

THE UNIVERSITY OF MANITOBA

School of Social Work

Women, Work and Unions: Working with  
the Equal Rights and Opportunities  
Committee of the Manitoba Federation  
of Labour

By

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A Practicum Report submitted to the Faculty of Graduate  
Studies in partial fulfillment of the requirements  
for the degree of Master of Social Work.

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## INTRODUCTION

My basic interests, upon entering my Master's year in Social Work, were with policy issues and questions of how decisions are made and translated into action. I was, however, unclear as to where to locate my Practicum or what form it should take to address these issues. Possibilities included:

- working as the assistant to the Executive Director of a private social service agency;
- being attached to the Department of Finance of the provincial government;
- being attached to the Equal Rights and Opportunities Committee of the Manitoba Federation of Labour.

The Equal Rights and Opportunities Committee (EROC), a largely female standing committee of the Manitoba Federation of Labour (MFL), interested me for several reasons. Two of my long-standing concerns have been women's issues and the labour union movement. As well, many of the decisions and implementations of business, labour, government and social service agencies are achieved through the committee structure.

While great strides have been made in the union movement over the past century, the current amount of union activity appears to be stabilizing rather than continuing to increase. Issues within the union movement itself, as well as pressures from an increasingly conservative government and business climate have combined to keep the proportion of union membership at less than one-third of the Canadian work force.

Women have 'come a long way' but are also facing an increasingly hostile work environment. Although women's labour force participation and unionization are increasing, they are facing cutbacks in programs serving them such as unemployment insurance, job training, day care, etc.

I chose the EROC as my Practicum placement in order to learn about and help with the group decision-making process, the problems facing women at work in a male-dominated world and the role of unions in an increasingly conservative and anti-labour environment.

Both external conditions and internal assumptions are factors in any intervention. Some of the influences that helped shape my Practicum were:

1. I was interested in but did not possess an advanced level of skill in the practice areas of group process and facilitation.
2. While I had a general understanding of the state of women in labour and unions in Canadian society, my knowledge of the specifics of the Manitoba labour scene was sketchy.
3. Because I initiated the placement proceedings with the EROC, my roles, goals and strategies would be different than if the EROC had requested someone from outside the labour movement to help with a specific task.
4. In the two interviews held prior to my first meeting with the entire EROC, it appeared to me that the EROC was handicapped by a low level of internal self-esteem and an external lack of respect from the MFL as a whole. Possible reasons for this situation will be discussed in Section II.

The following are the most important assumptions or values that relate to my Practicum:

1. Progress and change occur best when initiated from within rather than being imposed from external sources.
2. Each individual or group knows its own needs best; an outsider can help clarify, implement or guide, but cannot prescribe or execute.

3. Man is a collective being. While individual change and growth is vital, true social change occurs through collective, group action.

4. Influence and power can be effectively gained and exerted by groups.

5. Women, as a group, continue to have less power, authority and influence than men.

6. The union movement, in its context of organized collective action, is necessary to women in modern Canadian society.

7. Knowledge and communication of issues are necessary for change to occur.

8. It is vital that issues relating to the role of women in society, the economy and work be emphasized, clarified and broadcast.

Because of my lack of specific knowledge and expertise and because I had requested the placement, my role was defined by me as a resource rather than as a leader. This role, along with assumptions and external conditions surrounding the EROC, influenced goals, strategies and behaviours throughout the Practicum.

At the outset, my overall goals for the Practicum were twofold:

1. To learn about:

--the structure and issues facing unions with an emphasis on  
Manitoba;

--the role, status and functions of women in the Manitoba union  
movement;

--the process in group decision-making;

--my practice skills in assessment, intervention and evaluation.

2. To help:

--the EROC to improve and strengthen its role, position and status

within the MFL;

- provide the EROC with skills, information and attitudes of use to the Committee in the future;
- improve and increase the EROC's initiative in decision-making.

My role as participant-observer and resource was designed to down-play my own biases, preferences and ideas re: the programs and strategies of the EROC. Emphasizing my observer role at the beginning of my association with the EROC would:

- meet my learning goals and practice skills in assessment;
- enable the EROC rather than me to initiate plans for the Committee using my resource role;
- help draw out the skills and knowledge of the EROC members rather than imposing my own limited resources.

