



President  
of the Treasury Board      Président  
du Conseil du Trésor

Ottawa, Canada  
K1A 0R5

RECEIVED DEC 21 1983

December 15, 1983

Leiba Aronoff,  
President,  
Canadian Congress of Learning  
Opportunities for Women,  
692 Coxwell Avenue,  
Toronto, Ontario.  
M4L 3B6

Dear Ms. Aronoff:

RE: Advisory Committee on  
Affirmative Action

Thank you for ensuring that your Association was represented at the August 8th meeting, to discuss the implementation of affirmative action in the federal Public Service. I regret the tardiness of this follow-up to that meeting; however, I and my officials have been very busy meeting the early targets for operationalizing the program. As you are no doubt aware, I announced, as promised, a numerical target for improving the representation of women in the Management Category of the Public Service; that target is to double the number of women by 1988. In addition, the Treasury Board has developed and is providing training to departmental affirmative action staff.

As agreed at our August meeting, I now offer some proposals for the continuing participation of women's groups in affirmative action, as well as information regarding other advisory groups on equal opportunity.

Canada

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working travaillans  
together ensemble  
Canada



There is both a Joint Council on Indigenous Participation and an Advisory Committee on Employment of the Handicapped. The Joint Council is composed of the Presidents of the five national Indigenous associations, plus officials of the Treasury Board Secretariat and the Public Service Commission. It is co-chaired by representatives of these latter two organizations. The mandate of the Joint Council is to provide a forum for continuing discussion of the implementation of the Indigenous Participation policy, so that the Public Service program will be workable and effective, as well as positive and responsive to the needs and aspirations of Indigenous people. A working level group which also has representatives from the five national Indigenous associations, the Treasury Board Secretariat and the Public Service Commission, assists the Joint Council in formulating recommendations. In the past, as necessary, the Joint Council has met with the President of the Treasury Board and jointly with the Secretary of the Treasury Board and the Chairman of the Public Service Commission.

The Advisory Committee on Employment of the Handicapped does not have a working level group similar to the Joint Council, but directly advises officers of the Treasury Board on existing and anticipated problems related to the policy to increase employment opportunities for handicapped people in the Public Service. The terms of reference for this Committee are attached for your information.

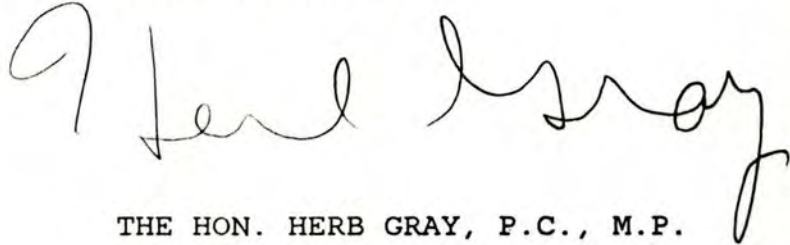
I propose, for your consideration, the establishment of an advisory committee composed of the presidents or representatives of major women's groups across Canada, as per the attached list. The mandate of this committee, similar to that of the Joint Council and the Advisory Committee on the Handicapped, would be to provide a forum for the continuing discussion of government initiatives, in this case to improve the situation of women in the Public Service. More specifically, the Committee could advise concerning the implementation of affirmative action; assist in the identification of systemic barriers confronting women in the Public Service or wishing to join it, and advise about means to overcome them. This would include advising on existing personnel policies affecting women, such as part-time work, and more general concerns such as job classification. Since in the present restraint situation it is not realistic to suppose that we can move on all fronts at once, the Committee's advice concerning priority issues would be of assistance to the government.



I believe it would be best for the Committee to meet as necessary, with Margaret Cottrell-Boyd, the Assistant Secretary of the Human Resources Division, which is responsible for affirmative action. The Joint Council meets irregularly and the Advisory Committee on the Handicapped meets twice annually. I would, of course, be happy to meet with the Committee when this is requested. Travel and out-of-pocket expenses would be refunded by the Treasury Board Secretariat and an honorarium provided.

Once again, thank you for the interest and concern that you have expressed in ensuring the effective implementation of affirmative action in the federal Public Service. I look forward to receiving your comments as to the nature of your continued participation.

Yours sincerely,

A handwritten signature in cursive script, reading "Herb Gray". The signature is written in dark ink and is positioned above the typed name.

THE HON. HERB GRAY, P.C., M.P.

**PROPOSED LIST OF PARTICIPANTS**  
**WOMEN'S ADVISORY COMMITTEE ON AFFIRMATIVE ACTION**

Canadian Advisory Council on the Status of Women

National Action Committee on the Status of Women

National Association of Women and the Law

Canadian Federation of Business and Professional Women's  
Clubs

Canadian Federation of University Women

La fédération des femmes du Québec

Native Women's Association of Canada

Canadian Congress of Learning Opportunities for Women

Canadian Association of Women Executives

Canadian Research Institute for the Advancement of  
Women



ADVISORY COMMITTEE TO THE PRESIDENT OF THE  
TREASURY BOARD ON EMPLOYMENT OF THE  
HANDICAPPED (ACE) TERMS OF REFERENCE

Individuals have been selected from the names proposed by a number of handicap organizations. Selection was made to provide the best mix of experience with respect to various handicaps, geographic distribution and personal expertise in subjects related to the employment of those with handicaps in the federal Public Service.

The Committee will act as advisor to the President of the Treasury Board through officers of Treasury Board Secretariat. Its members will provide advice on existent and anticipated problems, especially from the perspective of the handicapped. They will assist officers in Treasury Board Secretariat and elsewhere in the Public Service, who are responsible for the program, to better understand and analyze such problems; and, to develop means of dealing with such problems, which are practical and effective and which reflect sensitivity.

The Committee will be responsible for ensuring that the diverse problems encountered by those with different kinds of disabilities are given the necessary consideration. The members will be requested to obtain opinions on specific questions from the consumer group they represent. They will assist officers of Treasury Board Secretariat in deciding on priorities within approved projects (e.g., which modifications are the most effective or require the earliest attention). The Committee will also be available for consultation by other federal government departments on specific topics upon request.

It is anticipated that there will be a maximum of three meetings per fiscal year. Meetings will be held in Ottawa and last a maximum of three days. Travel and out of pocket expenses will be refunded by Treasury Board Secretariat. An honorarium (\$100/day) will also be provided. Those who incur significant personal expenses on behalf of the Committee (e.g., long distance telephone calls from a private phone) will be reimbursed in specific cases.

An officer of the Treasury Board Secretariat will serve as permanent secretary to the Committee.

October 1982





Office of the  
Minister

Ministry  
of  
Labour

400 University Avenue  
Toronto, Ontario  
M7A 1T7  
(416) 965-4101

December 8, 1983.

Ms. Heather-Ann Brown,  
Telidon Project Co-ordinator,  
Canadian Congress for Learning  
Opportunities for Women,  
692 Coxwell Avenue,  
Toronto, Ontario.  
M4C 3B6

Dear Ms. Brown:

This is in reply to your letter of November 21st  
requesting support for the proposal Telidon program for women  
re-entering the labour force.

I believe the proposed program is a very practical  
approach to the problems faced by women re-entering the workforce  
and I would like to provide some support for it from this Ministry.

We have already committed most of the funds set  
aside in our budget for this fiscal year for projects such as this.  
We will, however, be pleased to provide you with a grant of \$1,000  
which will follow shortly.

I hope that this support will be of assistance to  
the Canadian Congress for Learning Opportunities for Women, and  
I hope that you will be successful in securing support from other  
sources.

Yours sincerely

R. H. Ramsay,  
Minister.





Canadian Congress for Learning Opportunities for Women

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congrès canadien pour la promotion des études chez la femme

December 9, 1983

M E M O

TO : All Provincial Directors  
FROM: Leiba Aronoff  
RE : Special Advisor on Women's Issues.  
Staff of Opposition Leader.

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Ann Bell of the Newfoundland and Labrador Advisory Council on the Status of Women has advised me that the above position has been dropped from Mr. Mulroney's office staff.

I have written to Mr. Mulroney to request action on this situation. I enclose copies of my letter from CCLOW's national office, and Ann Bell's letter.

In your capacity as a provincial director, please write to Mr. Mulroney to express concern and request action, as soon as possible, and send a copy to the national office.

The existence of this situation serves as a reminder that now is the time for us to act, and to begin planning our preparations for the next election.



Canadian Congress for Learning Opportunities for Women

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congrès canadien pour la promotion des études chez la femme

December 8, 1983

The Honourable Brian Mulroney  
Leader of Progressive Conservative  
Party of Canada  
Office of the Leader of the Opposition  
House of Commons  
Ottawa, Ontario  
K1A 0A6

Dear Mr. Mulroney:

It has been brought to our attention that the position of Special Advisor on Women's Issues has been eliminated from the office staff of the Leader of the Opposition.

CCLOW is a national voluntary organization concerned with learning and related opportunities for women. As a result of our activities across the country, we are very concerned about the negative impact of federal policies on women. We are convinced that in order to avoid additional negative impact and to correct some of the present policies, constant attention must be given to the impact on women of all federal policy initiatives. This cannot be done without the assistance of qualified personnel, knowledgeable about the issues.

We are therefore dismayed that this position has been dropped. While we recognize and support the importance of the Party Women's Caucus in policy formation, we consider it vital that there be a senior position on women's issues on the Leader's staff in order that the impact of all policy on women will be carefully examined.

It is imperative that the concerns of women in this country receive careful, proactive consideration if the current pervasive inequities facing women in our society are to be eliminated.

We urge you to appoint a Women's Advisor to the Leader of the Opposition as soon as possible.



cclow

Canadian Congress for Learning Opportunities for Women

ccpef

congrès canadien pour la promotion des études chez la femme

We look forward to hearing from you that this appointment has been made.

Sincerely,

*Leiba Aronoff*

Leiba Aronoff  
President

LA/kj

RECEIVED DEC 05 1983



The Provincial Advisory Council on the Status of Women  
Newfoundland and Labrador

131 BARRINGTON STREET, ST. JOHN'S, NEWFOUNDLAND • A1C 2H3 • TEL: (709) 753-7270

November 22, 1983

Leiba Aronoff  
Canadian Congress for Learning  
Opportunities for Women  
4607 Michel Bibaud  
Montreal, Quebec  
H3W 2E1

Dear Ms. Aronoff:

I am enclosing a copy of a letter sent to the Leader of the Opposition, Mr. Brian Mulroney.

This position of Special Advisor to the Leader of the Opposition on Women's Issues has not been filled, and the issue does not appear to be a priority item with the P.C. caucus.

I would urge you to protest without delay this lack of action by Mr. Mulroney. We have been told that he will respond to protest and pressure. Let's apply pressure across the country.

Regards,

*Ann Bell*  
Ann Bell,  
President

AB/lw





**The Provincial Advisory Council on the Status of Women  
Newfoundland and Labrador**

131 BROADWAY (RURD) • ST. JOHN'S, NEWFOUNDLAND • A1C 2H3 • TEL: (709) 753-7270

October 28, 1983

Mr. Brian Mulroney  
Leader P.C. Party of Canada  
Office of Leader of the Opposition  
House of Commons  
Ottawa, Ontario  
K1A 0A6

Dear Mr. Mulroney:

Recent news reports indicate that the position of Special Advisor to the Leader on Women's Issues has been dropped from the staff of the office of Leader of the Opposition.

As an advisory council on the status of women, our Council is very aware of the need for a special focus on the impact of policies on women. We are therefore surprised that this position will no longer be filled. Although the party's women's caucus has a vital role in formulating policy of particular interest to women, it is important that there be a mechanism within the Leader's staff to consider the impact of all policy on women.

The formulation of policy of special importance to women should be both pro-active as well as reactive. We urge you to consider carefully the concerns of the women of this country. Statistics and research have pointed out the inequities for women in all aspects of our society. Erosion of programs, services and personnel with special concern for women is unacceptable.

We recommend that the position of Women's Advisor to the Leader of the Opposition be maintained.

Sincerely,

Ann Bell,  
President

AB/lw



RECEIVED DEC 13 1983

December, 1983

Dear Madam:

On Wednesday, December 7, a new Speech from the Throne was presented, with the Government's priority legislation and policies for the Second Session of Canada's 32nd Parliament.

Knowing of your deep interest in policies affecting women, I thought I would write to you drawing to your attention some of the elements of the Throne Speech which may be of most interest to you.

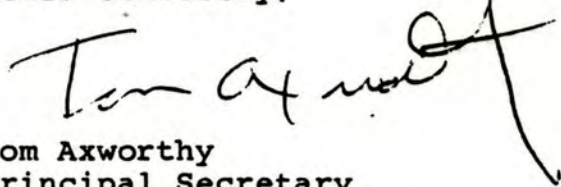
In particular, you may wish to note the references to:

- o the Prime Minister's peace initiative and supportive programs;
- o a major youth employment initiative, including a Career Access program for all those entering the work force for the first time, regardless of age;
- o action on the Guaranteed Income Supplement, which helps so many female senior citizens;
- o a new Canada Health Act... the main beneficiaries of an equitable health care system are women;
- o a new Divorce Act -- and efforts to more effectively enforce maintenance and custody orders;
- o pension reform, including mandatory pension credit-splitting upon marriage breakdown;
- o additional funding for women's groups, for shelters for victims of family violence and for research on women's issues.



You can be assured that additional information on each of these commitments will be made available in the days ahead.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Tom Axworthy". The signature is written in a cursive style with a long, sweeping tail that extends downwards and to the right.

Tom Axworthy  
Principal Secretary



RECEIVED DEC 12 1983

Lieba Aranoff  
President  
Canadian Congress for Learning  
Opportunities for Women  
692 Coxwell Avenue  
Toronto, Ontario  
M4C 3B6

Dear Lieba Aranoff,

We are presently contacting organizations which we anticipate may be approaching the Women's Programme for financial assistance during the 1984-85 fiscal year.

If your organization plans to request funds for a project or activity which will begin April 1, 1984 or which is of an ongoing nature (e.g. operations), we will have to receive your request by December 23, 1983. This will allow us to carry out the assessment and consultations necessary to ensure that funds are made available to your organization early in the new fiscal year.

In the case of an organization applying for support for a short-term project, it is advisable to forward your request to the Women's Programme at least twelve weeks before the activity for which you are requesting financial assistance. In this way, we can assess your application and you will receive a response to your request before the project begins.

Within the next few days, we will be sending you a Guide to assist you with the preparation of your request for funding in 1984-85. We hope that this will clarify the type of information required by the Women's Programme.

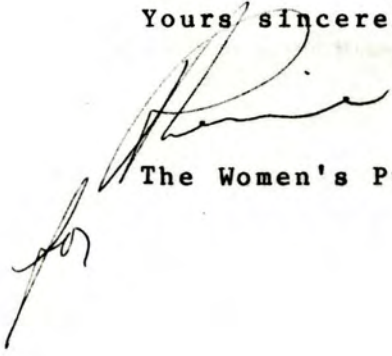
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We would also like to advise you that the project officers who will be responsible for national requests are Natalie Fenus, Tamara Levine and Françoise Webster. Should you have any questions, please do not hesitate to contact one of these officers by letter or telephone: (819) 994-3202.

We look forward to working with you in the coming year.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'Natalie Fenus', written over the typed name.

The Women's Programme



RECEIVED JAN - 3 1984

DEC 21 1983

Leiba Aronoff  
President  
Canadian Congress for Learning  
Opportunities for Women  
692 Coxwell Avenue  
Toronto, Ontario  
M4C 3B6

Dear Leiba Aronoff:

Thank you for your letter of October 20, 1983, which incidentally was received in my office on November 22, 1983.

I have noted the concerns of the executive of the Canadian Congress on Learning Opportunities for Women (CCLOW) concerning the initial agenda for Consultations '83, which were held from November 30 to December 2 in Ottawa. I understand that a number of these concerns had been alleviated by the final agenda.

Your suggestion that time be set aside at future consultations to allow the representatives of women's groups to network among themselves is excellent. I would like to assure you that this suggestion along with others which your organization may wish to submit will be taken into account in the planning of future meetings.

The three sponsoring bodies for Consultations '83 will soon be contacting participants in order to evaluate the effectiveness of the meetings and to obtain suggestions for similar future events.

I appreciate your bringing your concerns to my attention.

Yours sincerely,



Judy Erola





RECEIVED JAN - 3 1984

December 22, 1983

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

Dear Susan <sup>Susan</sup> McCrae Vander Voet:

I am writing further to my letter of December 19 and our telephone conversation of December 21, 1983.

