mean all activities carried on in Canada or the international community by a charitable organization in furtherance of its charitable objects, except those activities set out in Section 3.

Section 3

The following activities shall not be considered charitable:

- (a) Incitement to sedition or violence;
- (b) The support or opposition, financial or otherwise, of a political party or candidate at any level of government;
- (c) The acquisition or expenditure of money or anything of value for the benefit of any member of the charity.

This proposal was submitted to the Minister of Finance December 11, 1981.



TVOntario

2180 Yonge Street Mailing Address:
Toronto, Ontario Box 200, Station Q
(416) 484-2600 Toronto, Ontario
Telex 06-23547 Canada M4T 2T1

RECEIVED JAN 31 1983

January 28th, 1983

Ms. Susan Vander Voet,
Canadian Congress of Learning
Opportunities for Women,
692 Coxwell Avenue,
Toronto, Ontario
M4C 3B6

Dear Ms. Vander Voet:

I would like to bring to your attention a major international study, "New Technologies in Education," conducted under the auspices of Unesco. TVOntario is coordinating the Canadian contribution to this study. I am enclosing a brief outline for your information.

As you can see on page 3 of the outline, the first phase of the study is being devoted to a national review in all the participating countries of "old" and "new" technologies at all levels of education. We want to encompass work accomplished in traditional and innovative educational uses of the older technologies (film, educational radio and television), and actual or planned uses of new technologies (computers, videotext, videodiscs, communications satellites, audio and video teleconferencing, multi-channel cable, etc.). We are also interested in knowing the attitudes, ideas and concerns about the use of technologies in education on the part of Canadian educators, learners, administrators, and planners.

In this connection, I would be most grateful if your organization would be willing to share with us any of its ideas, concerns, plans and accomplishments in regard to the interface between technologies and education.

So that we conform to the work plan for this study, we ask for your materials and your comments as soon as possible, however, not later than March 15th, 1983.

For any further information, please contact me or Mrs. Thelma Rosen, project officer, at (416) 484-2600.

Yours sincerely,

Ignacy Waniewicz,
Director,
Office of Development Research



NEW TECHNOLOGIES IN EDUCATION

Information and Communications Technologies and their Impact on Education

Study Outline

UNESCO
National
Commissions
of the
European
Region

Joint
Studies
in the
Field of
Education

Participating
National
Commissions:

Austria
Belgium
Canada
Denmark
Finland
France
Hungary
Israel
Italy
Spain
Sweden
Ukrainian SSR
USSR
United Kingdom
USA

Background

In June 1980, the Third Conference of Ministers of Education of Member States of the European Region of Unesco, meeting in Sofia, adopted a recommendation requesting member states to carry out joint studies of a comparative nature on well-defined problem areas of common interest in the field of education. Subsequently, 14 subjects were agreed on for joint studies, of which "New Technologies in Education" is study number 11. Canada will coordinate year I of this study (October 1982 - October 1983) and the USA will coordinate years II and III (October 1983 - October 1985).

Purpose

- (a) To develop a comprehensive inquiry into the application of technology in education through a cooperative exchange of research and experienced-based information among the member countries of Unesco European Region;
- (b) To make available to educational researchers, planners, decision makers and other interested parties a description of the new information and communications technologies from the point of view of their potential and actual application to a broad variety of formal and non-formal education needs;
- (c) To bring awareness of the social implications of the introduction of new technologies in education;
- (d) To identify areas in which further development, research and evaluation are most needed on a national, regional and international level.

Content and Presentation Format

The focus of the study will be on issues related to the applications of new technologies at present and in the foreseeable future rather than on futuristic deliberations.

Particular attention will be paid to the most recent technological developments to the degree to which they are applied by the particular countries: computers, videotex/teletext, interactive video (including video-disc), communications satellites, multichannel cable/fibre optics, teleconferencing (audio/video/computer), as well as new developments in television and video and in radio and audio.

The "older" technologies will be referred to in the study as they relate to the new technologies and to the lessons that may now be learned from past experiences.

The language of the final report will not be technical, so as to make it accessible to the technologically less initiated readers.