Ideally, I would be a catalyst that the EROC would use to implement their own latent ideas and programs. If this did not prove to be the case, then I was prepared to provide more suggestions and become more active, after an assessment period. The basic value of client self-determination (see assumptions 1 and 2 on page 2) require that I not impose my views or ideas on the Committee. Implementation is more effective if the problems, plans and personnel of the situation are known before programs are devised. Therefore, specific strategies and tactics were not clear at the outset but evolved during the year and will be described more fully in Section IV.

The EROC provided a positive setting for my Master's Practicum. It allowed for the development of my practice skills in an area of high personal interest for me. As will be shown in Section II, a Committee such as the EROC is necessary given today's social and economic scene.



It is thus worthwhile helping such a group clarify its own goals, increase its own skills and expand its impact and influence in the Manitoba labour movement.

This Practicum Report will consist of the following sections:

1. A brief overview of the history of women and their current status in the Canadian trade union movement.
2. An explanation of the Equal Rights and Opportunities Committee (EROC): its structure, composition and position within the Manitoba and Canadian labour scene.
3. A descriptive review of the actions of the Committee and myself from September 1978 to June 1979.
4. My Report to the EROC delivered at the June EROC meeting.
5. A Summary including observations, evaluations and conclusions.
6. Appendices.
7. Bibliography.

## PART 1:0

### BACKGROUND ANALYSIS

#### 1:1 The History of Women and Work

Two facts about women have persisted throughout history:

1. Women have always worked.
2. Almost without exception women and their work have been valued less than men and their work.

While there have been examples of powerful women in the Bible, history and literature, the most acceptable role for women to play has always been that of 'reproducer'. A convoluted image of woman as both necessary and evil resulted from the medieval Church teaching that women

could be either wives or nuns (Labarge 1971, p. 10). The cult of the Virgin Mary and the concept of courtly, unrequited love, was set off against the need to reproduce, especially during the recurrent times of famine and plague. A man from the Middle Ages answered the question of what a woman is in this way:

A woman is the confusion of man, an insatiable beast, a continual worry, a never-ending battle, a daily injury, a house of fury, an impediment to chastity, the shipwreck of incontinent men (Labarge 1971, p. 10).

As early as 1860, a progressive trade union movement in the United States, the National Labor Union, advocated universal suffrage and women's rights. However, women in the labour force were also seen by this group as an unfortunate necessity:

(They were) created to be the presiding deity of the home circle, the instructor of our children, to guide the tottering footsteps of tender infancy in the paths of rectitude and virtue, to smooth down the wrinkles of our perverse nature, to weep over our shortcomings, and make us glad in the days of adversity, to counsel, comfort, and console us in our declining years. (Baxendall 1976, p. 78).

Most of Canadian society before World War I was rural in character and women were vitally important to the life of the farm or homestead. They had clearly defined roles as 'wife-mother-producer' and were "integral to commodity production and central to economic organization" (Johnson 1974, p. 17). They were in charge of the house, the raising of the children, the barnyard animals, the family garden, and made virtually all the food and clothing for the family. The role of the family was central in the productive processes of society, and the woman's place, while subservient to her husband, was still crucial.

As capitalism and industrialization became more pronounced in the large cities and rural areas, small self-contained farms began to accumulate capital in the form of lands, buildings, livestock and machinery.

Farmers produced less variety of goods, and more quantity. They were not self-sufficient, but bought more of their necessities (and luxuries) for cash.

The status of the farm wife changed along with the kind of farm. Due to increased formal education, (Schechter 1977) there were fewer children at home (no 'productive team'). The farm wife was freed of much of the necessity for providing goods and services to the family because of the increasing emphasis on, and ability to pay for, 'store bought' goods. While it is questionable that this change gave the farm woman more leisure time, it is certain that it changed her role from being in charge of a very important part of the farm life and often relegated her to more menial, servant-like tasks. Her direct economic importance was not as apparent, while her social role and status as wife and mother remained virtually unchanged.