This is to confirm that a portion of CCLOW's third advance payment in the amount of \$14,309.28 will be released to cover the cash requirements for the months of December 1983 and January 1984. The remainder of this advance payment to cover February 1984 will be released upon receipt and satisfactory review of a balance sheet as of September 30, 1983.

At this time, I would also like to clarify the requirements for release of CCLOW's fourth payment. Clause 4.1.d) of the Contribution Agreement states:

"The fourth and final advance payment, representing the Recipient's cash requirement for the month of March of 1984, shall be made upon receipt and acceptance by the Department of financial statements and a supporting activity report for the nine months ended December 31, 1983, copies of which shall be provided by March 1, 1984."

Therefore, in order to release the fourth payment, we require 1) an activity report and 2) financial statements which include a) a statement of revenue and expenditures to December 31, 1983 and b) a balance sheet as of December 31, 1983.

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- 2 -

Enclosed, for your information, is a description of Quarterly financial statements that was prepared by our Finance Branch. I hope that this helps clarify our requirements.

If you have any questions, please don't hesitate to call.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Natalie Fenus". The signature is stylized with a large, sweeping flourish at the end.

Natalie Fenus  
National Projects Officer  
Women's Programme



### Quarterly financial statements

Quarterly financial statements are statements which reflect the financial position of an association as of the end of each quarter or every three months. These statements are to be cumulative, that is the first statement reflects three months of operation, the second one, six months and the third statement, nine months. Since the federal government's fiscal year end is March 31st (most association's year end is for this same period) the first statement is as of June 30th, the second as of September 30th and the third, as of December 31st.

The information contained within these statements with respect to revenue should include all revenue related to the period for the specific activity or program. For example, if Secretary of State is funding a particular project then the 1st quarter statement revenue section, should reflect our funding for this period plus any other funding received or to be received for this project for the 1st quarter. With respect to expenses these should include all the expenses incurred within the 1st quarter for this project. Secretary of State may be only providing funds for salaries, yet the statement provided should include all expenses incurred related to the project for the first quarter. Quarterly financial statements also include a balance sheet which reflects the assets, liabilities and equity of the association.



RECEIVED OCT 12 1983

October 5, 1983

Mrs. Susan McCrae-VanderVoet  
Executive Director  
The Canadian Congress for Learning  
Opportunities for Women  
692 Coxwell  
Toronto, Ontario  
M4C 3B6

Dear Mrs. McCrae-VanderVoet:

Subject: National Training Program

This is in reply to the questions which CLOW raised with each Regional Office of the Canada Employment and Immigration Commission (CEIC) concerning the National Training Program.

Each region will provide you with appropriate data. However, many of your questions refer to national policy and this letter will provide answers to these questions.

Components of the National Training Program

I should first like to point out that there are three main components of the National Training Program, two of which involve the training of individuals (Institutional Training and Industrial Training), and one of which involves capital funding of buildings and equipment (Skills Growth Fund).

Under Institutional Training, CEIC purchases courses from provincial and private institutions, and refers individuals to these courses. Full-time trainees receive Unemployment Insurance if they are eligible, otherwise they may receive training allowances. Other allowances are also available for some costs, as explained later in this letter. Under Industrial Training, CEIC enters into contracts with employers to provide them with financial assistance towards the cost of training their employees. This assistance includes a portion of training expenses and a portion of trainee wages.

...2



It is important to clarify this because in your questionnaire, you request the number of people "referred to training" in each region. This could be interpreted as addressing only Institutional Training, but I have asked the regions to provide you with data on both programs.

#### Implementation of the National Training Act

It is also important to note that the National Training Act was implemented in the Fall of 1982. This is a short time span to evaluate the impact of training programs, many of which last from one to four years.

#### Federal-Provincial Labour Market Needs Committees

Finally, I should like to bring to your attention the existence in each region of a Federal-Provincial Labour Market Needs Committee according to Section 12(1) of the National Training Act. These committees assess the requirements of the labour market for skilled workers and the means necessary to meet such requirements. Their detailed functions are the following:

- (A) Identify training requirements in relation to existing and projected occupational imbalances considering the need for adaptation of the labour force to new technologies and the needs of special groups of adults;
- (B) recommend training priorities and strategies of action and criteria for the selection of trainees;
- (C) approve an annual training plan outlining the number, size, type and location of courses required to meet the identified training needs;
- (D) assess the results of courses including the use of follow-up information provided by the Commission and by the province where available, and determine courses of action to focus the training on occupations required by the labour market;
- (E) report to departments concerned on any issue affecting the assessment of training needs and the effective delivery of training appropriate to those needs;
- (F) recommend industrial training initiatives in support of industrial training strategies and priorities with regard to industrial sectors, geographic areas requiring special attention, target groups in the population, and other specific goals as agreed upon by the Committee;

- (G) recommend occupations for designation as occupations of national importance;
- (H) review the technical aspects of the applications for assistance under the Skills Growth Fund to ensure compliance with established criteria, and to make recommendations accordingly to National Headquarters, CEIC.

As can be seen, provincial authorities play an important part in decisions on the implementation of the National Training Program.

In answer to your specific questions, I can provide the following information.

#### Position on Paid Skills Development Leave

The report to the Minister of Employment and Immigration by the Skill Development Leave Task Force, entitled Learning a Living in Canada was tabled about two weeks ago. The Minister has appointed a seven-person Committee to study the report and recommend a position on the various aspects of the report. Consultations of the Committee will include a workshop on the report on October 25-27.

#### Funding and Income Support for Part-Time Education

Under Institutional Training, part-time courses are purchased. But income support is not provided to part-time trainees.

Under Industrial Training, part-time courses are also eligible for funding.

#### Tuition, Books, Transport, Child Care and Clothes

Trainees referred to Institutional Training courses do not pay tuition. Under the Federal-Provincial Training Agreements (copy enclosed), the cost of books, tools, and training aids may be included in course costs paid by CEIC.

Full-time trainees can also receive allowances for dependant care and for commuting expenses for a distance exceeding 24 kms.

Under the Industrial Training, the employer is reimbursed for books, expendable tools and other instructional aids. Trainees receive wages for which the employer is partly reimbursed by CEIC. In addition, trainees may be reimbursed for part of their travelling and living expenses.



### Bridging Programs and Further Training

Under Institutional Training, CEIC purchases BTSD, occupational orientation courses, Job Readiness Training, and language training. The latter is restricted to immigrants, interprovincial migrants and Natives unable to find employment because of lack of fluency in one of the official languages.

Graduates of these courses may be referred to further skills courses. There are some initiatives to link more closely BTSD courses and skills courses. Computer literacy, mathematics and science modules are being developed to meet specific needs of women.

Many trainees follow a progression through various programs. For example, a person could enrol in a classroom course on Introduction to Non-Traditional Occupations, go into a skills course, and upon completion, be hired through an industrial training contract with an employer under WINTO (Women in Non-Traditional Occupations).

### Affirmative Action Requirement - Target Numbers of Women

There is a national action plan to promote the participation of women in the National Training Program. This action plan includes the setting of national and regional targets for the number of women enrolled in the various components of the Program. It also includes targets for the proportion of women involved in non-traditional occupations. In Institutional Training, this means that women receive priority for 30% of the seats purchased for training in these occupations.

The special modules referred to above are being developed as a result of this action plan.

Special measures are also in effect to increase participation of women in industrial training for non-traditional occupations. Incentive funding is offered to employers by which 75% of the trainee wages are reimbursed as compared to the regular 50% reimbursement.

### Education of Employers re Women Trainees or Apprentices

The federal government is not involved in the selection of apprentices. This is the responsibility of provincial governments and of employers. But CEIC has been extensively involved in the promotion of women as candidates for industrial training, apprenticeship and employment.

Here are a few examples of this involvement.

In 1981-82, there was an extensive publicity campaign directed at employers and at potential women trainees, promoting women in non-traditional jobs.

Another campaign directed at employers is currently running in several media featuring among other subjects, women in non-traditional jobs.

Information material on CEIC programs is available and distributed to employers, specifically on training and employment of women.

Each regional office of CEIC has a Women's Employment Coordinator (Québec and Ontario each have two coordinators). These coordinators have direct liaison with employers and use various approaches such as seminars and visits to potential employers.

In several programs, special incentives are built in to encourage employers to hire and train women. I referred earlier to WINTO. I can also mention Career Access, one of the new Job Creation programs, which provides substantial wage subsidies to employers hiring women.

In several programs where CEIC financial assistance is involved, a Human Resources Plan is a requirement of eligibility.

#### Skills Growth Fund Projects for Women

At this time, three approved projects are intended specifically for women.

The Halifax YWCA will offer Business Programming courses to low-income women.

In Toronto, the West End Women Entering Machining Inc. will train women in metal cutting and machining trades, focussing on sole support mothers.

The Labrador Institute for Northern Studies will train Native women as Resource Technicians.

We are aware that other projects are in preparation and could be presented to regional offices at any time.

#### Notification of Proposal Development Fund

This was announced at the end of June in a press conference which received extensive media coverage. This was followed by an advertising campaign in national media in July.

In addition, the information is conveyed in meetings with women's groups. For example, there was a meeting of YWCA with staff from the Training Branch during the summer. In August, I met with the national executive of Action-Education des Femmes. Women's Employment Coordinators in the regions are also a source of information.



I trust that this information will be useful to the Congress in focussing its actions for increased access of women to learning opportunities. Should you wish further discussion of the National Training Program, please do not hesitate to contact my National Headquarters Office.

Yours sincerely,

A handwritten signature in cursive script that reads "Louise Bourgault". The signature is written in dark ink and is positioned above the typed name.

Louise Bourgault  
Director General  
Training

The Honourable Marc Lalonde  
Minister of Finance  
House of Commons, Room 515-S  
Ottawa, Ontario, K1A 0A6

The Honourable Monique Begin  
Minister of National Health & Welfare  
House of Commons, Room 258-CB  
Ottawa, Ontario, K1A 0A6

Dear Madame Begin/Mr. Lalonde:

The purpose of this letter is to urge you to use your authority in the area of pension reform to ensure that the federal government's reaction to the Report of the Parliamentary Task Force on Pension Reform will take full and considered account of the needs of the women of Canada.

Specifically, we would like you to keep the following in mind:

1. The present rate of poverty among elderly Canadians, and elderly women in particular, is well known and widely deplored. The Task Force's recommendation to immediately increase the guaranteed federal benefits of seniors by \$102 a month will not close the "poverty gap" of the elderly who live in large cities (this gap amounts to more than \$225 now), but it is an important step in the right direction. Even more to the point, it is vastly superior to the Green Paper's proposal to increase the Guaranteed Income Supplement by an unspecified amount "as soon as resources permit".
2. Our present pension system does not provide women with an opportunity to contribute to pension plans that will provide them with adequate replacement income in their old age. Improving private pensions is a valid goal, but it will do little for women as most of them (about 85% of those of working age) have no access to such plans. Furthermore, private pensions will never be very good for women because these plans do not and cannot take into account the years most women spend outside the labour force. As a result, we urge you to reject the Task Force's conclusion that no increase in Canada/Quebec Pension Plan benefits is necessary at this time.
3. Thousands of women have expressed to us their dislike of the present treatment of homemakers in the C/QPP and of the inadequacy of the Green Paper recommendations in that regard. Most women who are full or part-time homemakers want to be recognized as workers and be entitled to pensions in their own right. They do not trust widows'/widowers' pensions that are based on their husbands' incomes and that disappear if the marriage ends in divorce. Therefore we strongly urge you to support the Task Force's proposals which would grant homemakers direct coverage under the Canada/Quebec Pension Plan.

On the same subject, we also wish to emphasize that our group strongly objects to remarks made by some of your cabinet colleagues to the effect that women in the labour force would resent pensions being paid to women who stay home. As representatives of women from both groups, we see no conflict between their respective interests on this issue. On the contrary, we know that pensions for homemakers would mainly be paid for by their husbands, while much larger surviving spouses' pensions, as recommended in the Green Paper, would increase the subsidies female earners have to pay to women who work mainly in their homes.

4. We find a very broad consensus among Canadian women on the necessity of having an automatic and mandatory system of sharing of C/QPP pension credits between the spouses on divorce and at retirement time. If earners cannot renounce their Canada/Quebec Pension Plan credits, we believe there is no reason why spouses should be given that right. Human nature being what it is, C/QPP pension rights should be inalienable whatever the circumstances, not renounceable by spouses as the Task Force recommends.
5. Private pension plans, as they exist today are a disgrace. We support short vesting periods, mandatory joint and last survivors' pensions (unless jointly renounced), unisex pension and annuity benefits and full protection against inflation. The Task Force's proposals on inflation protection unfortunately fall very short of this last goal.

We thank you in advance for your attention in these matters and look forward to seeing your government's new position on these extremely important issues.

Sincerely yours

cc to: The Hon. Judy Erola, Minister Responsible for the Status of Women  
Mr. Brian Mulroney, Leader of the Official Opposition  
Mr. Ed Broadbent, Leader of the New Democratic Party



Royal Commission on the  
Economic Union and  
Development Prospects  
for Canada



Commission Royale sur  
l'union économique et les  
perspectives de développement  
du Canada

January 4, 1984

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

Dear Ms. Vander Voet:

On behalf of the Commissioners, I would like to thank you for your appearance before the Royal Commission on the Economic Union and Development Prospects for Canada. Your views will make a contribution to their deliberations.

You will continue to receive news of the Commission's activities as well as a copy of Challenges and Choices, when it is released in the Spring of 1984.

I hope that you will maintain your interest in the work of the Commission as it enters into its second phase and that you will inform us of your reaction to an interim report.

Yours sincerely,

A handwritten signature in dark ink, appearing to read 'Michel Rochon'.

Michel Rochon  
Commission Secretary

RECEIVED - 9 1984

**cclow**

Canadian Congress for Learning Opportunities for Women

**ccpef**

congrès canadien pour la promotion des études chez la femme

4018, St. Catherine (West)  
Westmount, Que.  
H3Z 1P2

The Honourable Jeanne Sauv e,  
President, House of Commons,  
Parliament,  
Wellington Street,  
Suite 224N,  
Ottawa, Ont.  
K1A 0A6

4th January, 1984

Dear Madame Sauv e,

As President of the Canadian Congress for Learning Opportunities for Women, and as a Quebecer, it is my great pleasure to congratulate you on your recent appointment as Canada's twenty-third Governor General, and specifically as the first woman to serve in this position.

The knowledge and experience which you have developed over the course of your career as a woman, professional, politician, and activist, as well as your long standing concern with Canadian unity, uniquely qualify you for the office.

Your appointment demonstrates to all Canadians that our society and its institutions are infinitely enriched by the contribution of its talented women. As well, your experience in public and private life serves as an example to other women to develop the skills and supports which will enable them to fully participate at all levels in the process of shaping Canadian economic, political, and social life.

As you prepare to take office later this month, it is our hope that the office of Governor General will be as enriching for you as we know it will be for Canada.

With best wishes,

Yours sincerely,



Leiba Aronoff,  
President.

cc: Board of Directors, C.C.L.O.W.  
Susan Vander Voet, Executive Director.

LA/smd



# news release/communiqué

Office of the Leader of the Opposition/Bureau du Chef de l'Opposition

FOR IMMEDIATE RELEASE

January 26, 1984

## MULRONEY ANNOUNCES WOMEN'S ADVISORY COMMITTEE

Leader of Opposition, Brian Mulroney, M.P., today announced the establishment of a Women's Advisory Committee. The Committee is composed of fifteen regional representatives.

Mr. Mulroney also announced that Jocelyne Côté-O'Hara, who was recently appointed as Women's Advisor-Policy, will chair the new Committee. Ms. Côté-O'Hara is also a member of the Policy Advisory Committee in the Office of the Leader of Opposition.

The Women's Advisory Committee will report directly to Mr. Mulroney. The Committee will advise the Leader and Members of the PC Caucus on matters of particular concern to women.

The Committee Members are as follows:

British Columbia	Diana Lam
Alberta	Frances Norris
Saskatchewan	Jo Ann Zazulenchuk
Manitoba	Lila Goodspeed
Ontario	Jane Pepino
	Karen Goldenberg
	Ruth Grant
Northern Ontario	Dr. Marguerite Neelands
Québec	Kathy Leopold
	Marie Tremblay
	Lorraine Duguay
New Brunswick	Erminie Cohen
Nova Scotia	Marilyn Doucet
Prince Edward Island	Debbie Myers
Newfoundland	Ann Bell

(Biographies Attached)

- 30 -

For further information contact:  
PCHQ Communications: (613) 238-6111



DIANA LAM is a third-generation Chinese Canadian. She was born in Vancouver and graduated with a B.A. in Economics from the University of British Columbia. Ms. Lam is a partner in the Public Relations firm of Chivers/Lam; on the Board of Directors of the YMCA and on the board of the B.C. Borstal Association.