The basic content of the report will pertain to:

- (a) the actual and potential applications of technology to education at all formal and non-formal educational levels, from early childhood through all forms of continuing education;
- (b) the examination of the new technologies from the point of view of their usefulness in improving the effectiveness and efficiency of conventional educational institutions, or in introducing new curricula within those institutions, or in extending the range of services;
- (c) cases where technology is used in entirely new educational approaches and in new educational delivery modes, bypassing existing systems, for the introduction of new learning opportunities and non-traditional methods of learning.

Action Plan

Phase I. The first year of the study will be devoted to the preparation of country-by-country reviews of applications of new technologies in education--actual and planned. These national reviews will be written and edited according to an agreed-on framework and under the auspices of national coordinators nominated by participating National Commissions for Unesco.

Applications of new technologies will be examined wherever possible against an analysis and overall assessment of the developments in the use of educational media, including educational radio and television, in the past two decades.

Innovative educational ventures using either "old" or "new" technologies will be included if they are aimed at meeting newly emerging social demands or at realizing hitherto unfulfilled social goals.

Phase II. Years II and III of the study will be devoted to the possible development of three series of papers:

- (a) a collection of reviews of the state of the art for selected technologies. These would be written from a global perspective by prominent specialists from particular countries who will be recommended by the national coordinators;
- (b) a collection of case descriptions depicting significant educational applications in participating countries. The descriptions would include the context, goals, organization, financing and evaluation of each case;
- (c) a series of articles by distinguished educators, sociologists, psychologists, philosophers, technologists, etc., suggested by the national coordinators, identifying and discussing the significant issues involved in applying technology to education. Such articles could deal with learning theory, the quality of education, access to education, the role of the teacher, organization of education, financing of education, issues related to privacy and freedom, the interfaces between school and working life, school and home, education and state, education and society in general, etc.

The international coordinators of the study will have the overall responsibility for the preparation and the editing of the final report for publication.

Financing

- (a) Canada will provide the needed educational and technical expertise and staff support to serve as international coordinator for year I of the study, while the USA will do so for years II and III.
- (b) The host country of each meeting will provide the accommodation and living expenses for the joint study team, while the travel expenses for each participant will be provided by the participating country.
- (c) Each participating country will ensure adequate support for their national contribution to the study.
- (d) Unesco is in favor of the principle of including provision for the publication of the results of the joint studies in its budgets.

Schedule of Meetings

The study team will meet at least four times to review the work completed, develop the scope of the next stage of the study, attend briefings on and demonstrations of significant work being done in educational technology in the host country, and to obtain input from other joint studies relevant to study number 11. The first meeting was held at the University of South Carolina, Columbia, South Carolina, October 25-28, 1982.

Further meetings have been scheduled as follows:

- 1983: October 18-23, Paris.
- 1984: Spring; Klagenfurt, Austria.
- 1985: Fall; Toronto.

of Interest to CCLAV

Report on the Conference
of the Council of Ministers of Education (Canada)
Skyline Hotel, Toronto, October 19-22, 1982

This Conference was called by the Council of Ministers to review and discuss various aspects of postsecondary education in the 1980's in Canada. It was attended by 400 participants, representatives of Provincial Ministries of Education, national organizations involved in postsecondary education, students and general community representatives. The Conference format consisted of the presentation of papers on four themes: Access to Postsecondary Education, Changing Relationships Between Postsecondary Education and Working Life, patterns of Governance, and Finances and Redeployment of Resources. Following the presentation of papers, six responders gave five-minute cryptic comments as a reaction to the papers. The assembly was then divided into groups to discuss the issues raised in the various presentations and responders' comments. The final statement was presented during the concluding session by the rapporteurs for the various groups according to the four subject headings. The concluding statement was presented by the Chairman of the Council of Ministers, Dr. Bette Stephenson.

The Conference was extremely informative and provided a valuable statement concerning the current issues and challenges facing postsecondary institutions in Canada. The papers were generally informative but in many cases did not focus specifically on key issues which needed to be discussed. The responders-reactors in most cases provided political statements rather than responding and reacting to the content of the presentations. The group discussions were not focused and as a result were not very objective. The particular group to which I was assigned was, in fact, a disaster. The group was too large (n=55) for adequate discussion and in fact was not a group discussion but a parade of political statements reflecting the various concerns of provincial groups. In two cases, the discussion group was adjourned before the definition of issues to be discussed. As such, any response from the various discussion groups would have to be judged with a high level of skepticism.