At the same time (1850-1880 in Ontario, later in the Prairies) there was a growing scarcity of cheap land. This was largely due to the railroad being given vast tracts of the best farm land in the prairies and the two centuries old practice of granting land for royal favours (Myers 1972). This shortage of good farm land plus the flood of Irish immigrants into the cities as a result of the famines in Europe, led to a large increase in the labour force in the cities.

The lack of adequate transportation to cover the vast distances of Canada slowed the spread of the large factories which were beginning to appear at this time. Labour was still largely divided into crafts with one craftsman and several apprentices doing most or all of the processes in small establishments.

Both craftsmen and the increasing numbers of labourers were required

to work sixty to seventy-two hours per week in order to survive. Thus it was necessary that the wife be in charge of the rest of the family life: the care of the children, purchasing and preparing food, etc.

. . . when an employer hired a man, in effect he hired two people; the man to work on the job and the man's wife to keep the workman, physically and mentally in working order. (Johnson 1974, p. 27)

Because there were no societal provisions such as Canada Pension Plan, Workmen's Compensation, occupational pensions, health insurance, etc., men needed women to provide children to support them in their old age and women needed men to provide for them all their lives.

Industrial capitalist society which had come to Canada to stay by 1895 had a far-reaching impact on women in the Canadian labour force. Machine power (technology) continued to replace muscle power. This meant that division of labour in the workshop was greatly accelerated (Braverman 1974, p. 72). Highly skilled, expensive craftsmen were replaced by less skilled, lower-cost labour.

Every step in the labor process is divorced, so far as possible from special knowledge and training and reduced to simple labor. (Braverman 1974, p. 82)

This not only had the effect of separating the elements in the production process from each other, but of making each step simpler to perform.

. . . this means that the labor power capable of performing the process may be purchased more cheaply as dissociated elements than as a capacity integrated in a single worker. (Braverman 1974, p. 81)

For example, women in earlier periods either made their own clothes themselves or, if they were wealthy, had them made by seamstresses who were very highly skilled. (An ante-bellum dress was not just a covering, but a work of art.) By 1914, the garment industry was one of the fastest growing in Canada. Each worker was responsible, not for a complete

product, for only one aspect of it--cutting the pattern, sewing side seams, or attaching collars. They all-around skill of the seamstress had been fragmented and cheapened by industrialization.

Under the pressures of industrialization and urbanization, more areas that were historically the role and purview of women came under the aegis of the market place. Food growing and processing, education, health care, clothing, etc. all were increasingly being done outside the home.

Thus the population no longer relied upon social organization in the form of family, friends, neighbors, community, elders, children, but with few exceptions must go to market and only to market, not only for food, clothing, and shelter, but also for recreation, amusement, security, for the care of the young, the old, the sick, the handicapped. In time not only the material and service needs but even the emotional patterns of life are channeled through the market. (Braverman 1974, p. 276)

This meant two things. One, services which had previously been provided 'free' by the women and children of the family now had to be purchased. Because wages for men did not keep pace with the increasing demands of the money, market economy, women were compelled to work outside the home to provide money to buy those items they had previously made.

Two, due to the increasing sophistication of technology, muscle power was rapidly giving way to machine power. Thus the strength advantage men generally held over women was decreased. In many industries, such as textiles and garment, women (and children) were actually preferred to men because they were perceived to be more dextrous and were willing to work long hours at lower wages than men. Testimony before the Royal Commission on the Sweating System of 1895 reported that men in the clothing industry in Canada received weekly wages of from \$4 - \$11, while women worked for 75¢ to \$6 per week (Phillips 1979, pp. 6-7).

Women and men were theoretically able to do more and more of the same jobs. But, for the most part, they did not. Women were not paid

as much as men for the same jobs; were usually not in the same job categories as men; had far fewer opportunities for advancement than did men. In fact, in virtually all areas, women were not 'separate but equal' but 'separate and unequal'.

Women were to work only when absolutely necessary and then at occupations that closely resembled their earlier functions: servants, farm labourers, dressmakers, teachers, hand laundry workers, etc. (Baxendall 1976). "Since these skills had no monetary value in the home, this tended to establish a low scale of remuneration in industry" (Labarge 1971, p. 25). But the best occupation for a woman was still motherhood.