FRANCES NORRIS is the president of F.I. Norris Consultants and president of the Federal PC Women's Caucus of Edmonton. She holds an M.A. from the University of Northern Colorado, a B.P.E. from Dalhousie University and a Teaching Certificate, also from Dalhousie. Ms. Norris is the author of several publications, including "Communications and Community Relations -- a Planning Report", and "Women's Health Needs Report".

JO ANN ZAZULENCHUK is the Member of the Saskatchewan Legislative Assembly for the Saskatoon-Riversdale constituency. She was first elected in the 1982 general election and is now Legislative Secretary to the Minister of Social Services.

LILA GOODSPEED is an Instructor with the Faculty of Education at the University of Manitoba in Winnipeg. She has authored a number of reports and textbooks on family life and health education, including "This is the Life" (Copp Clark). She was executive secretary for the Coalition of Maternal and Child Health Care and is currently chairperson of the Advisory Board to the Minister of Education in Manitoba. Ms. Goodspeed is married and has two children.

JANE PEPINO is a lawyer and member of the Metropolitan Toronto Board of Commissioners of Police. She was awarded an LL.B. by Osgoode Hall in 1970 and received her LL.M. from the University of Texas in 1971. In May, 1980, Ms. Pepino was appointed as a commissioner of the Ontario Human Rights Commission and was later appointed to the Race Relations division of the Commission. In August, 1982, she was appointed by the Board of Police Commissioners to chair a task force on Public Violence Against Women and Children. Ms. Pepino practices Land Development and Municipal Law with the firm of Aird & Berlis.



KAREN GOLDENBERG is Executive Director of Community Occupational Therapy Associates, a two million dollar community health care organization which she built from scratch. Ms. Goldenberg is also on a number of local health boards and committees.

RUTH GRANT is a Director of TV Ontario with special responsibility for marketing and revenue development. She has a B.A. in English from the University of Toronto (Trinity College) and grades English proficiency tests for the University. Ms. Grant was Co-Campaign Chairman for Hon. David Crombie in 1980 and is a Past-President of the Volunteer Centre of Toronto. She is married and has four children.

DR. MARGUERITE NEELANDS has practised dentistry since 1959. She received her B.A. from the University of Saskatchewan in 1953 and her DD.S. from the University of Toronto in 1957. Ms. Neelands was appointed to the Board of Governors of Lakehead University in 1979 and to the Ontario Council of Regents for Colleges of Applied Arts and Technology. Ms. Neelands lives in Thunder Bay with her husband Peter and their three children.

KATHY LEOPOLD is a practising nurse at the Royal Victoria Hospital in Montreal. She has been involved with the PC Party since 1967, was YPC President in the riding of St. Henri-Westmount for two years and is now secretary of the executive committee in the riding. Ms. Leopold is involved with a number of community organizations such as the Association for the Mentally Retarded and the "Encore Theatre".

MARIE TREMBLAY is Director General of a summer music academy (Domaine Forget). She has worked on a number of election campaigns with Senator Martial Asselin and is a member of the executive of her local riding association. Ms. Tremblay is married and resides in Pointe-au-Pic, Québec.

LORRAINE DUGUAY is a former radio journalist who is now a civil and criminal lawyer in Montréal. Ms. Duguay is a member of the Montréal Chamber of Commerce. She is often heard on open-line radio and television shows discussing the legal profession. She resides in Montréal with her daughter. Ms. Duguay's father was a Member of Parliament under R.B. Bennett in 1927.

ERMINIE COHEN is co-owner of a business, with her husband. She is on the Board of Directors of Saint-Joseph Hospital in Saint John, is a trustee on the Saint John Free Public Library and has served for thirteen years as a member of the Board of Family Services Association. She served for three years on the New Brunswick Advisory Council on the Status of Women and was instrumental in the formation of the Saint John's Women for Political Action. Ms. Cohen was National Vice President of the Hadassah Wizo Organization for four years.

MARILYN DOUCET is a Municipal Councillor in Clare, Nova Scotia. She is a member of the provincial Advisory Council on the Status of Women and an executive member of the Provincial Acadian Federation. Ms. Doucet has a degree in Home Economics, is married and has three children.

DEBBIE MYERS was born and raised in Charlottetown and holds a Bachelor of Secretarial Administration from Acadia University. She was an executive secretary for various companies in Ottawa and was employed for a time by the Government of Ontario. Ms. Myers is the Secretary of the P.E.I. PC Association and lives in Charlottetown with her husband and their two children.

ANN BELL is the President of the Newfoundland Advisory Council on the Status of Women. She has been an active member of the volunteer women's movement and is also a registered nurse. Ms. Bell was a founding member of the Cornerbrook Committee on Family Violence. She is married and has six children.



# news release/communiqué

Office of the Leader of the Opposition/Bureau du Chef de l'Opposition

FOR IMMEDIATE RELEASE

January 18, 1984

Opposition Leader Brian Mulroney, M.P., today announced the appointment of Jocelyne Côté-O'Hara as Policy Advisor on Women's Issues.

Ms. Côté-O'Hara will advise the Leader and the Progressive Conservative Caucus on a wide range of social and economic issues, in particular those affecting women. She will also conduct briefings for the PC Women's Bureau and the PC National Women's Caucus.

Since July 1982, Ms. Côté-O'Hara has acted as Special Advisor to the Chairman of Petro-Canada International Assistance Corporation in Ottawa. Her previous experience as a financial analyst with the Treasury Board Secretariat and as Special Assistant to the Minister of State for Treasury Board (1977-82) provides the sound economic background required for her new position as advisor to the Leader.

Ms. Côté-O'Hara was born in North Bay, Ontario and now resides in Ottawa.

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DIFFUSION IMMÉDIATE

Le 18 janvier 1984

Le Chef de l'Opposition, M. Brian Mulroney, député, a annoncé aujourd'hui la nomination de Madame Jocelyne Côté-O'Hara au poste de conseillère sur les politiques relatives à la femme.

M<sup>me</sup> Côté-O'Hara agira en tant que conseillère auprès du Chef et du Caucus progressiste-conservateur pour les questions économiques et sociales, particulièrement celles qui touchent les femmes. Elle tiendra également des séances d'information pour le Bureau des femmes PC et le Caucus national des femmes PC.

Depuis juillet 1982, elle était conseillère spéciale du président de la Société Petro-Canada pour l'assistance internationale à Ottawa. Elle a été auparavant, de 1977 à 1982, analyste financière au Secrétariat du Conseil du Trésor et adjointe spéciale du ministre d'État (Conseil du Trésor). Grâce à son expérience antérieure, elle possède les solides antécédents dans le domaine économique qu'exige son poste de conseillère auprès du Chef.

M<sup>me</sup> Côté-O'Hara est née à North Bay (Ontario) et demeure maintenant à Ottawa.



January 27, 1984

RECEIVED FEB - 2 1984

Ms Suzanne Van der Voet  
Canadian Council on Learning  
Opportunities for Women  
692 Coxwell Avenue  
Toronto, Ontario  
M4C 3B6

Dear Ms Van der Voet:

Thank you for taking part in the meeting held on December 8, 1983 to discuss the preparation of International Youth Year (IYY). You and your colleagues who attended the meeting have been an important source of information and advice for us in our work.

As promised at our meeting, please find attached a summary of the main points raised during our discussion as well as copies of the summaries of the several regional consultations held during November and a list of the people who attended these meetings. Also enclosed is a copy of the statement presented by Luc Martin of the Fédération des jeunes canadiens français on December 8.

The ideas and suggestions put forward during these meetings have been discussed with the Secretary of State, the Honourable Serge Joyal, and drawn to the attention of the Minister of State for Youth, the Honourable Céline Hervieux-Payette.

.../2



On their behalf, I would like to express appreciation for the strong interest you and the participants from other youth organizations and youth-serving agencies have shown in International Youth Year and for the practical advice and contribution you provided.

As soon as we have further information on the IYY programme we will forward it to you. In the meantime, please address any questions to the IYY Secretariat at (819) 994-2391.

Yours truly,

A handwritten signature in black ink, appearing to read 'Ann Dadson', with a long horizontal flourish extending to the right.

Ann Dadson  
Director,  
International Youth Year  
Secretariat

c.c. Ms Lisa Avedon  
attach.

Consultation with National Youth Groups and Youth Serving Agencies  
in preparation for International Youth Year 1985

Summary of national meeting held at the Hotel Plaza de la Chaudière  
Hull, Québec, December 8, 1983

Forty participants, representing a cross-section of national youth organizations and youth-serving agencies, attended the day long consultation organized by the IYY Secretariat, Secretary of State Department. The purpose of the consultation was to exchange information, ideas and opinions on the major issues of concern to Canadian youth, to discuss how these issues might be addressed during IYY and to hear about the projects and activities that organizations might be developing for IYY.

Outlined below is a summary of some of the many points that were raised during this consultation.

- A sense of alienation exists among young people along with a lack of confidence in institutions.
- Feelings of despair and powerlessness were viewed as being common among youth.
- A wealth of energy, talent and creativity exists among young people. Young people are often frustrated as they can not find outlets to effectively channel this energy.
- IYY and its themes should be relevant to the day to day personal concerns of young people.
- The technological revolution and its effects is an issue which should be examined during IYY.
- Participants saw a need to provide opportunities for dialogue between adults and young people as well as the opportunity for young people from different regions of Canada to get to know each other as well as youth from other nations. National and international youth exchange programs were seen as positive vehicles for encouraging dialogue.
- Structures that will enfranchise youth and allow them to have input into the decision-making process need to be created.
- Organizations should look within their own structures to see how young people can be integrated.



- Events could be organized that celebrate young people and the contributions they have and can make to society.
- Any IYY program needs to be flexible in order to involve as many young people as possible.
- Young people should be involved in the planning of the Year.
- Youth should be viewed as a time of life and therefore initiatives that will improve the quality of that time of life should be taken.
- Efforts should be concentrated on involving community or local groups to participate in IYY. Local talent should be sought by encouraging young community leaders to begin generating interest and enthusiasm in the planning for the Year.
- As other federal departments begin to examine their role in IYY, a series of fora could be established to review their plans by the voluntary sector in order to forge a working partnership.

The IYY Secretariat informed participants that it will circulate any IYY project proposals that participants wish to distribute to other youth organizations. It will also be providing information on the logo once it receives official directions from the IYY Secretariat in Vienna.

Many participants concluded that it would be useful to keep in touch and work in a co-ordinated way so as to keep abreast of the types of activities and projects planned by the various organizations. A newsletter or bulletin was suggested as an effective vehicle for disseminating this type of information on IYY.



Canadian Congress for Learning Opportunities for Women

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congrès canadien pour la promotion des études chez la femme

February 13, 1984

Ms. Lyse Blanchard, Director  
Women's Program  
Secretary of State  
Ottawa, Ontario  
K1A 0M5

Dear Lyse,

I am writing you regarding additional funding for CLOW activities in this fiscal year.

We are requesting \$3000.00 in additional funding for regional networking activities to cover expenses for the development of workshops in various regions. These workshops will be developed as a prelude to our National Conference to be held in August, 1984. The purpose of the regional meetings will be to identify issues in women's education and learning, which can be explored at the National Conference.

We are also requesting an additional \$2,400.00 for travel expenses for two adult basic education project workers. To ensure an adequate sampling of adult basic education programs across Canada, it is important that the project workers interview program providers in those parts of the country where local CLOW members are not available to do the interviews. Other expenses for this research project have been covered under a Canada Ontario Employment Development grant, but it was not possible to obtain funding for national travel.

We hope that these two items will meet with your approval and that additional funding will be forthcoming. Expenses for both of these activities will be incurred in this present fiscal year, i.e., before the end of March, 1984. If you require any further information from us, please call me at 461-9264. Thank you for your help.

Yours sincerely,

Susan McCrae Vander Voet  
Executive Director





Canadian Congress for Learning Opportunities for Women

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congrès canadien pour la promotion des études chez la femme

February 10, 1984

MEMORANDUM TO: Board Members  
FROM: Susan  
RE: STATUS OF WOMEN INFORMATION

Attached is a letter from Maureen O'Neil which accompanied a very thick pile of documents and speeches from Ministers Responsible for the Status of Women.

If you would like a copy of your provincial minister's statement, please let me know and we will copy and send it to you.



Status of Women  
Canada

Condition féminine  
Canada

151 Sparks St.  
Ottawa  
K1A 1C3

RECEIVED FEB 10 1984

January 27, 1984


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

Dear Leiba Aronoff:

On May 31 - June 1, 1983 the second Federal/  
Provincial/Territorial Conference of Ministers Responsible  
for the Status of Women was held at the Conference Centre,  
Ottawa.

You will find enclosed copies of the various  
provincial, territorial and federal presentations on  
several of the issues which were discussed, along with the  
opening and closing statements from many of the  
participating governments. I felt that your organization  
would find them useful in its work towards improving the  
status of women in Canada.

Yours sincerely,

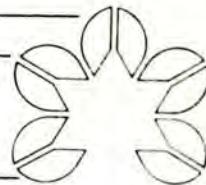
  
Maureen O'Neil

Canada



# Communiqué

RECEIVED FEB - 5 1984



Charlottetown, January 31, 1984

FOR IMMEDIATE RELEASE

"Evaluation and more effective use of education resources are at the top of our priority list," said Council of Ministers of Education Chairman, Terence Donahoe, at the close of a two-day meeting of Education ministers in Charlottetown today.

Mr. Donahoe stated that he and his fellow ministers had reviewed and approved a series of specific proposals for interprovincial cooperation in both elementary-secondary and postsecondary education.

A major study on evaluation policies and practices by the Council will permit sharing of information not only on student achievement and program evaluation, but also on approaches to performance appraisal for all professionals working in the education field. Council members also agreed to examine the costs of special education programs at the elementary-secondary level, with emphasis on the thrusts of the financing involved and on expected results.

"The purpose of these projects", said Mr. Donahoe, who is Minister of Education for Nova Scotia, "is to serve the best interests of the students of Canada. It is the intention of ministers to use the interprovincial mechanism we have in this Council to assist in making the best-informed decisions possible in our individual provinces on the educational issues which face us."

One of the projects in the elementary-secondary field supports the establishment of a computer software clearinghouse which, with provincial input and expertise, would be responsible for cataloguing and evaluating the software being used in education programs.

Given the similarity of problems which face colleges and universities across the country, ministers also reached agreement on projects aimed at sharing of essential information regarding many aspects of postsecondary education, including finance, program development, research and accessibility.

...2

January 31, 1984

- 2 -

Education departments will share information on provincial funding formulas for colleges and universities, annual adjustment mechanisms, funding for research and the manner in which postsecondary education expenditures are accounted for to the responsible minister and provincial legislatures.

Manpower training will receive special focus. Ministers agreed to establish an information base on provincial manpower training systems which would include data on factors such as flexibility of systems in addressing emerging needs for retraining, accessibility of programs to employed people, and the development of new adult education models.

At the conclusion of their meeting, ministers expressed their appreciation to the host minister, Mrs. Leone Bagnall, for the warm welcome extended by the government of Prince Edward Island.

- 30 -

FOR FURTHER INFORMATION:

Michael R. Finn  
Information Officer, CMEC  
(416) 964-2551



Ministry  
of  
Education  
Ministry of  
Colleges and  
Universities

Mowat Block  
Queen's Park  
Toronto, Ontario  
M7A 1L2  
416/965-5277

RECEIVED FEB 22 1984

February 15, 1984

Ms. Leiba Aronoff  
4018 St. Catherines Street West  
Montreal, Quebec  
H3Z 2P1

Dear Ms. Aronoff:

Ms. Heather Henderson, of the Canadian Congress for Learning Opportunities for Women, has requested that I forward the enclosed completed questionnaire directly to you.

I trust that my responses satisfactorily address the issues raised in the questionnaire.

Yours truly,

  
Bette Stephenson, M.D.  
Minister

Enclosure

HSM 84-10

QUESTIONS FOR MINISTER OF EDUCATION

- (1) How many training spaces exist, and what number have been set aside for women? Are these set-aside spaces being filled? What happens to the unfilled spaces?

- (a) Total Student Stations  
1981-82 149,890
- (b) Equal access to both male and female
- (c) Not applicable
- (d) N/A

- (2) What is your position on Paid Skills Development Leave?

Not determined at this time.

- (3) Is funding and income support available for part-time education?

Funding is available for special provincial part-time programs of a pilot nature.

- (4) Are tuition, books, transport, child care, and clothes available for both full and part-time learners?

If training is provided under National Institutional Training Program, tuition, books and supplies are normally provided. Transportation is only available if the distance to college is in excess of 30 miles. There is no provision for childcare or clothing. This refers to full time training only.