One of the more interesting aspects of the Conference was the ascending importance of adult learners' needs and concerns in the postsecondary sector. While considerable attention was paid to the adult sector in the formal presentations, the discussion tended to be more of a case of traditional thinking, coloured with a doom and gloom scenario relating to the lack of facilities, the lack of leadership, and the lack of adequate federal-provincial communication in terms of postsecondary education. This was particularly the case in the sessions dealing with accessibility and financing.

The conference provided an interesting conflict between the attitudes of the old and the frustration of the young. This conflict was not discussed nor resolved.

The Conference did accomplish the objective of having representative samples of those involved in postsecondary education take the first step in at least getting together and talking with each other. There was a heavy political tone to the Conference which could be expected since each province has its own political agenda for the development of postsecondary learning opportunities.

In summary, I found the plenary sessions to be useful in providing an information base and a listing of key issues and concerns. The discussion group

Ston CAUCE news.

activity was a disastrous experience and therefore, I would place little credibility on the rapporteurs' concluding summary. The ascendancy of a concern for adult learners in the postsecondary sector was an interesting phenomenon, a phenomenon that would not have received as much attention if the Conference had been held five years ago.

I appreciated the opportunity to represent CAUCE at the Conference although there was little opportunity for the presentation of any platform of concern on behalf of CAUCE. Complete proceedings of the Conference will be available in several months time. The Conference was successful, as a first attempt, in bringing together a representative sample of the players involved in postsecondary education in Canada.

Dr. M. W. Waldron
University of Guelph.



Canadian Congress for Learning Opportunities for Women



congrès canadien pour la promotion des études chez la femme

January 28, 1983

Lynn Wilkinson,
Director, Educational Leave Study,
Employment and Immigration Canada
8th Floor, Phase IV
Place du Portage
Ottawa-Hull
K1A 0J9

Dear Lynn,

I am writing you to propose that CCLOW write a paper for the Task Force on Paid Educational Leave from the perspective of women.

Numerous reports and conferences over the past few years have emphasized the need for a system of skills development and training which would facilitate the re-skilling and re-tooling of the labour force.

It is becoming increasingly critical to develop such a system to keep pace with the introduction of new technologies into the workplace. A number of reports pinpoint the fact that women will feel the greatest impact of technology because of its widespread introduction into their traditional places of work.

Many structural barriers stand in the way of women accessing skill development programs. These include a lack of financial assistance for part-time study and eligibility requirements which disqualify them for student assistance. A lack of other resources to assist in career planning and provide supports constitute a further barrier.

The obstacles are further augmented by the lack of promotion prospects and incentives for women in many workplaces.

A System of Paid Skills Development Leave could serve to remove some of the barriers to women's career advancement, particularly if it were an integral part of affirmative action planning.

..... p.2

cclow

Canadian Congress for Learning Opportunities for Women

ccpef

congrès canadien pour la promotion des études chez la femme

Accompanying this letter is an outline of the proposed paper and a budget for its production.

I look forward to hearing from you regarding this proposal.

Sincerely,



Susan Vander Voet
National Coordinator

SMV/lb

Outline For A Paper On:

Paid Skill Development Leave For Women

1. Rationale - A discussion of why Paid Skill Development Leave is critical for Women.

2. Barriers to Skill Development

A description and discussion of the most difficult barriers for women to overcome at present - including time, lack of financial assistance, child care problems, lack of career planning resources and supports, lack of promotion incentives and prospects.

3. Support Systems - What Women Want and Need to Make Skills Development Work

This discussion will outline the structural supports which will be needed by women in order to equitably access Skills Development. It will propose alternatives to present financial assistance arrangements, describe resources and supports required for career path planning and implementation for women.

4. Paid Skills Developmental Leave and Affirmative Action

A discussion of the need for affirmative action and the importance of Paid Skills Development Leave as an integral component of affirmative action planning.

5. Implementation - Who pays?

An exploration and discussion of the extension of the apprenticeship model to Paid Skills Development Leave as well as an exploration of the use of tax incentives for employers who implement PSDL and affirmative action.

BUDGET

30 days research and writing time
at \$150.00 per day

\$4,500.00

Typing and other expenses

500.00

\$5,000.00