Trade unions saw the rise in women in the job market as a necessary but temporary evil. A Toronto labour paper in the early 1900's stated: "Give the men workers a decent living wage and a minimum wage for women will be unnecessary" (Klein and Roberts 1974, p. 221). The woman's role was still to provide for the worker (husband); to provide more workers (children); and increasingly, to consume. As more services were available in the market place, consumers were needed to purchase these goods and thus provide the profits necessary to produce more goods. Women, with more leisure time and less direct productivity were seen as prime consumers. Status was achieved not by how much you produced, but by how much you could consume. There was:

a powerful urge in each family member toward an independent income, which is one of the strongest feelings instilled by the transformation of society into a giant market for labor and goods, since the source of status is no longer the ability to make many things but simply the ability to purchase them (Braverman 1974, p. 276).

There were far-reaching implications to the basic attitude that woman's place was in the home. Because a woman only worked when she must, she was not a worthwhile subject for unionizing. Her occupations, as

seen before, were not highly valued and therefore not greatly remunerated. Time and resources need not be spent on education or training women because they were in the labour force only sporadically. Rather,

the aim . . . (was) to make girls better housekeepers, more capable in womanly arts for cooking, washing, and sick-nursing to the training and management of children (Hill 1973, p. 7).

World War I was not a boon to women workers. There was actually a recession until 1916, and while the labour shortage became acute during the last two years of the war, conditions for women did not improve. It was still a 'buyer's market' with women working 72 hours and more a week in munitions plants (Blaxall 1976). After the war, when 'Jonnie came marching home', Janie was supposed to go back to the home or at least return to 'women's work' in the garment factories or the newly forming ghettos of the service sector such as banks, retailing, public utilities, finance, etc. Because women with very little training had been able to do virtually everything that men had done, some attitudes towards women in the labour force changed--at least for single women. If a woman was married, she should not be employed at all (Blaxall 1976). After all, ". . . the married woman, of course, tends to rely on the male family breadwinner for support." (Canada, Department of Labour, 1964)

The Depression slowed down the small but steady gains women had made in the expansive 1920's. Because most women workers had less training, lower skills and less organization, they were the first to be fired when times got bad. The belief that the man's role was 'provider' meant that the few jobs available would go to men rather than to women.

Union activity did not cease however. The Congress of Industrial Organizations (CIO) attempted to organize across entire industries. Until then the vast majority of unions were craft unions, usually

affiliated with the American Federation of Labour (AFL), with highly skilled, highly paid members. Women were virtually unknown in the AFL unions, but the CIO welcomed any women who were employed in the industries they were organizing. However, women were not very numerous in these industries such as auto and steel so the impact of this organizing 'spree' was felt less by women than by the men. Most women who worked were still found in the traditional roles of service--teacher, nurse, salesperson, etc. (Blaxall 1976), which remained unorganized for several more decades.

World War II again changed the situation. The lesson that had been conveniently forgotten--that women could do any job that a man could do--was relearned. 'Rosie the Riveter' replaced 'Henrietta Homebody'--at least for the duration. Unions, especially the CIO industrial unions, became even stronger, and after the war flexed their muscles on behalf of the returning male soldiers. Women were again 'persona non grata' in view of the labour surplus that occurred in post-war Canada.

After World War II women did not return to their homes to the extent they had after World War I and during the Depression. The continued rapid expansion of the state and market into areas that had earlier been the purview of the family or community such as education, health, etc. has led since the early 1950's to an increase in the demand for workers in these 'service industries'. Because most of these services are in areas that women have traditionally handled, and because opportunities were not opening up in traditional male occupations, the service sector has, along with the white collar office jobs, become largely a female 'job ghetto'.

These changes have been felt by the rural Canadian population as well. The technological advances that have revolutionized farming in North America have meant that fewer people are needed to provide food for



domestic and foreign consumption. Thus the Canadian farm population has continuously declined in the twentieth century. In 1962 each Canadian farm worker produced enough food stuffs for 32 people (Thomson 1978, p. 4). The proportion of owner-occupied farms decreased from 92% in 1901 to 58% in 1971 (Thomson 1978, p. 5) and only 6.5% of the Canadian population was living on farms (Thomson 1978, p. 9).