- (5) Are you funding "bridging" programs? e.g., B.T.S.D., pre-trades, E.S.L.

Yes.

- (6) Is there an affirmative action requirement in your training programs? Do you have target numbers of women for each program or type of course?

- a. Yes. Affirmative Action Guidelines for women in Colleges of Applied Arts and Technology are aimed at diversifying female student enrolment and ensuring their programs reflect the female experience and meet the changing/expanding roles of women.
- b. No.



**(7) What action has been taken to educate employers regarding the benefits of hiring women trainees or apprentices?**

- Production and distribution of films 'Yes I Can' and 'Breaking Through'
- 30-second Public Service announcements on non-traditional training and employment for women are made available to radio and TV stations and private cable companies.
- The production of an Employer's Guide outlining programs and special wage re-imbusement assistance for hiring women.

**(8) Are there any projects specifically for women under the Skills Growth Fund?**

Yes. To date four projects from the private sector have been approved and granted funds amounting to \$567,448 (see list attached). Three other proposals have been submitted by Provincial Training Institutions, however the status of these projects have not yet been determined.

**(9) What steps have been taken to notify women and women's groups about the Skills Growth Fund; or about the \$50,000. available to groups to develop proposals for taking advantage of the Skills Growth Fund?**

None.

**(10) Under what circumstances would you approve or not approve Skills Growth Fund money?**

Projects are evaluated on their own merits in relation to designated occupations. Each project is reviewed for content and the needs that would be met. Once priority is assigned it is ranked in relationship to other priorities, and submitted to the joint Federal/Provincial Committee for approval.



Canadian Congress for Learning Opportunities for Women



congrès canadien pour la promotion des études chez la femme

February 21, 1984.

The Honourable Francis Fox  
Minister of Communications  
House of Commons  
Ottawa, Ontario

Dear Minister:

I am writing you on behalf of CCLOW, in regard to our Telidon Content Development Proposal C-006 submitted to your department for funding. CCLOW is a national, non-profit organization concerned with the provision of learning opportunities for women in Canada. I have enclosed for your information some material about the organization.

In September CCLOW applied to the Telidon Content Development Program for funding to develop a Telidon information package for women re-entering the education-training system and the labour force. We have made arrangements with TV Ontario to distribute the package through its networks and to make it accessible to a wide audience of women. The project has been supported by a number of women's organizations and groups in the province. In fact, our proposal was the only one submitted by a national women's organization for funding to the Telidon Content Development Program. This was our second attempt to obtain funding from your Department for this project. In 1982 we had applied to the Public Initiatives Program. This is also the second time our application has been rejected by DOC. We are very disappointed by this decision.

Women's organizations have had very limited participation in Telidon to date, despite your own stated concerns about women's participation in the new technology. We see our proposal as an opportunity to involve women in applications of the new technology and in the development of content appropriate to women's interests and needs. Unfortunately, your department has not seen this as a priority. As a result of your department's decision to not fund our project, it is very likely to close down after partial completion before the end of March, 1984. Other sources of funds have not materialized, and our start-up grant from Canada Employment and Immigration, for which we are most grateful, will run out about the end of this month.

I realize that you have made announcements about those projects to be funded under the program but I would still appreciate your giving additional consideration to our proposal. There may be other funding sources within your department



cclow

Canadian Congress for Learning Opportunities for Women

ccpef

congrès canadien pour la promotion des études chez la femme

to which our proposal could be referred, or additional monies made available in the Telidon Content Development Program through a change in status of those projects approved.

I urge you to give this matter your attention to see what can be done to assist us in finding funding to complete this valuable project.

If you need any further information, please call me at (416) 461-9264. I look forward to hearing from you in the immediate future.

Yours truly,

Susan McCrae Vander Voet  
Executive Director

SMVV/rh

Encs.

cclow

Canadian Congress for Learning Opportunities for Women

ccpef

congrès canadien pour la promotion des études chez la femme

Feb. 21, 1984

Hon. Judy Erola, Minister  
Responsible for the Status of Women  
House of Commons  
Ottawa

Dear Mrs. Erola,

Once again, I am writing to ask for your help and support.

In the fall of 1983, I sent you a copy of our proposal to develop a Telidon information package for women re-entering the education-training system and the labour force. On December 13, you sent me a letter indicating both your support for the proposal and the fact that you had written to the Honourable Francis Fox, Minister of Communications, to express your support.

Unfortunately, the Telidon Content Development Program to which we applied, rejected our application for the second time. We were particularly disappointed by their decision, as we were the only women's project to apply. We were further disappointed because the decision may mean that the project will have to close down after partial completion due to lack of funds.

I have written to your colleague, Mr. Fox to ask that he give our proposal additional consideration. There may be other funding sources within DOC, or additional monies made available through the Telidon Content Development Program.

I would ask you, once again, to write or speak to Mr. Fox about our request. I have also written to ask the Hon. John Roberts to do the same, as his department gave us the initial start-up grant for this project and he has been very supportive of our efforts. Hopefully, this time, we may all be successful.

Thank you once again for your support. Anything you can do to assist us will be most appreciated.

Yours sincerely,

*S. Vander Voet*  
Susan McCrae Vander Voet  
Executive Director





Canadian Congress for Learning Opportunities for Women



congrès canadien pour la promotion des études chez la femme

Feb. 21, 1984

Hon. John Roberts, Minister,  
Employment and Immigration  
House of Commons  
Ottawa

Dear Minister,

I am writing to thank you for the support we have received from your department for our Telidon information package for women re-entering the training system and the labour force. Both the financial support and cooperation of your staff in providing us with pertinent information to include in the package have been most appreciated.

We recently applied for the second time for a grant to finish the project, to the Telidon Content Development Program of the Department of Communications. For the second time, our proposal was not funded. We were very disappointed. In part, the disappointment was due to the fact that we were the only women's project to apply.

Other sources of funding to which we have applied have not materialized. Without additional funding we may have to close down the project by the end of March, after partial completion.

I have written to your colleague, the Honourable Francis Fox, to ask him to give additional consideration to our proposal at this time. There may be other funding sources within DOC or additional monies made available through the Telidon Content Development Program.

I am certain that a word of support from you to Mr. Fox would add considerable weight to our request to DOC. I would ask you therefore, to write or speak to Mr. Fox, indicating your support for this project. We would greatly appreciate your help in this matter.

Thank you once again for the support you and the Commission have given us to date.

Yours sincerely,

Susan McCrae Vander Voet  
Executive Director



Canadian Congress for Learning Opportunities for Women



congrès canadien pour la promotion des études chez la femme

February 21, 1984.

MEMO to: Executive and Bette Pie:  
From: Leiba Aronoff

Re: Federal Affirmative Action Advisory Committee

It has come to me attention that both NAC and Federacion des Femmes de Quebec have refused to participate in this advisory committee. In light of this, I think we should re-consider our decision.

The reasons they cited are:

1. There is no indication that the Advisory Committee would serve any useful purpose at this point.
2. The program has already been established and consultation should have taken place beforehand, not at this point.
3. The Office of Equal Opportunity of the Public Service Commission has just been "wiped out" and this act is an indication of bad faith.
4. The A.A. program has a very small budget and no resources to carry out any actions.
5. The Advisory Committee will be chaired by a low-level civil servant, not the Minister.
6. The methodology for carrying out the program is highly questionable.
7. The government knows what has to be done if it is serious about Affirmative Action.

NAC has agreed to meet with Minister Herb Gray to review the problems, but is not prepared to meet with anyone else.

Federacion des femmes is saying "get on with it".



**NATIONAL PROGRESSIVE CONSERVATIVE WOMEN'S CAUCUS  
CAUCUS NATIONAL DES FEMMES PROGRESSISTES-CONSERVATRICES**

President  
KAY STANLEY  
Présidente

RECEIVED FEB 20 1984

February 6, 1984

Leiba Aronoff  
President  
Canadian Congress of Learning  
Opportunities for Women  
692 Coxwell Avenue  
Toronto, Ontario  
M4C 3B6

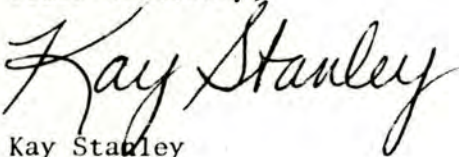
Dear Ms. Aronoff:

A copy of your December 8, 1983 letter to Mr. Brian Mulroney, M.P. was given to me by the NPCWC First Vice President Denyse Patry during the January 21st Executive Committee Meeting.

Your concerns regarding the position of a Special Advisor on Women's Issues have been addressed. Enclosed please find a copy of the Leader's news release on January 18th, 1984.

Your interest in this matter is appreciated and I trust that you and members of your organization will contact Ms. Côté-O'Hara to assist in the process of communicating current concerns and exploring alternatives for action.

Yours sincerely,

  
Kay Stanley

Encl.

cc: Denyse Patry  
Jocelyne Côté-O'Hara

NATIONAL HEADQUARTERS  
Suite 200, 161 Laurier Avenue West

BUREAU NATIONAL  
Suite 200, 161 avenue Laurier ouest  
Ottawa, Ontario K1P 5J2 (613) 238-6111





# news release/communiqué

Office of the Leader of the Opposition/Bureau du Chef de l'Opposition

FOR IMMEDIATE RELEASE

January 18, 1984

Opposition Leader Brian Mulroney, M.P., today announced the appointment of Jocelyne Côté-O'Hara as Policy Advisor on Women's Issues.

Ms. Côté-O'Hara will advise the Leader and the Progressive Conservative Caucus on a wide range of social and economic issues, in particular those affecting women. She will also conduct briefings for the PC Women's Bureau and the PC National Women's Caucus.

Since July 1982, Ms. Côté-O'Hara has acted as Special Advisor to the Chairman of Petro-Canada International Assistance Corporation in Ottawa. Her previous experience as a financial analyst with the Treasury Board Secretariat and as Special Assistant to the Minister of State for Treasury Board (1977-82) provides the sound economic background required for her new position as advisor to the Leader.

Ms. Côté-O'Hara was born in North Bay, Ontario and now resides in Ottawa.

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DIFFUSION IMMÉDIATE

Le 18 janvier 1984

Le Chef de l'Opposition, M. Brian Mulroney, député, a annoncé aujourd'hui la nomination de Madame Jocelyne Côté-O'Hara au poste de conseillère sur les politiques relatives à la femme.

M<sup>me</sup> Côté-O'Hara agira en tant que conseillère auprès du Chef et du Caucus progressiste-conservateur pour les questions économiques et sociales, particulièrement celles qui touchent les femmes. Elle tiendra également des séances d'information pour le Bureau des femmes PC et le Caucus national des femmes PC.

Depuis juillet 1982, elle était conseillère spéciale du président de la Société Petro-Canada pour l'assistance internationale à Ottawa. Elle a été auparavant, de 1977 à 1982, analyste financière au Secrétariat du Conseil du Trésor et adjointe spéciale du ministre d'État (Conseil du Trésor). Grâce à son expérience antérieure, elle possède les solides antécédents dans le domaine économique qu'exige son poste de conseillère auprès du Chef.

M<sup>me</sup> Côté-O'Hara est née à North Bay (Ontario) et demeure maintenant à Ottawa.





Canadian Congress for Learning Opportunities for Women



congrès canadien pour la promotion des études chez la femme

URGENT ACTION REQUIRED

February 24, 1984

MEMORANDUM TO: Board Members  
FROM: Susan  
RE: STATUS OF INDIAN WOMEN

This Information has come to me via NAC.

On March 9, the First Ministers are holding a conference on aboriginal Rights and the constitution.

Information is that the Federal Government is prepared to negotiate a form of self-government with native peoples, but will not insist that Indian Women who marry outside the tribe be assured of equal status. They will leave it up to male-dominated native organizations to 'handle' the issue in whatever way they see fit.

Now may be our last chance to intervene on behalf of our native Sisters.

Please send telegrams to:

1. John Monroe, Minister of Indian & Northern Affairs, House of Commons
2. Prime Minister Trudeau, House of Commons
3. Hon. Judy Erola, House of Commons
4. Your provincial premier
5. Please alert your network and other women's organizations about this and ask them to take action too.
6. Please send copies of telegrams to NAC so they can keep an approximate tally of how many have been sent.

Cheers and thanks.

Telegram to Hon. John Monroe, Minister of Indian and Northern Affairs  
sent Feb. 24, 1984  
C.C. Prime Minister Trudeau,  
Hon. Judy Erola

Our information indicates First Ministers Conference Mar. 9 may grant  
aboriginal peoples self government without guarantees of equal status for  
native women. Decades of injustice to native women must be corrected now,  
during Mar. 9 Conference. Women of Canada will not stand for self-government  
without ironclad guarantees of women's equality.





Canadian Congress for Learning Opportunities for Women



congrès canadien pour la promotion des études chez la femme

February 25, 1984.

TO: Board Members, C.C.L.O.W.

FROM: Eleanor Christopherson,  
Conference Co-ordinator

Re: EDUCATING FOR CHANGE: WOMEN IN THE  
NEXT DECADE, August 19-21, 1984 Conference

Further to the list of suggested Keynote speakers for the Conference as proposed at the January 27 - 30 Board meeting (see attached), we need your help to:-

- ACTION - identify additional names which may have come to mind since the Board meeting;
- ACTION - names of other significant speakers who should be considered for luncheon addresses, as panelists, or who should be contacted regarding availability to lead workshops

It will be of considerable assistance if you can mail your suggestions to me by March 2nd to facilitate the Conference Committee's work on the 9th and 10th of March.

Thank you.

List of Suggested Keynote Speakers for Conference  
(proposed at the January 27 - 30 Board Meeting)

- Robin Morgan - writer; Sisterhood is Powerful, publication of Sisterhood is Global is pending.
- Dale Spender -
- Sheila Tobias - American, authored Math Anxiety
- Nicole Hollander cartoonist
- Carol Gilligan - American feminist; psychologist; author, notably In a Different Voice
- Dorothy Smith - Canadian feminist; sociologist; at OISIE, Toronto
- Greta Nemiroff - Canadian feminist; Principal, The New School, Dawson College
- Gloria Steinam - American feminist
- Sheila Rowbotham British; a feminist/marxist; particularly dynamic; authored Women and Revolution
- Alice Walker - American writer
- Jane Thompson - British; Women's Response to Male Education
- Berit As - Norway; political strategist; spoke at the International Conference
- Claire Bonenfant concerned about women in politics
- Michelle Jean - chair the Jean Commission on Adult Ed. P.Q., C.C.L.O.W. member
- Louki Bersinian marvellous Quebecois speaker
- Lise Payette - currently Minister of Youth; dynamic speaker; wrote Having Been in Power
- Nina Calwill - University of Winnipeg



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congrès canadien pour la promotion des études chez la femme

KEYNOTE SPEAKERS: Recommendations to date from Conference Committee and Directors.

- Ursula Franklin, P.Eng., University of Toronto; spoke recently on the topic of Women, Militarism and Technology; an exceptionally dynamic speaker
- Thelma Greenburg, Hofstra University; looked ten years ago and in the intervening period at Education, Institutions and Sexism; has since authored Raising a Child in a Non-Sexist Environment; it could be interesting to hear her reflections on where things were ten years ago in relation to critical issues or strategies and citing critical intervention points for shaping the future.

ADDITIONAL SUGGESTIONS:

Name:	Means of Contacting Phone	Contacting Address	Topic:	Comments:	Recommended by:
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Return by March 2, 1984

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OTHER PRINCIPAL SPEAKERS: Recommendations to date from Conference Committee and Directors.

- Lise Payette now Minister for Youth; fresh, dynamic, informed; has mandate of concern to C.C.L.O.W. - women are half of the youth population.
- Margaret Sneider; at the U.N. the Voluntary Fund; concerned re women in the third world; excellent speaker.
- Margaret Fulton; Mt St. Vincent; speaking on Women's Education in the 80's - Role, Content, Sponsors.

Name:	Means of Contacting Phone Address	Topic:	Comments:	Recommended by:
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Return by March 2, 1984





Canadian Congress for Learning Opportunities for Women



congrès canadien pour la promotion des études chez la femme

WORKSHOP PRESENTORS: Recommendations to date from Conference Committee and Directors.

- Elizabeth Percival, feminist, Univ. P.E.I., Research Psychologist; on Board of Directors Media Watch, appeared before C.R.T.C., member of C.R.I.A.W., good presenter, well prepared; has national and international perspective on pornography.
- Maudy Barlow, senior advisor to Status of Women, Ottawa; a number of possible topics such as pornography.
- Mary Lou McFedron, feminist, chief lobbyist re Women and the Constitution; might speak re critical strategies for the future.