Machinery has also made it possible for women to do virtually every job that had traditionally been seen as men's work, from plowing the fields and sowing the grain to harvesting. Women can do far more than provide hot food for the hired hands.

Rural women are actually more highly educated on average than their male counterparts and often handle the finances of the home and farm or ranch (Reid 1979).

However, while the content of women's work on the farm has changed over the past seventy-five years, the form has remained static. Men, and many women as well, still see the rural woman's role as primarily breeder, feeder and helper. Her status, if not function, is still often subservient to that of her husband, father and/or brother.

As can be seen by Table I, the main female job categories can be classified into four groups: clerical, health and education, domestic service and peripheral industries (garment workers). These occupations are concentrated in the labour-intensive service sector.

THE LEADING 10 OCCUPATIONS OF WOMEN, SELECTED DECADES, 1870 - 1970

	<u>1870</u>	<u>1900</u>	<u>1940</u>	<u>1970</u>
1.	Domestic Servants	Servants	Servants	Secretaries
2.	Agricultural Labourers	Farm Labourers	Stenographers Typists and Secretaries	Sales Clerks (Retail)
3.	Tailoresses & Seamstresses	Dressmakers	Teachers	Bookkeepers
4.	Milliners & Dressmakers	Teachers	Clerical	Teachers
5.	Teachers	Laundry Work (hand)	Saleswomen	Typists
6.	Cotton-mill Operatives	Farmers & Planters	Operatives, Apparel & Accessories	Waitresses
7.	Laundresses	Farm Labourers (non-family)	Bookkeepers, Accountants, Cashiers	Sewers & Stitchers
8.	Woolen-mill Operatives	Saleswomen	Waitresses	Nurses
9.	Farmers and Planters	Housekeepers & Stewards	Housekeepers	Cashiers
10.	Nurses	Seamstresses	Nurses	Private Cleaners & Servants

SOURCE: Baxall & Reagan, ed. Women and the Workplace. Chicago: University of Chicago Press, 1976, p. 406.

If workers try to upgrade wages and/or benefits, many of the highly competitive peripheral industries with low profits margins will not survive. If clerical workers attempt to improve conditions, owners and managers will likely see this as a direct threat to their control and profits and retaliate with lay offs, lockouts or moves to more compatible areas of the province or country.

Health, education and domestic sectors reflect the historical division of social labour. These are the traditional women's roles of 'breeder, feeder and producer' (Hartmann 1976, p. 95). It "seems that women simply do not have as many occupational alternatives as men" (Canada, Information Canada 1970, p. 79). "More than anything else, traditional attitudes about the kind of work women can or should do restrict women's occupational alternatives" (Canada, Information Canada 1970, p. 79).

Experiences in the labour force during the World Wars and the fact that there are women in virtually every job might lead to agreement with a feminist lawyer's remark that they "can ask for a man when they need a sperm donor, or a woman when they need a wet nurse. But that's about it" (Pogrebin 1975, p. 146). However, attitudes and stereotypes often linger after the reality has changed. The Equal Employment Opportunity Commission in the United States (Pogrebin 1975, pp. 145-150) found that not only do employers discriminate against women for their apparent lack of attachment to the labour force, higher turnover rates, less geographic mobility, but also believe that they are less capable of aggressive salesmanship (women are shy and retiring) and that co-workers, clients, and customers prefer men (women at work in certain types of 'male' jobs make men uncomfortable).

The life style currently associated with most professional, employment, and educational systems is geared for men and those women who can adapt their life-style, with much difficulty in some cases, to the masculine one (Greenglass 1973, p. 115).

1:2 The Current Situation in Canada

In 1975, out of a total Canadian labour force of 10,060,000, women comprised 3,679,000 or 36.7%. 44.2% of women aged 15 to 65 were in the labour force as compared to the male rate of 72%. In the prime working years of 25 - 54, 82% of all single women were employed and almost half (46.2%) of the married women in that age group were working (Canada, Women's Bureau, 1976). This is despite bad working conditions, low pay, terrible child care, and the continuing feeling among many that women should not work.