ADDITIONAL SUGGESTIONS:

Name:	Means of Contacting Phone            Address	Topic:	Comments:	Recommended by:
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Return by March 2, 1984

cclow

Canadian Congress for Learning Opportunities for Women

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congrès canadien pour la promotion des études chez la femme

PANEL PRESENTORS:

Name:	Means of Contacting Phone            Address	Topic:	Comments:	Recommended by:
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Return by March 2, 1984

The Honourable Marc Lalonde  
Minister of Finance  
House of Commons, Room 515-S  
Ottawa, Ontario, K1A 0A6

The Honourable Monique Begin  
Minister of National Health & Welfare  
House of Commons, Room 258-CB  
Ottawa, Ontario, K1A 0A6

Dear Madame Begin/Mr. Lalonde:

The purpose of this letter is to urge you to use your authority in the area of pension reform to ensure that the federal government's reaction to the Report of the Parliamentary Task Force on Pension Reform will take full and considered account of the needs of the women of Canada.

Specifically, we would like you to keep the following in mind:

1. The present rate of poverty among elderly Canadians, and elderly women in particular, is well known and widely deplored. The Task Force's recommendation to immediately increase the guaranteed federal benefits of seniors by \$102 a month will not close the "poverty gap" of the elderly who live in large cities (this gap amounts to more than \$225 now), but it is an important step in the right direction. Even more to the point, it is vastly superior to the Green Paper's proposal to increase the Guaranteed Income Supplement by an unspecified amount "as soon as resources permit".
2. Our present pension system does not provide women with an opportunity to contribute to pension plans that will provide them with adequate replacement income in their old age. Improving private pensions is a valid goal, but it will do little for women as most of them (about 85% of those of working age) have no access to such plans. Furthermore, private pensions will never be very good for women because these plans do not and cannot take into account the years most women spend outside the labour force. As a result, we urge you to reject the Task Force's conclusion that no increase in Canada/Quebec Pension Plan benefits is necessary at this time.
3. Thousands of women have expressed to us their dislike of the present treatment of homemakers in the C/QPP and of the inadequacy of the Green Paper recommendations in that regard. Most women who are full or part-time homemakers want to be recognized as workers and be entitled to pensions in their own right. They do not trust widows'/widowers' pensions that are based on their husbands' incomes and that disappear if the marriage ends in divorce. Therefore we strongly urge you to support the Task Force's proposals which would grant homemakers direct coverage under the Canada/Quebec Pension Plan.

On the same subject, we also wish to emphasize that our group strongly objects to remarks made by some of your cabinet colleagues to the effect that women in the labour force would resent pensions being paid to women who stay home. As representatives of women from both groups, we see no conflict between their respective interests on this issue. On the contrary, we know that pensions for homemakers would mainly be paid for by their husbands, while much larger surviving spouses' pensions, as recommended in the Green Paper, would increase the subsidies female earners have to pay to women who work mainly in their homes.

4. We find a very broad consensus among Canadian women on the necessity of having an automatic and mandatory system of sharing of C/QPP pension credits between the spouses on divorce and at retirement time. If earners cannot renounce their Canada/Quebec Pension Plan credits, we believe there is no reason why spouses should be given that right. Human nature being what it is, C/QPP pension rights should be inalienable whatever the circumstances, not renounceable by spouses as the Task Force recommends.
5. Private pension plans, as they exist today are a disgrace. We support short vesting periods, mandatory joint and last survivors' pensions (unless jointly renounced), unisex pension and annuity benefits and full protection against inflation. The Task Force's proposals on inflation protection unfortunately fall very short of this last goal.

We thank you in advance for your attention in these matters and look forward to seeing your government's new position on these extremely important issues.

Sincerely yours

cc to: The Hon. Judy Erola, Minister Responsible for the Status of Women  
Mr. Brian Mulroney, Leader of the Official Opposition  
Mr. Ed Broadbent, Leader of the New Democratic Party





February 13, 1984

RECEIVED FEB 17 1984

Leiba Aronoff  
President  
Canadian Congress for Learning  
Opportunities for Women  
692 Coxwell Avenue  
Toronto, Ontario  
M4C 3B6

Dear Leiba Aronoff:

I would like to begin by thanking you for your participation in the January 17th meeting between the Department of the Secretary of State and representatives from national women's groups. This meeting gave us the opportunity to deal with some of the concerns which had been expressed over the past year, as well as to initiate discussion and action on other issues.

Over the next several months, we hope to work with you and other women's groups on a number of projects:

- the development of a funding policy on research and feminist periodicals;
- the development of a consultation mechanism between the Department and women's groups (The Women's Programme will prepare a draft paper which will be circulated to women's groups and the Regions for input and feedback.);
- the establishment of an advisory committee to help develop the parameters of the Chair in Women's Studies;
- the revision of Women's Programme documentation (ie. Applicant's Guide, Funding Guidelines)  
We would appreciate written comments/suggestions before April 30, 1984 in order to start this exercise without delay; and
- the investigation of multi-year funding.

At the same time, we will be working to ensure that the increased level of Women's Programme funding does not limit access of women's groups to other sources of funding at the municipal, provincial/territorial or federal level.

.../2

Suggestions regarding the Promotion of Official Languages (POL) Programme, its funding guidelines, criteria, etc. should be communicated directly to Michel Bastarache, Director General, POL Directorate. Also, as was announced on January 17, the POL Programme will now consider defraying the cost of translation of "important" documents. You should contact one of the POL Programme officers at (819) 994-1966 for further information.

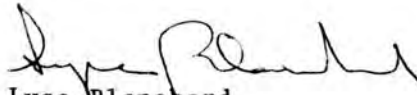
As we have not yet received written confirmation of approval of our Treasury Board submission, we cannot at this time pass on much more information about budget or person-year distribution or level of ministerial signing authority.

We would appreciate receiving your written comments and suggestions on any of the above-noted projects, as well as any other items discussed at our recent meeting. You will be contacted for more specific feedback/input on projects as they progress.

I am enclosing a copy of Some Questions of Balance for your information, as Chapter 9 is on the status of women in canadian academic life.

I look forward to hearing from you.

Yours sincerely,



Lyse Blanchard  
Director  
Women's Programme



LEADER OF THE OPPOSITION - CHEF DE L'OPPOSITION

RECEIVED MAR - 6 1984

Ottawa, K1A 0A6  
February 14, 1984

Ms. Leiba Aronoff,  
President,  
Canadian Congress for Learning  
Opportunities for Women,  
692 Coxwell Avenue,  
Toronto, Ontario.  
M4C 3B6

Dear Ms Aronoff,

I would like to thank you very much for your letter of November 8 expressing your concern that I have been considering abolishing the position of Special Advisor on Women's Issues.

I wish to assure you that nothing could be further from the truth. As you are probably aware by now, I have recently appointed Jocelyne Côté-O'Hara as my new Policy Advisor in this area. Ms Côté-O'Hara brings a wealth of experience and knowledge with her to this Office and I know I will be relying upon her advice and counsel in the months ahead.

To further expand the ability of our Party to deal with issues of importance to women, I have also established a Women's Advisory Committee comprised of representatives from each of the Provinces. Ms Côté-O'Hara will chair this committee and will report directly to me. For your information I am enclosing two news releases which will tell you more about the women who have agreed to serve on this committee.



I am proud of the work our Party has been doing in encouraging women to run for office and in electing women to prominent positions within our organization. I intend to continue this tradition while also focusing on the immediate issues affecting women today: inequality in the workplace; the need for training programs geared to teaching women the technological skills needed in today's job market; and pensions.

Thank you for your letter. It was a pleasure to hear from you.

With every good wish,

Yours sincerely,

*Frank Mulhoney*



LEADER OF THE OPPOSITION CHEF DE L'OPPOSITION

Ottawa, K1A 0A6  
March 5, 1984

RECEIVED MAR - 9 1984

Ms Suzanne Van der Voet,  
Canadian Council on Learning  
Opportunities for Women,  
692 Coxwell Avenue,  
Toronto, Ontario.  
M4C 3B6

Dear Suzanne,

I am writing to you because I believe it is essential that my Party continue its ongoing dialogue with organizations such as your own. Your contribution is vital in our efforts to form new government policy and the continued growth and co-operation of organizations such as yours is fundamental to the Progressive Conservative vision of Canada.

Our country faces a number of serious problems today, many with a direct impact on young students and workers. High unemployment, an uncompetitive private sector, and a deficit that has placed a mortgage on our future: all of these have a direct bearing on our young people. Our Party is committed to a brighter Canadian destiny, but the concerns of Canadian youth must be addressed now for that vision to become reality.

Because of these basic concerns, I have named two of my Progressive Conservative Caucus colleagues as Youth Critic and Deputy Youth Critic. I have taken the liberty of enclosing, for your interest, the curricula vitae of The Honourable John Wise, the Member of Parliament for Elgin and Gerry St. Germain, the Member of Parliament for Mission-Port Moody. I have encouraged them to solicit your opinions and ideas and hope you will voice your specific concerns to them.

In the next few weeks, John and Gerry will be in touch with you. They will be ready to listen. I heard with interest of your recent discussions at a meeting sponsored by the Secretary of State but was disappointed by the lack of concrete results. The International Year of Youth will be an exciting one for all and our Party is ready to take an active role. The idea of a Canada Youth Council also has real potential. John and Gerry will be happy to entertain any and all suggestions about these issues and any others that concern you.

I look forward to hearing the results of your discussions.

With every good wish,

Yours sincerely,

*John A. Blumenthal*





BIOGRAPHY

JOHN WISE, M.P.

Elgin



- Born:** December 12, 1935, Yarmouth Township, Elgin County.
- Educated:** St. Thomas and Elgin secondary and elementary schools. Graduated from University of Guelph in 1956.
- Married:** To the former Ann Richardson in 1958 at St. Thomas, Ontario. Two children - Elizabeth and Susan.
- Business:** Fifth generation Dairy Farmer.

Activities:

- 1947 - Began 6 years active work with local 4-H Clubs. Held executive offices and won County Showmanship award for dairy cattle in final year.
- 1954 - Won Rotary Club's "Adventure in Citizenship" award and represented three Elgin secondary schools in Ottawa.
- 1956 - Elected President of College year; member of Student's Administrative Council; college sports activities; first Elgin County student to win Dairy Showmanship at College Royal Show.
- Entered Ontario cattle in International Livestock Exposition in Chicago.
- 1957 - Elected President of Elgin Jersey Breeders (youngest president ever).
- 1958 - Re-elected President of Elgin Jersey Breeders.
- Formed Elgin Young Progressive Conservative Association. Became Charter President of largest such association in Ontario and nationally recognized as most active.
- 1960 - Elected Elgin Director of Oxford and District Cattle Breeders Association.
- 1965 - Elected President of Oxford and District Cattle Breeders Association - youngest ever.
- Active in amalgamation of O.D.C.B.A., covering counties of Perth, Kent, Oxford, Brant, Norfolk, Middlesex and Elgin with Essex County and Hamilton area - known as Western Ontario Breeders Incorporated.

Municipal Experience:

- 1960 - Elected youngest Councillor of Yarmouth Township.
- 1965 - Acclaimed youngest Deputy-Reeve.
- 1968 - Acclaimed youngest Reeve of Yarmouth Township.
- 1969 - Acclaimed Warden of Elgin County. As member of Elgin County Council, served on following boards and committees: St. Thomas and Elgin General Hospital Board; Elgin Manor (Chairman in 1968); Children's Aid Society; Museum Board; Education Committee; Centennial Committee (Chairman in 1967); Agricultural Committee; County Roads Committee; Finance Committee; Property and Assessment Committee; Personnel Committee; County Government Committee; Library Board.

Appointed by Municipal Affairs Minister of Ontario to a 6 man Provincial Advisory Committee - only member from a rural district appointed in Province.

Member of St. Thomas and Suburban Area Planning Board.

- 1970 - Vice-Chairman of Central Elgin Planning Board.
- 1971 - Chairman of Central Elgin Planning Board.
- 1972 - Re-elected Chairman of Central Elgin Planning Board.

Other Activities:

- 1961 - Vice-Chairman of United Appeal.
- 1967 - Won St. Thomas Jaycees' "Outstanding Young Man Award".
- 1970 - Director of Elgin Co-operative Services.
- 1971 - Member of original Talbot Shivaree Committee.

Member of St. Thomas Elgin Association for Retarded Children Residence Committee.

Member of Masonic Lodge 546 St. Thomas -- 32°.  
Member of St. Thomas Shrine Club.

Has acted as judge on numerous occasions for County and 4-H Dairy Shows.

Acted as host on farm for Service Club meetings, picnics, barbeques, judging competitions and has welcomed school children from urban areas to the farm; makes farm available for camping, nature hikes and snowmobiling.

Because of interest in the community and current affairs, has spoken to women's groups, Church Brotherhood, municipal conventions, community clubs, municipal councils and planning boards.

Federal Experience:

- 1972 - First elected to the House of Commons for the Riding of Elgin in the General Election of October 30, 1972 - 29th Parliament.
- Served in the eighteen month period of the 29th Parliament as Opposition Dairy Critic under the Leadership of the Honourable Robert L. Stanfield.
- 1974 - Re-elected in the General Election of July 8, 1974 - 30th Parliament.
- March 1976, shortly after the election of Joe Clark, M.P., as leader of the National Progressive Conservative Party, was appointed Chairman of the P.C. Caucus Committee on Agriculture.
- 1979 - Re-elected in the General Election of May 22, 1979 - 31st Parliament.
- June 4, 1979 - Sworn in as Canada's Minister of Agriculture.
- 1980 - Re-elected in the General Election of February 18, 1980 - 32nd Parliament.
- Re-appointed as Chairman of the P.C. Caucus Committee on Agriculture.
- 1983 - In September, 1983, appointed P.C. Critic on Supply & Services by newly elected Leader of the P.C. Party, Brian Mulroney, M.P.
- 1984 - On February 3, 1984, appointed Youth Ministry of State Critic for the P.C. Party.

February, 1984.





HOUSE OF COMMONS  
CHAMBRE DES COMMUNES  
OTTAWA, CANADA  
K1A 0A6

## B I O G R A P H Y

GERRY ST. GERMAIN was born in St. Boniface, Manitoba on November 6, 1937. Upon completing high school he joined the R.C.A.F. as a pilot. After having served in the military he served as a member of the St. Boniface Police Force and the Vancouver City Police Force.

Mr. St. Germain moved to Vancouver in 1966 where he worked until 1967 in police work. In 1968 he entered the business world working with the 3M Co. and shortly thereafter opening his own business in Port Coquitlam. Mr. St. Germain attended the University of British Columbia where he studied real estate. He owned and operated several companies in the construction, real estate and related businesses for sixteen years. Mr. St. Germain and his family also owned and operated a large poultry farm in the Province of British Columbia.

During his tenure as a police officer he served as President of the Brotherhood of St. Boniface Policemen. He was also chairman of the B.C. Poultry Industry from 1981 to 1983. Mr. St. Germain has chaired and participated on several charitable fund raising committees in the lower mainland of B.C.

From 1972 to 1978 Mr. St. Germain was active with Minor Hockey in Port Coquitlam.

Gerry St. Germain is married to Margaret (Schilke) of Winnipeg, Manitoba. They have three children, two daughters, Michele and Suzanne and one son, Jay.

Gerry St. Germain was first elected to the House of Commons in a by-election on August 29, 1983 for the riding of Mission-Port Moody. He is serving on the Standing Committees on Labour, Manpower & Immigration and Fisheries & Forestry. Mr. St. Germain has also been appointed as the Deputy Critic for the Secretary of State for Youth.

cclow

Canadian Congress for Learning Opportunities for Women

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ccpef

congrès canadien pour la promotion des études chez la femme

N O T I C E

NEWS CONFERENCE

"FEDERAL TRAINING PROGRAMS FOR WOMEN INADEQUATE"

A national report will be presented by CLOW, a national women's group, to Lynn Pearson, Director General, Canada Employment & Immigration Commission, Saskatchewan Region, on Monday, March 19, 1984, at 3:00 p.m., 8th Floor Board Room, CEIC, 2101 Scarth Street, Regina.



Canadian Congress for Learning Opportunities for Women

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congrès canadien pour la promotion des études chez la femme

FOR RELEASE: Monday,  
March 16, 1984  
3:00 p.m.

FEDERAL TRAINING PROGRAMS FOR WOMEN INADEQUATE

A national study released today by the Canadian Congress for Learning Opportunities for Women - Regina Chapter (CCLOW), shows that womens' access to skills training across Canada has decreased dramatically since the introduction in 1982, of the federal government's National Training Act.