Part-time employment, with its low status, low (if any) fringe benefits, and low pay is, as would be expected, the purview of women. 20.3% of women worked part-time while only 5.1% of men were unable (or chose not) to work full time (Canada, Women's Bureau, 1976).

While only slightly over one-third of the Canadian labour force is female, they are not spread evenly throughout the work force as can be seen by these figures (Canada, Women in the Labour Force, 1976, pp. 54-56).

Women make up:

- 57.1% of finance, insurance, real estate industry workers;
- 39.2% of trade workers;
- 24.4% of manufacturing workers;
- 22.2% of agriculture workers;
- 6.6% of construction workers.

Women make up:

- 76.2% of social service occupations;
- 75.6% of medicine and health workers;
- 74.9% of clerical workers;
- 56.1% of sales and service workers.

A note of caution: it is easy to overstate the situation so that it appears that women are virtually all clerks or secretaries. As can be seen, over 75% of the health industry is female. These positions, even though they require a good deal of training and are in some cases even classified as 'professional', do qualify as job ghettos for women. The highest-status, highest-paid positions in the health industry are physicians, surgeons and dentists who are usually male. The lower rungs are filled with nurses, social workers, X-ray technicians, dental assistants, etc. who are largely female.

Table II below further illustrates this 'skewing' of women's work that has taken place in the Canadian public (governmental) sector. Very few women, numerically or proportionately, are in executive or technical areas and the vast majority are in administrative support (clerical) jobs. Affirmative action and increased unionization have not seemed to affect the proportions.

TABLE II  
PERCENTAGE OF FEDERAL AND PROVINCIAL PUBLIC SERVICE  
EMPLOYEES BY STAFF CATEGORY AND SEX

	Federal (1975)		Provincial (1974)	
	% Women	% Men	% Women	% Men
Managerial	--	0.6	0.3	6.0
Professional	6.5	9.6	7.0	25.0
Service	10.3	20.9	16.0	13.0
Technical	2.8	12.7	17.0	33.0
Administrative Support	65.2	9.0	49.0	13.0
Operators/ Contingency	15.2	47.2	10.0	10.0

SOURCE: Advisory Council on the Status of Women. Women in Public Service, Table II. Ottawa, 1976.  
Duncan, et al. Report of the Task Force on Equal Opportunity in the Civil Service in Manitoba, Figure IV-1. Winnipeg, 1974.

While the federal and provincial categories are not completely compatible, it is obvious that women are over-represented in the clerical area and very under-represented on the managerial and professional levels. As is the case with the private sector nationally and the public sector federally, Manitoba's female civil service employees are found swelling the ranks of the 'administrative support' (clerical) category. "All but 6% of the women in administration support are in the clerical series of clerk, clerk-steno, clerk-typist and secretary" (Duncan, et al 1974, p. 19) and less than 25% of women are in the technical, professional or managerial ranks combined.

The salary range of men and women civil service employees again underscores the disparity in salaries that accompanies the uneven job distribution. Seventy-five percent of all female employees in Manitoba earned less than \$7,000 in 1972 as compared to only 25% of the male employees. The median annual salary range for women was \$4 - \$5,499; for men it was \$8,900 - \$9,999--virtually double the female rate (Duncan et al, 1974, p. 21). The 1974 Task Force Report on Manitoba Civil Service could find no educational, skill, length of service or absenteeism reasons for these disparities in job classifications and salary.

Sex emerged as the single most important factor in predicting the salary of a Manitoba civil servant. There is a sizable and significant difference in the average salaries of men and women in the Manitoba civil service. If we consider two civil servants, a man and a woman of the same age, education, and number of years experience in the service, it is very likely that the man will have a significantly higher salary than the woman. In other words, even when we standardize the factors that pertain to competence and experience, the Manitoba civil service still pays higher salaries to men than to women (Duncan, et al, 1974, pp. 26-27).

1:3 The Growth and Composition of Unions in Canada and Manitoba

While only one-third of Canada's labour force as a whole, and an even smaller percentage of women are unionized, the fastest growing unions in Canada are those with the largest percentage of women members (Table III). Between 1962 and 1976 forty percent of new union members in Canada and the United States were women. In Canada, women represented 16.4% of union membership in 1962 and 27% in 1976 (I. R. Research Reports 1978, p. 6). This growth in union membership is larger than the actual growth of women in the labour force.