Carol Ariano, Saskatchewan Director of CCLOW, said "Despite all of the special measures and commitment at policy-making levels of the Canada Employment and Immigration Commission (CEIC), there is clear evidence that more men and fewer women are participating in federally sponsored training programs across Canada. While there has been an increase in participation by almost 12,000 students, the participation of women has declined by 3.4%."

CCLOW makes several recommendations as a result of this study. Among these are:

- 1) That a comprehensive in-depth counselling program for women be established which focuses on life planning rather than simply job or training placements.



- 2) That funding be provided for innovative, flexible, part-time training programs so that women with family and work responsibilities can take advantage of training opportunities.
  
- 3) That a comprehensive national public awareness campaign be undertaken, promoting women's participation in non-traditional jobs.

In conclusion, Ms. Ariano stated that, "Innovative programs need to be established to provide the skill training necessary to ensure women's full participation in the highly skilled technological labour force of the 80's."

For further information contact:

Carol Ariano - (306) 359-1225

Lenore Rogers - (306) 569-3811

Royal Commission on the  
Economic Union and  
Development Prospects  
for Canada



Commission royale sur  
l'union économique et les  
perspectives de développement  
du Canada

RECEIVED MAR 20 1984

March 14, 1984

Dear Ms. McCrae Vander Voet:

I thought you might be interested in receiving the transcript of your intervention before the Commission. Attached you will find a copy which is now part of our official record along with your brief.

Now that the first round of public hearings has ended, the Royal Commission on the Economic Union and Development Prospects for Canada has begun drafting a discussion document to be titled Challenges and Choices. Thanks to your participation and that of many other Canadians, we have received a great amount of information on which to focus our thinking. You will be receiving a copy of this document as soon as it becomes available in the spring of 1984.

After the release of Challenges and Choices there will be a need for further public comments. I hope that you will give us the benefit of your views in writing shortly after the publication. Please accept my sincere thanks for your interest in the work of the Commission. My fellow Commissioners and I look forward to your response to Challenges and Choices.

Yours sincerely,

*Don Macdonald*

Hon. Donald S. Macdonald  
Chairman

Ms. Susan McCrae Vander Voet  
Executive Director  
Cdn. Congress for Learning Opport. for Women  
692 Coxwell Ave.  
Toronto, Ontario  
M3C 3B6

12486

## OCUFA Panel

1 THE CHAIRMAN: Gentlemen, our time  
2 has slipped away. It is always interesting to hear people  
3 who have the knowledge and appreciation of a particular  
4 field talking about these things. I think you have been very  
5 helpful to us. Thank you very much.

6 DR. JONES: Thank you, Mr. Chairman.

7  
8 --- The Panel Withdrew.

9 THE SECRETARY: Could I ask the  
10 Canadian Congress for Learning Opportunities for Women to  
11 come forward please?

12 Mr. Chairman and Commissioners, the  
13 Canadian Congress for Learning Opportunities for Women is  
14 represented this afternoon by its Executive Director, Susan  
15 MacRae Vandervoet; a member of the Advisory Committee,  
16 Dorothy Mackeracher; the Ontario Director of the Canadian  
17 Congress, Audrey Swail.

18 CANADIAN CONGRESS FOR LEARNING  
19 OPPORTUNITIES FOR WOMEN  
20 REPRESENTED BY:

21 S. VANDERVOET, EXECUTIVE DIRECTOR

22 D. MACKERACHER, ADVISORY COMMITTEE

23 A. SWAIL, ONTARIO DIRECTOR

24 THE CHAIRMAN: Thank you very much.  
25 I think we have had a great many different organizations



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1 representing women before us, but I think perhaps you may  
2 be one of the one or two specifically concerned with learning  
3 only.

4 Perhaps you would like to make a  
5 few comments, and then we can ask some questions.

6 MS. VANDERVOET: Needless to say, we  
7 are very pleased to be appearing before you. Thank you for  
8 the invitation. We have already been introduced, so I will  
9 simply proceed.

10 Our Organization is a national network  
11 of women who are involved in and concerned about providing  
12 learning opportunities for women at all levels of the  
13 education system in the community. We are gravely concerned  
14 about the history of and the prospects for women's economic  
15 development. Any economic gains which women have made in  
16 the 1970s -- and these were very few -- have essentially  
17 been destroyed by the economic recession. Economic planners  
18 have failed to take women into account in the past, and we  
19 feel it is vital that they do so in the future, and it is  
20 some of the issues related to that that we want to address  
21 today.

22 Rather than focusing on the content  
23 of our brief, unless the Commissioners prefer to do so, we  
24 would like to focus on the policy implications and the  
25

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1 recommendations in the brief. There are policy implications  
2 arising for the provision of support services to women, for  
3 training to reduce labour market segregation and discrimination  
4 for women and to re-integrate those women displaced by  
5 technology. There are policy implications for the quality  
6 of working life, for women's access and rights to employment  
7 and for the organization of work.

8 We are recommending from our brief as  
9 remedial measures equal opportunity legislation to cover the  
10 fields of education, training and employment; equal pay for  
11 work of equal value legislation; and a national program for  
12 paid skills development leave which would focus on the least  
13 advantaged groups in our society.

14 That is all that I have to say by way  
15 of introduction.

16 THE CHAIRMAN: It still gives us a good  
17 deal to wrestle with. I think Mr. Robert has the first  
18 question.

19 COMMISSIONER ROBERT: We have, of  
20 course, to make recommendations for the coming decade, so my  
21 first question relates to the future.

22 We were told by some people that between  
23 now and, let's say, the year 2000, 85 per cent of the women  
24 between the age of 20 and 44 will be engaged in work outside  
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1 the home. Is that your assessment of the evolution of the  
2 situation at the moment? In other words, are we heading  
3 toward the situation where almost the vast majority of women  
4 will be engaged in work outside their homes?

5 MS. VANDERVOET: Yes. I think we  
6 outline not up to the year 2000, but to about 1990, in our  
7 brief. The trends certainly indicate that.

8 COMMISSIONER ROBERT: I see. So, we  
9 are heading toward a society where nobody will stay home.  
10 In other words, the type of social life that we will have  
11 will probably be very different from the type of life that  
12 we now have.

13 What social implications do you see  
14 in that, in relation to the children and so on? What changes  
15 do we need to make to meet those new challenges?

16 MS. MACKERACHER: The problems that  
17 women face are the double burden that society expects women  
18 to still bear children and, yet, the economics of the  
19 situation are that most women need to work in order to provide  
20 for their family. A women who is working fulltime and who  
21 is raising children fulltime is carrying two fulltime jobs  
22 and is only being paid for one. The social services that  
23 are provided to her as support, in helping her carry out  
24 those two jobs, are very meagre. Daycare services have been



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1 cut back. There is limited support for low income women to  
2 provide subsidized daycare. Women are expected to work  
3 within rigid time schedules, which are not appropriate for  
4 raising children and taking care of a family. We see that  
5 more social services need to be supplied for working women  
6 if they are also expected to be mothers and that the way  
7 work is organized needs to become more flexible so that  
8 women can participate fully.

9 COMMISSIONER MESSER: I wonder, Mr.  
10 Chairman, if I might just interject for a moment. I read  
11 what you said in your brief, and I know what my fellow  
12 Commissioner has said about the very large percentage of  
13 the work being outside of the home.

14 There is another community of thought  
15 saying that with the new technology, the kitchen may well  
16 be the new sweatshops of the future for women. There is  
17 obviously a contradiction here, and I would appreciate it  
18 if you would perhaps comment as to whether or not you see a  
19 danger with technology of putting women to work in the home  
20 without any real relationship or continuity that they might  
21 now enjoy in the job place, even though it is subject to a  
22 lot of concern now.

23 MS. SWAIL: I would like to address  
24 that. I think what you are talking about is that when we  
25

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1 go ahead with economic policies dealing with the labour  
2 market and we don't take women's special needs into  
3 consideration, what happens is that in the status of women  
4 the negative aspects are reinforced -- the segregation of  
5 the work place, the low wages, the wage gap between men and  
6 women, the exploitation of women's work. That can happen.  
7 Home work can be a kind of liberation or it can be something  
8 that will be negative. It depends on how that is planned  
9 and organized. and what kinds of bargaining rights people  
10 who work in the home will have. Whether they work out of  
11 choice or whether it is the only option they have makes a  
12 big difference.

13 Those are just some of the issues.

14 COMMISSIONER MESSER: There are two  
15 questions that I would like to address to you.

16 Do you see a significant percentage  
17 of women working in the home in the future because of the  
18 technology? If the answer is that there is a possibility  
19 of that happening because there is a growing underground  
20 economy as well, how do you see a mechanism of addressing  
21 that?

22 MS. SWAIL: What I see is that the  
23 home is private space, and if people are going to work in  
24 their home it should be out of choice. The possibility is  
25



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1 there. However, people should not be in a situation where  
2 they are forced to work in their home. Once people make  
3 that choice, they should have all the rights and privileges  
4 that fulltime workers have in the workplace, in the out-of-  
5 home workplace. That would have to be employment standards  
6 legislation. We would have to consider people working in  
7 the home and see what protections were needed. That  
8 legislation would have to deal with organizing. Unions  
9 would have to consider how those people would be protected.

10 Those are just some of the rights.

11 COMMISSIONER MESSER: I don't want to  
12 pursue it here, but my whole problem is that when I see and  
13 talk to people about what new technologies may be available,  
14 the opportunity for contractual arrangements is so great  
15 that there is real no opportunity for any organized body  
16 to speak for those women or to represent them. I then reach a  
17 point where I don't know what kind of mechanism might be put  
18 in place, and I am not asking you people to come forward with  
19 it now. If you have not thought about it, could you give some  
20 thought to it, because I think it is going to be a very  
21 significant problem.

22 MS. SWAIL: We have thought about it,  
23 by the way, so it isn't that we haven't thought about it.  
24 Part-time work and home work are both perceived by people who  
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1 are planning some of these changes as positives for women.  
2 They can be very negative for women if there are no proper  
3 labour legislation regulations in place to protect people  
4 under these circumstances. We are very aware of that.

5 COMMISSIONER MESSER: Thank you, Mr.  
6 Chairman.

7 THE CHAIRMAN: Now back to Mr. Robert,  
8 again.

9 COMMISSIONER ROBERT: Some of the  
10 things that we have to consider in the coming decade, as you  
11 said, are flexible hours, sharing of work in a way but with  
12 appropriate legislation, as you have indicated, and daycare,  
13 which will become a very fundamental issue if all the women  
14 are engaged in the labour force outside their homes.

15 The second question that I have in  
16 relation to that is the introduction of microtechnology.  
17 Do you feel that it represents a danger for employment of  
18 women, or is it overall beneficial in the sense that it will  
19 increase the number of jobs rather than decreasing them? We  
20 have heard both things during our Canadian tour. Some people  
21 feel that it is a real danger, that you could eliminate many  
22 clerical jobs with the introduction of microtechnology.  
23 Others feel that overall you create a greater number of jobs,  
24 even though you eliminate some types of jobs.





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1 layoffs and getting even further distance to better jobs  
2 and to those jobs that would narrow the wage gap.

3 COMMISSIONER ROBERT: You said that  
4 women don't seem to have the basic training in mathematics;  
5 and so on, because most probably some years ago the attitude  
6 in the schools was stereotyped in a way.

7 We were told during our hearings that  
8 this phenomenon is still present in the present school  
9 system. In other words, that the same stereotype continues  
10 to exist that the girls at the secondary level don't take  
11 maths because they wait for the Prince Charming on the white  
12 horse to get married.

13 What can we do to change that? There  
14 is no legal discrimination in the sense that nobody is  
15 prevented from entering law school or the engineering  
16 faculty or the secondary education. It seems that there is  
17 a basic problem, even at the school level.

18 MS. SWAIL: I have a little concern  
19 that we are always talking about the girls as if they somehow  
20 just fail to understand the realities of life. The reality  
21 is in high school and even in college and university that  
22 the girls who take the math and science courses do experience  
23 a lot of negative attitudes from males. It is the boys as  
24 well as the girls that we have to reach to change attitudes.  
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1                   How can we expect our young girls to  
2 dare to do something really different at a time in their life  
3 when they are just trying to get along and grow up and  
4 belong? They take math and excel at math, and people call  
5 them down for that. They are not encouraged for that.

6                   So, it is males as well as females  
7 that have to change attitudes.

8                   MS. VANDERVOET: I guess that relates,  
9 as well, to one of our primary recommendations in the brief,  
10 which is for equal opportunity legislation. It is our view  
11 that a lot of these things would turn around, quite frankly,  
12 if there were legislation that insisted that women be  
13 encouraged and that people had to go out and look for them  
14 to enter certain professions and job areas that they had not  
15 previously entered before. If all of a sudden a company had  
16 to make a commitment to hire a certain percentage of women  
17 machinists, they would be scrambling and putting the pressure  
18 on community colleges, who would in turn be going into the  
19 high schools and recruiting the young women to go into those  
20 fields. That onus must come in that way, because it hasn't  
21 worked the other way.

22                   COMMISSIONER ROBERT: I see. So, the  
23 equal opportunity legislation that you are talking about in  
24 your brief is really a positive legislation. In other words,  
25

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1 it is an affirmative action program that you believe is the  
2 solution, and not necessarily a negative attitude saying that  
3 you won't discriminate against women.

4 MS. VANDERVOET: No. We see it as a  
5 very positive move.

6 COMMISSIONER ROBERT: With affirmative  
7 action programs designed to encourage women to enter non-  
8 traditional trades or skills.

9 MS. VANDERVOET: Whatever areas they  
10 are under-represented in. We see this applying not only in  
11 the employment field, but in the education and training  
12 field, so that the same obligation would apply to  
13 educational institutions and to training packages.

14 COMMISSIONER ROBERT: Let me try to  
15 ask you another question.

16 In the faculties of law now it seems  
17 that the parity is there; it is almost 50/50. While in  
18 engineering, it is only, I think, 13 per cent in the present  
19 enrollment in the different universities?

20 Why is there parity in law without  
21 legislative intervention and not at all in engineering?

22 MS. VANDERVOET: I think we would  
23 probably be guessing, but I think there is a very different  
24 image about engineering than there is about law, for one thing



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1 I think the heavy emphasis on science and technical backgrounds  
2 required by engineering and not required by law -- the fact  
3 that there aren't more women in engineering is a reflection  
4 of some of the things we were discussing earlier -- the  
5 lack of encouragement to pursue science, mathematics and  
6 technical subjects.

7 COMMISSIONER ROBERT: Thank you. I  
8 found your brief very interesting.

9 THE CHAIRMAN: Mr. Picard.

10 COMMISSIONER PICARD: Thank you, Mr.  
11 Chairman.

12 First let me make a comment on some  
13 of the things you have said. I think a very large number of  
14 jobs in the computer field do not require extensive  
15 mathematics and physics. I don't know where this concept  
16 has come from. Obviously, if you want to be a wizard in  
17 designing computers, you need broad mathematical training.  
18 However, I would like to state at the beginning that most  
19 of the jobs will not require that kind of in-depth training  
20 in maths and physics.

21 Perhaps you could keep that in mind  
22 when you think about it. I know people perceive computers  
23 as being like that, but it is not true. Males and females  
24 perceive it. It is not just a problem with women. I want  
25



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1 to make it clear that that is not true. You can train a good  
2 computer operator, you can train a good computer programmer  
3 in six months to a year without basic math.

4 I just wanted to make that comment.

5 MS. SWAIL: Can I just comment? Please  
6 inform the employers of that, as well.

7 COMMISSIONER PICARD: Yes, that is  
8 a very good point.

9 I would like to raise one question.  
10 You are talking about work in the home, and I think on Jack  
11 Messer's question concerning micro-electronics and all of  
12 that in the home you said that we accept that if it is a  
13 free choice and if it is protected by bargaining rights.  
14 I think you said that, although I am not sure if I understood  
15 you correctly. If you look at small business of four and  
16 five employees, not in the home, there is no bargaining  
17 rights for them in the sense that we are talking about that.

18 Could you elaborate on what you meant  
19 by bargaining rights?

20 MS. SWAIL: I think I spoke to that.  
21 What I am drawing a parallel to is the home work done in the  
22 textile industry and the fact that it has been very, very  
23 difficult for employment standards to maintain minimum  
24 standards for home workers. If the same principle were  
25

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1 applied to people working with computers in the home, they  
2 would not be easily protected.

3 COMMISSIONER PICARD: I see. You are  
4 not talking about self-employed people. You are talking  
5 about people working for somebody else, but in the home.

6 MS. SWAIL: Yes. I think it is  
7 generally perceived that these people are self-employed.  
8 That is perhaps how it would come about, but that would be  
9 a dishonest way of looking at it. A self-employed person  
10 is a person who is able, in my mind, to incorporate themselves,  
11 have some writeoff in their home tax-wise because they  
12 actually work in the home. That is what professionals see  
13 as home work, and that is a different kind of work to the  
14 kind of home work that I see in the textile industry, and  
15 that could easily be applied in various ways to people  
16 workers, for example.

17 COMMISSIONER PICARD: I can see  
18 legislation to protect that, but I have a hard time under-  
19 standing exactly for the reason you gave for people working  
20 in textiles at home or cottage industries. How can you talk  
21 about bargaining? It is mostly protection by law, or am I  
22 misunderstanding you?

23 MS. SWAIL: How can you determine how  
24 many hours I am going to work and what wage I should be paid  
25



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1 if I am taking care of my children in my home as well as  
2 doing some work for an office? The computer has the  
3 capacity to allow me to work in my home with computers  
4 connected to a mainframe somewhere, and if I am a worker  
5 that has very little choice with low wages, I just take a  
6 job and do and I have no idea whether I am getting minimum  
7 wage or not. It becomes impossible in that situation to  
8 apply employment standards -- or next to impossible. It is  
9 very difficult.

10 The only way that I could see that  
11 working would be to encourage some unionizing to take place  
12 where at least I would have some protection somehow.

13 MS. VANDERBOET: I would like to add  
14 something to that. I think, to clarify what we are saying,  
15 is that if some mechanism for applying employment standards  
16 to home work situation cannot be found, we would be opposed  
17 to it.

18 COMMISSIONER PICARD: Thank you very  
19 much.

20 THE CHAIRMAN: As I listen to the  
21 discussion, I am wondering about one thing, and that is this:  
22 We put an onus on the employer for non-discrimination, we  
23 put an onus on the educational system to redress some of this,  
24 and yet, essentially, isn't it all built in to the child  
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1 well before any of these people get hold of it? If by the  
2 age of 6 or 7 -- and certainly none of these systems are  
3 working at that point -- his mother and his father have  
4 indicated to him what they think that child's role is, how  
5 do we get around this -- or do we?

6 MS. SWAIL: I think of the war years  
7 when there wasn't time to resocialize and recondition people,  
8 women moved very, very rapidly into the war industries.

9 It can happen rapidly when there is a real determination to  
10 turn things around, I think. So, while there is social  
11 conditioning to consider, I don't think we need to wait 20  
12 or 30 years to condition a whole generation. I think we  
13 can move very rapidly with changing attitudes and changing  
14 behaviour.

15 THE CHAIRMAN: But you feel that the  
16 only way to bring that about is legislation? The Canadian  
17 Association of Women Executives have argued that the ground-  
18 swell on the part of employers and others against an  
19 obligatory, affirmative action and other measures would  
20 pretty well reduce their effectiveness; that it is better  
21 to achieve it by moral suasion. Personally, I have some  
22 doubt about that, but I wonder what your thoughts are on it?

23 MS. VANDERVOET: We certainly have  
24 serious doubts about the effect of moral suasion. I don't  
25

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1 know what form that moral suasion might take. Perhaps tax  
2 levies might be sufficient moral suasion to get people to  
3 do something. It would clearly depend on the mechanism  
4 by which the moral suasion was applied.

5 If it is simply moral suasion in terms  
6 of advertising campaigns and so forth , I think we have  
7 seen a pretty dismal failure of that in other areas already  
8 and would not consider it to be adequate.

9 THE CHAIRMAN: I was with an  
10 organization a few years ago, and one of the research projects  
11 which we undertook was with respect to the attitudes  
12 towards non-traditional jobs by employers and by women.  
13 One of the interesting things which we discovered with a  
14 survey as scientific as we could make it was that there was  
15 far more acceptance of women in non-traditional jobs on the  
16 part of employers than there was on the part of women to  
17 accept those non-traditional jobs. We wondered whether  
18 there was any way in which you could break this down.

19 You mentioned women machinists and  
20 this kind of thing. I have heard some of the women in non-  
21 traditional jobs -- women who are working as carpenters,  
22 fork-lift operators, and those kinds of things -- they have  
23 tremendous courage. They have had to have tremendous  
24 courage because they meet all kinds of barriers.  
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1 Have you any ideas as to how, as we  
2 move ahead, we could rapidly break these barriers in our  
3 whole society? It is not just legislation; it is our whole  
4 society that creates these barriers.

5 MS. VANDERVOET: Yes. There are  
6 enormous barriers. My feeling is that with the numbers  
7 of women who are unemployed or who are underemployed in  
8 part-time jobs and who may want or need fulltime employment  
9 in order to support their families at adequate levels,  
10 the economic arguments are the strongest. You can simply  
11 make more money doing it. I am not sure that those kinds  
12 of jobs have ever been presented in that light to women,  
13 that there are more career opportunities and that you can  
14 make three times as a machinist what you make as a clerical  
15 worker in many cases.

16 THE CHAIRMAN: And something more, I  
17 suspect, than you would make as a trained educational person,  
18 probably.

19 MS. VANDERVOET: Yes, that is probably  
20 quite true.

21 THE CHAIRMAN: Mr. Messer and I were  
22 discussing this morning one of the questions that we would  
23 like to ask some of the educational groups which come before  
24 us, and that is: Which do they think is preferable, to be in  
25



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1 a trade or to go to university and get a degree and teach?  
2 And you get the answer: "Well, of course, teaching is just  
3 a little preferable." If that is so, then obviously that  
4 is being transmitted to the people who are in their classes,  
5 unwittingly, perhaps.

6 MS. VANDERVOET: Yes. And I think that  
7 that is one of the other factors, undoubtedly. I think there  
8 is a definite bias in this society towards the value of  
9 university education, and so forth, which maybe is just as  
10 hard to overcome as the sex bias is.

11 THE CHAIRMAN: Do you think that bias  
12 is justified? In other words, do you feel it is better to  
13 have a university education than go into a trade?

14 MS. VANDERVOET: Personally, no.

15 THE CHAIRMAN: How about your other  
16 colleagues?

17 MS. SWAIL: It is a personal choice.  
18 I don't see it better for one person or another. I would  
19 like to see them as open options for people to choose which  
20 is better for them.

21 MS. MACKERACHER: There are a large  
22 number of people who are working as teachers in trades and  
23 technical positions who have never been to university. They  
24 are simply people who have moved up from being skilled  
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1 workers to being skilled teachers.

2                   The one issue that I want to go back  
3 to is why women don't go into non-traditional occupations.  
4 The women who I have worked with, who are women on welfare,  
5 basically are frightened of something that they don't  
6 understand. They are frightened of not having enough money  
7 to buy food and shelter for their children. Many of them  
8 opt for the easiest way to feed their children, which is  
9 through being a clerk-typist. It may not be the long-term  
10 solution, but in an economy in which they have few other  
11 choices, that may be the only choice open to them.

12                   THE CHAIRMAN: Dr. Barber.

13                   COMMISSIONER BARBER: I wondered what  
14 prospects you see for increased participation of women in  
15 the political process? In some ways, that is where the action  
16 is in the end.

17                   MS. VANDERVOET: I will take a stab  
18 at that. This is really off the top of my head. I think  
19 it is essential. I think that women are becoming increasingly  
20 involved in the political process, perhaps not in the  
21 traditional ways that men have become involved through running  
22 for Parliament, et cetera, but I think we saw some tremendous  
23 political participation around the Charter of Rights and  
24 the entrenchment of the equality clause in that and around  
25



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1 some other issues that have emerged recently, such as  
2 pornography, and so forth. I think women are becoming very  
3 much more involved in the political process.

4 COMMISSIONER BARBER: Thank you.

5 THE CHAIRMAN: We have run out of time.  
6 I don't think there is anything that has come before us which  
7 seems more vital, in a way, and has been better documented  
8 than the fact that just over 50 per cent of our population  
9 has a number of barriers erected for it-- some which it has  
10 erected for itself and others which have been erected by  
11 society -- that we simply have to break through if we are  
12 going to get the maximum out of our society as a whole.

13 I think you have made a real  
14 contribution to our understanding in trying to work out ways  
15 in which this may be approached. It is something which has  
16 been brought to our attention everywhere we have gone.  
17 Fundamentally, they are the same issues, and every time we  
18 get a little better insight into them.

19 Thank you very much.

20 --- The Panel Withdrew.

21 THE CHAIRMAN: The afternoon session  
22 is now adjourned.

23 --- Adjournment.  
24  
25





Canadian Congress for Learning Opportunities for Women



congrès canadien pour la promotion des études chez la femme

March 29, 1984

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

Dear Minister,

Our organization was recently invited to appear before the Parliamentary Standing Committee on Finance, Trade and Economic Affairs. We appeared on February 23, 1984 and had a very worthwhile discussion with the committee regarding Bill C-12.

A number of committee members, including Mr. Evans, Mr. Fisher and Ms. Jewett recommended that we forward our presentation and arrange to discuss it with you. The committee felt that you would be particularly interested in our recommendation that 'strings' be attached to post-secondary transfer payments and that one of the primary 'strings' be National Standards for Access to Post-Secondary Education.

CCLOW has not yet developed these National Standards for Access, but discussions with a number of prominent educators and researchers have promoted considerable enthusiasm for the project. We would very much like to discuss the idea with you and the process by which accessibility standards could be developed. Such standards would compliment and fit into the Federal Governments own objectives for support to post-secondary education.

We would like to meet with you at your earliest convenience and look forward to hearing from your office about possible times.

Please find a copy of our presentation on Bill C-12 enclosed.

Yours very truly,

Susan McCrae Vander Voet  
Executive Director

SMVV/cm  
Enc.



Regina Chapter, Regina, Saskatchewan

Provincial Directors,

You have by now received a copy of the recently released brief "The National Training Act: Its Impact on Women." We have not as yet received an official response from C.E.I.C. (John Roberts) but have been assured that it is being reviewed and a reaction is pending.

Because one of our original objectives in doing this study was to create an "information sharing network with senior representatives" responsible for training and education programmes, we would like to suggest some strategies for follow-up.

We believe that a copy of the brief should go to each provincial Director General of C.E.I.C., each Women's Employment Co-ordinator and each Minister of Labour or Manpower (the provincial minister responsible for training). To facilitate this we can either 1) send three more copies of the brief to you to deliver as you see fit, or 2) have the national office send the brief to each of the appropriate people. (Please indicate on the attached sheet your preference and return this to Susan Vander Voet as soon as possible.)

Because each provincial situation is different, it is best that you decide what further action is to be taken, and as well determine the method by which the brief is to be delivered to the appropriate people. For example 1) by mail with a covering letter identifying yourself as director or with some details of your C.C.L.O.W. network's provincial activities; 2) in person with a few representatives from your local group with the idea of discussing any innovations that would improve women's access to N.T.A. programs; 3) by the national office.

In Saskatchewan, we have met with our Minister of Advanced Education and Manpower as well as with our Director-General of C.E.I.C. As of yet we have seen no changes as a result of our findings, but "communication lines" are now well-established and I think can be drawn on in the future.

To reflect the diversity that is so much a part of this country and assure that particular regional needs are addressed, I think it is best to have each of you act in a manner appropriate to you.

I have attached a chart indicating participation in the original questionnaire. This was requested at our last Board meeting.

Please inform Susan or me of your follow-up activities so that we have a record "for next time" and can analyze and learn from this experience.

Thank you for your support.

Yours truly,

Carol Ariano  
Saskatchewan



PARTICIPATION IN C.C.L.O.W SURVEY OF THE N.T.A.

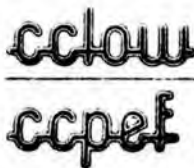
	C.E.I.C. Director-General	C.E.I.C. Employment Co-Ordinator	Provincial Minister Education
British Columbia			
Alberta/N.W.T.	•	•	
Saskatchewan	•	•	•
Manitoba	•	•	•
Ontario	•		•
Quebec			
Newfoundland	•		•
P.E.I.	•		
Nova Scotia	•		
New Brunswick			
Yukon			•

• denotes responses received

Heather Henderson indicated that a substantial amount of statistical information was supplied by Mary Corriveau, Statistics Division Training Branch, C.E.I.C. Ottawa.

Many of the "policy" responses were handed by Louise Bourgeault, Director General of Training, Ottawa.





4607 Michel Bibaud Avenue  
Montreal, Quebec  
H3W 2E1  
April 2, 1984

Carol Ariano  
C.C.L.O.W. Director, Saskatchewan  
% Campion College  
University of Regina  
Regina, Sask.  
S4S 0A2

Dear Carol;

On behalf of the Board I would like to extend congratulations to you and the Social Issues Committee on the completion of the Report: The National Training Act: Its Impact on Women, researched by Heather Henderson. We all hope that it was well received when you presented it to V. Lynne Pearson, Director General CEIC, Saskatchewan Region.

Considering the limited time available and the complexity of dealing with a problem of national scope, the Committee and Heather have made an important contribution, not only to the community and our membership, but also in furthering the objectives of the organization. This project will serve as a model for future undertakings by C.C.L.O.W.

Now the Board has responsibility to follow-up on the second objective:

" to make contacts and establish a communications or information sharing network with senior representatives in federal and provincial government agencies responsible for education and training opportunities for women."

In order to proceed with this, I am wondering if all recipients of the questionnaire have received copies of the report and what, if anything has been their response. Also, it would be helpful for the Board to have a list of the recipients of the questionnaire indicating the level of their response. ( eg. written response, telephone response, no response ) The nature of follow-up will no doubt differ from province to province but this information could help with strategizing.

Looking forward to seeing you soon, with thanks,

Yours sincerely,

Leiba Aronoff  
President

cc. ✓ Susan Vander Voet, Executive Director  
Board of Directors



# Self-help book can enable you to live

Dear Ann: This past year has been the worst in my entire life, and I don't know how much of it is my fault.

I have always had trouble with my family. Both parents were cold and critical. My two sisters were close to one another but not to me.

Several months ago my elder sister died. I couldn't cry and felt guilty. Secretly I am relieved that she is dead because she can no longer hurt me. I have dreams that I killed her.

Six months ago my marriage began to unravel. Last week my husband told me he wants a divorce.

As I suspected, he has another woman. She was my best friend and I am furious.

**ANN LANDERS**



When her husband died, I went out of my way to be kind — included her whenever possible. This is the thanks I got.

My two teenage daughters despise the woman. They saw this coming and warned me, but I told them they were crazy.

Now they aren't speaking to their father, and our family is in pieces.

I have always held a responsible job but am finding it difficult to drag myself out of bed in the morning. Should I take time off? I'm afraid if I don't work I will fall apart.

As you can tell from this letter, I am at the breaking point. Please help me.

— Desperate

Dear Desperate: I am going to recommend the best all-purpose self-help book I have seen in years. The author has a no-nonsense approach to dealing with a variety of problems.

You are still hurting from parental rejection. And now your sister, who also shut you out of her life, has died and you feel guilty because you are not sad.

Here is an excerpt that may be helpful: are almost always there is a loss. We hard on ourselves. We responsible — as if Or we imagine that prevented it. We mu responsibility for th not control."

On anger and bit life puts us against often anger and bi people focus their most obvious cau more apt to experi ized fury, a buck pressed toward as and relatives. You ashamed of bitter fr normal and natura press them or the

## Adult students not out to milk system: Educator

SASKATOON (CP) — Workers have to be seen as productive individuals who ought to be helped to stay that way rather than simply as wage earners who must be paid, says an Ontario educator.

Nor should people who want an education be suspected of trying to milk the system, Lisa Avedon told a conference on alleviating barriers to post-secondary education for single-parent women.

Avedon, of Conestoga College in Kitchener, Ont., pointed to a growing percentage of adult students enrolled in universities, technical schools and community colleges.

Despite the increase, Canadian schools are slow to recognize the special needs of this group, she said.

Carol Sigurdson of the Manitoba Department of Education told the conference that about 10 affirmative action programs involving disadvantaged people are operated by her department.

They draw candidates from Winnipeg's city core, native communities, women and single parents, she said.

Successful candidates — one out of each 20 who apply — are given academic, financial and personal support, Sigurdson said.

information  
Susan

**OPEN SAT. & SUN. 9-6**

**WEEKEND SPECIALS**

PRIMA-QUALITE ICE CREAM ALL FLAVORS <b>\$2.99</b> 1/2 lb. NO PRESERVATIVES	FRESH FLOWN IN FROM ATLANTIC PROVINCES SALMON STEAKS \$9.99/15.38 lb./kg.	FULL OF NATURAL GOOD- NESS & TASTE GRAN FED CHICKENS 1.99/4.38 lb./kg.
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PRICES IN EFFECT SAT., MAR. 31 & SUN., APR. 1  
WE RESERVE THE RIGHT TO LIMIT QUANTITIES

**April Fool's**

Come and try our new line of Kamaboko products by Nissui, nutritious, low-calorie/cholesterol crab and scallop flavored seafood. But don't be fooled! It's not the real thing — it's better for you.

(Free sampling — Sunday, April 1, 2 P.M. to 6 P.M.)  
4100 St. Catherine W.





RECEIVED APR 25 1984

HON JOHN WISE, P.C., M.P.  
ELGIN  
ST. THOMAS, ONTARIO  
(519) 631-3921

HOUSE OF COMMONS  
CHAMBRE DES COMMUNES  
CANADA  
K1A 0A6

ROOM 611 C.B.  
HOUSE OF COMMONS  
OTTAWA, ONTARIO  
K1A 0A6  
(613) 992-2933

April 19, 1984

Ms. Suzanne Van der Voet  
Canadian Council on Learning  
Opportunities for Women  
692 Coxwell Avenue  
Toronto, Ontario  
M4C 3B6

Dear Ms. Van der Voet:

I understand that Brian Mulroney has written to you about my role as Youth Critic for the P.C. Caucus. As a follow-up to his letter, my colleague, Gerry St. Germain (the P.C. Deputy Critic on Youth) and I would be interested in meeting with you to discuss the issues affecting Canadian Youth. We would like to open a direct line of communication between our Party and your organization.

Like yourself, we believe the potential of Canadian youth is limitless. We would like to ensure that policies are developed which will harness that potential. We are therefore calling upon your experience, and your knowledge in this matter.

As part of the process of developing a dialogue, you may want to consider using our Caucus members as speakers at your national, provincial, or local meetings. A way in which we could better organize such an effort would be to make our Caucus members aware of your organization's local associations. To this end, we would appreciate receiving a list of these contacts across the country.

I am certain that you have some immediate concerns and recommendations on policy and political issues affecting youth. I would welcome the opportunity to discuss these matters with you at your earliest convenience. With the International Year of Youth coming up next year and with the great challenges facing our youth in the next decade, we trust that by working together we can meet these challenges.

Yours sincerely,

John Wise, M.P.  
Elgin

*I will be sending  
a list of Board  
members to him.*





Canadian Congress for Learning Opportunities for Women  
692 Coxwell Avenue, Toronto, Ontario, Canada M4C 3B6 • (416) 461-9264

RECEIVED APR 13 1984

*renewal sent*

Please renew my membership.

Regular (\$20.00)       Student (\$10.00)       Organization (\$35.00)

Name: REBECCA COULTER

Address: % Athabasca University 15015-123 Ave.  
Edmonton, Alta.      Postal Code: T5V 1J7

Telephone Res: 436-9511 Bus: 452-9990 Occupation: professor

Areas of Interest: Women's Studies, <sup>ext. 2436</sup> History of Women -

Please return form and payment to the CCLOW National Office - 692 Coxwell Ave., Toronto, Ontario



Canadian Congress for Learning Opportunities for Women  
692 Coxwell Avenue, Toronto, Ontario, Canada M4C 3B6 • (416) 461-9264

RECEIVED APR 18 1984

*renewal sent*

Please renew my membership.

Regular (\$20.00)       Student (\$10.00)       Organization (\$35.00)

Name: RED DEER STATUS OF WOMEN ASSOCIATION

Address: P.O. BOX 274  
RED DEER Alberta      Postal Code: T4N 5E8

Telephone Res: \_\_\_\_\_ Bus: \_\_\_\_\_ Occupation: \_\_\_\_\_

Areas of Interest: ADVANCEMENT OF WOMEN

Please return form and payment to the CCLOW National Office - 692 Coxwell Ave., Toronto, Ontario



RECEIVED APR 24 1984

April 13 1984

Susan McCrae Vander Voet  
Executive Director  
Canadian Congress for  
Learning Opportunities for Women  
692 Coxwell Avenue  
Toronto Ontario  
M4C 3B6

Dear Susan:

I would like to thank you very much for your letter of April 6th inviting me to address the CCLOW National Conference in Toronto August 19 through August 21.

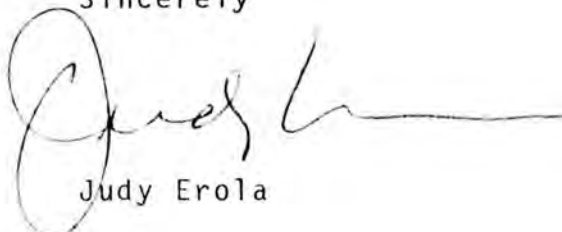
While I fully appreciate the difficulties involved in planning for a Conference of this size and the necessity of confirming a speaker as soon as possible, I am afraid I cannot commit myself to an event in August at this time.

As you are aware, the next four to five months will be extremely busy ones what with the visits of the Pope and the Queen and the possibility of a Federal Election, the date of which has yet to be determined. Until the latter item is set, my summer plans must remain open.

I know my scheduling concerns do not help when you are trying to get a firm answer, but I trust you can appreciate my dilemma as well. Your words of support of my efforts are heartwarming and I sincerely hope you will be able to find an alternate speaker in time for the Conference.

With warmest personal regards.

Sincerely



Judy Erola



*Received April 19/84*

TEL NO. 461-9264M's TIME .....  
TO ..... BY .....  
CALLS LEFT .....  
ATTEMPTS .....  
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Telecommunications

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CANADIAN CONGRESS FOR LEARNING OPPORTUNITIES FOR WOMEN  
692 COXWELL AVENUE  
TORONTO, ONTARIO M4C 3B6

BT

**ONCP**  
Telecommunications

ON BEHALF OF THE PRIME MINISTER, I ACKNOWLEDGE  
YOUR TELEGRAM OF APRIL 17.  
PLEASE BE ASSURED THAT IT WILL BE BROUGHT TO  
MR. TRUDEAU'S ATTENTION.  
- NICOLE FOURNIER, CORRESPONDENCE ASSISTANT DIRECTOR

6115-B (4-81) 48-42-791



Le Secrétaire d'État du Canada

The Secretary of State of Canada

Ministre responsable  
de la condition des  
personnes handicapées

Minister responsible  
for the Status of  
Disabled Persons

Ottawa K1A 0M5

Ottawa K1A 0M5

C.C. Beard

RECEIVED MAY - 1 1984

*Susan*

April 18, 1984

Leiba Aronoff  
President  
CANADIAN CONGRESS FOR LEARNING  
OPPORTUNITIES FOR WOMEN (CLOW)  
692 Coxwell Avenue  
Toronto, Ontario  
M4C 3B6

Dear Leiba Aronoff:

I am pleased to inform you that a grant of \$5,400.00 has been awarded to your organization for its project "Regional Networking and Adult Basic Education". A cheque for this amount is enclosed.

It is encouraging to learn of the objectives of your organization and I feel confident that the proposed activities will contribute to a better understanding of the status of women in Canada.

To assist us in evaluating the effectiveness of our support to voluntary organizations, it would be appreciated if you would submit to the Director of the Women's Programme in Ottawa, a financial report as well as a report on the activities carried out under this grant within two months of the project's completion.

May I offer you and the members of your organization my congratulations and best wishes for success.

Yours sincerely,

*Serge Loyal*  
Serge Loyal

Encl.

Canada







Government of Canada  
Gouvernement du Canada

Minister of Communications

Ministre des Communications

Ottawa K1A 0C8

cc Bennis  
Heather Brown

RECEIVED MAY 22 1984

MAY 15 1984

Mrs. Susan McCrae Vander Voet  
Executive Director  
Canadian Congress for Learning  
Opportunities for Women  
692 Coxwell Avenue  
Toronto, Ontario  
M4C 3B6

Dear Mrs. McCrae Vander Voet:

Thank you for your letter of February 21, 1984 concerning your application for Department of Communications funds.

As you are aware from your discussions with members of the Telidon Content Development Programme staff, we received an overwhelming response to the Request for Proposals issued in August 1983. After thorough investigation of submitted projects, the one from the Canadian Congress on Learning Opportunities for Women, although a good project, was not among those which were funded.

I have, nevertheless, directed my staff to look into alternate sources of funding not only for your project but also for the other worthwhile projects which were not funded. I urge you to make every effort to continue your Telidon endeavours as I feel confident they will lead to considerable benefits in the future.

Yours truly,

Francis Fox

Canada



MAY - 7 1984

The Canadian Congress for  
Learning Opportunities for Women  
692 Coxwell Avenue  
TORONTO, Ontario  
M4C 3B6

Dear Members:

I am writing in response to your telex of February 24, regarding equality rights for Indian women.

As you are aware, the First Ministers' Conference did not result in further decisions on self-government or further entrenchment of equality rights.

On March 8, the Federal Government announced its intention to introduce legislation in the near future that would propose amendments to the Indian Act to eliminate discrimination based on sex. These proposed amendments would include a program of reinstatement for individuals who lost status and band membership due to discriminatory sections of the Act and first time registration of their first generation children.

It is the Federal Government's belief that amendments to the Indian Act combined with Sections 15 (1) and 28 of the Canadian Charter of Human Rights and Freedoms and the equality clause of the Accord signed at the 1983 First Ministers' Conference will provide for the complete equality of Indian women and Indian men. I have attached for your information a copy the Prime Minister's announcement of March 8.

Rest assured that this important undertaking has my close personal attention.

Yours sincerely,

John C. Munro

Attach.

Canada

**6&5**  
working together  
travaillons ensemble

Canada



**First  
Ministers  
Conference**

Ottawa, March 8-9, 1984

**Conférence  
des  
premiers ministres**

Ottawa, 8-9 mars 1984

GOVERNMENT ANNOUNCES PLANS TO ELIMINATE  
DISCRIMINATION AGAINST INDIAN WOMEN

1-8355

RECEIVED MAY 11 1984

OTTAWA, Ontario (March 8, 1984) -- The Prime Minister announced today the government's intention to introduce legislation shortly to remove discrimination on the basis of sex from the Indian Act.

The announcement was made on the first day of the First Ministers' Conference on Aboriginal Constitutional Matters in Ottawa.

The proposed legislation will change the Indian Act along the following lines:

- In the future, no Indian will lose his or her Indian status or band membership as a result of marriage to a non-Indian. Conversely, no non-Indian will gain status or band membership through marriage to an Indian.
- For the future also, within certain limits to be specified in the amendments, the children and grandchildren of marriages between Indians and non-Indians will enjoy Indian status and band membership.
- Non-Indian spouses of registered Indians will have the right to reside on reserve with their Indian partners.
- Those who lost status and band membership as a result of the discriminatory provisions of the Act will be reinstated, if they so wish, as will their children.

The Prime Minister pointed out that the planned legislation will bring justice to many Indian women who have long sought rights equal to those enjoyed by Indian men. The government's action will also fulfill a commitment made in last December's Speech from the Throne, and in the 1979 National Plan of Action on the Status of Women. Because of the the close relationship between this legislation and that for Indian self-government, it will be important to consider both items of legislation in relationship to each other.

Canada



The federal government will provide the funding required to extend services to those who regain or retain Indian status and band membership as a result of the planned amendments.

There are several sections of the Indian Act which discriminate on the basis of sex. Section 12(1)(b), for example, deprives a registered Indian woman of status and band membership if she marries a man who is not a registered Indian. On the other hand, an Indian man who marries a non-Indian woman retains his status and band membership, and his spouse acquires them.

These sections of the Indian Act conflict with the sexual equality provisions in the Canadian Charter of Rights and Freedoms which will come into effect on April 17, 1985. Government action is also required to repeal this section if Canada is to fulfill its obligations under the U.N. Covenant on Civil and Political Rights and the Convention on the Elimination of all Forms of Discrimination Against Women.

In August 1982, the government, with all-party agreement, asked the Standing Committee on Indian Affairs and Northern Development to hold public hearings and report on how best to amend the Indian Act to remove sexual discrimination. A Sub-Committee on Indian Women and the Indian Act reported in September 1982. It recommended repeal or amendment of various sections to abolish discrimination for the future, as well as a program of reinstatement to undo past injustices. The government has accepted these basic recommendations.

Contact: M. Barlow  
(613) 992-4211



C.C. Bennett

RECEIVED MAY - 7 1984



MINISTER OF NATIONAL HEALTH AND WELFARE

MINISTRE DE LA SANTE NATIONALE ET DU BIEN-ETRE SOCIAL

OTTAWA, K1A 0K9

2 V 1984

Susan McCrae Vander Voet,  
Executive Director,  
Canadian Congress for Learning  
Opportunities for Women,  
692 Coxwell Avenue,  
TORONTO, Ontario.  
M4C 3B6

Dear Susan McCrae Vander Voet:

Thank you for sending me a copy of your letter to Senator Lorne Bonnell concerning amendments to Bill C-3, the Canada Health Act.

I am very pleased that, in recognition of the concerns expressed by professional and consumer health organizations, the criterion of comprehensiveness in Clause 9 was amended by the Standing Committee on Health, Welfare and Social Affairs to include "and where the law of the province so permits, similar or additional services rendered by other health care practitioners".

I appreciate the valuable contribution of your organization to this important and successful legislative process.

Yours truly,

Monique Bégin

16, f

RESPONSE TO THE ACCESS PANEL

of the

COUNCIL OF EDUCATION MINISTERS CONFERENCE ON POST SECONDARY EDUCATION

Presented by Lenore Rogers, President

Canadian Congress for Learning Opportunities for Women

October 20, 1982



I want to thank you for the opportunity to address this conference. Access to post-secondary education in the 80's is indeed a very important and vital issue. Before I react to the panelists, I would like to stop for a moment. Take a look around you. Note the sex of the majority of people at this very important conference. As you can see, there are very few women present. Yet, women make up almost half of students in post-secondary education and are 51% of the population in Canada.

This panel has addressed access to education. Enrollment statistics indicate that women do have access to education. That is not the issue for us. The issue is that women are not enrolled in equal proportions in all programs and courses of study offered by the post-secondary system. In 1981, women were 54% of arts undergraduates and were only 38% of students in science.

If women were equally distributed in all courses, we would expect them to be about 50% of students in each area. However, they are not. Women are most seriously under-represented in engineering and applied sciences (9%) and most seriously over-represented in nursing (97%). Sex-stereotyping is clearly operative in both these areas.

The primary motivation for people, and that includes men and women, for taking further education is to improve their lot in life. Education leads to improved work opportunities and greater income. Work is one of the major activities that provides us with structures around which to organize our lives. It gives us a feeling of self worth and a sense of being part of a larger whole.

In the past women were not encouraged to pursue training for employment or higher education. They were to remain at home and raise children. That is no longer the case and has not been for many years.

Women will end up working at least 30 years in the paid labour force. Statistics show that the better educated a woman is, the more likely she is to be in the paid labour force. Yet, in spite of this, Canadian women, on average, earn 60% of what men earn. Most of the 40% gap cannot be accounted for by differences in seniority, experience or qualifications. It can only be accounted for by systemic sex discrimination.

Equal access to education, training and employment is a right to which women are entitled. Sex discrimination, entrenched in a wide variety of beliefs, practices and procedures has been developed and transmitted for generations. These practices have prevented women from gaining equal access in all areas. According to the United States Commission of Civil Rights.... "When discrimination is wide-spread and entrenched, it becomes a self-regenerating process capable of convert what appear to be neutral acts into further discrimination." We can no longer blame individual women for not becoming engineers. We must intervene in this process to interrupt and dismantle it.

Another important issue at this time is the changing nature of work. Who has access to jobs now and in the future is an important political question. Women have for too long been pulled in and out of the labour force at the whim of industry and political considerations. Women are in the labour force to stay because they need to be. We are no longer invisible.

Because of changes in technology the job market is being eroded. Women are most vulnerable to displacement by micro-technology especially in the clerical and service sectors. Estimates of possible



unemployment rates for women range from 10% in 1985, to 35% in 1990. In this situation, the post-secondary system will have a great responsibility for retraining women to enter alternate work opportunities.

In order to access new training women will need a variety of special measures. We believe it is incumbent upon all policy and decision makers to be accountable for and responsible for women's equal participation in all areas of post-secondary education.

What will ensure this? We believe that the best vehicle for ensuring this accountability is equal opportunity legislation. Such legislation would need to include prescriptions for implementing equal opportunity, affirmative action and contract compliance. Affirmative action, applied to the education field would cover the hiring of both faculty and administrative staff, the distribution of student enrollment present and future, and curriculum. Contract compliance would apply to both transfer payments and wage subsidies in industrial training.

The procedures and practices involved in sex discrimination in education, training and employment are not easily dismantled. Change will only be effected through firm, committed and decisive action. You all have a rôle to play.