TABLE III

LABOUR ORGANIZATIONS REPORTING 15,000 OR MORE WOMEN MEMBERS 1976

<u>Union</u>	<u>Female Membership</u>
Canadian Union of Public Employees (CUPE)	89,183
Quebec Teachers Corporation	61,373
Public Service Alliance of Canada (PSAC)	51,761
Social Affairs Federation	41,810
Service Employees	34,949
Ontario Public Service Employees	27,504
Retail Clerks	21,892
Amalgamated Meat Cutters	20,713
Ladies Garment Workers	19,101
Registered Nurses Association of British Columbia	18,849
Clothing and Textiles Workers	18,660
Alberta Provincial Employees	17,783
Hotel and Restaurant Employees	15,108

SOURCE: I.R. Research Reports. Women in Trade Unions. Vol. 3 #1, September - October, 1978.

TABLE IV

UNION MEMBERS AS PERCENTAGE OF PAID WORKERS BY SEX, WOMEN MEMBERS AS PERCENTAGE OF TOTAL UNION MEMBERS, TYPES OF UNIONS, CANADA, 1976

<u>Industry</u>	<u>Union Members as Percentage of Paid Workers</u>		<u>Women Union Members as % of Total Union Members</u>	<u>Inter-national Unions as % of Total*</u>	<u>National Unions as % of Total*</u>
	<u>Women</u>	<u>Men</u>			
Agriculture	1.1	3.3	9.0	--	--
Manufacturing	36.2	51.7	18.6	89.0	11.0
Construction	10.0	73.8	1.2	93.0	7.0
Services	30.1	36.7	55.4	27.0	73.0
Utilities	45.6	58.3	17.0	54.0	46.0
Public Administration	63.3	66.8	29.7	6.0	94.0
Finance, Insurance	2.2	1.8	61.0	--	--

\*1972 statistics from Laxer: Canada's Unions, p. 39.

SOURCE: Women in the Labour Force: Facts and Figures, 1976.

Table IV gives a more detailed breakdown of union membership in Canada by industry, sex and type of union. The highest proportion of women union members is found in Public Administration (the government). The lowest proportion of women workers is found in Agriculture which is a far cry from the 'toiler' economy of the last century when women were a prime economic force in agricultural production. The only industry where women are more unionized than men is Finance with hardly any union activity at all.

The older, more traditional craft and industrial unions found in construction and manufacturing industries are over-whelmingly international with much more union activity occurring among male workers, especially in the craft unions of the construction industry (see p. 12).

The high union proportion of both men and women in Public Administration is an indication of the increasing numerical strength of the



national public workers' unions such as the Canadian Union of Public Employees (CUPE), the Public Service Alliance of Canada (PSAC), and the National Union of Provincial Government Employees (NUPGE).

TABLE V  
PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS BY SELECTED INDUSTRIES - 1977

<u>OFFICE</u>	<u>INDUSTRY</u>	<u>NON-OFFICE</u>
<u>%</u>		<u>%</u>
12	Mining	84
10	Manufacturing	78
43	Transportation/Communications	88
51	Railway Transport	96
52	Hospitals	82
8	Hotels	25
2	Restaurants	16
89	Public Administration	74
TOTAL		73

SOURCE: 1977 Working Conditions in Canadian Industry. Labour Canada, Tables 1 and 2. Report #21.

As is made clear by Table V, the non-office, largely male, segments are always more highly unionized than the female-dominated office sector, with the exception of the Public Administration category where unions such as CUPE, PSAC and NUPGE are strongest. Overall, even though such generally non-union categories as 'managers' and 'professionals' are included in the "office" category, over twice as many non-office as office workers are organized.

While it would be irresponsible to make generalizations about a movement that encompasses over 2 million people in 7,000 locals (see Appendix p. 67) Canada, it has often proved to be the case that recession, constraint and other economic pressures have led the union movement into

consolidation of the status quo rather than expansion into more unionizing activities.

Too often, when the brothers fear competition from the sisters, the union family doesn't count for beans on the job or in the union hierarchy (Pogrebin 1975, p. 211).

Union leaders, and the rank and file, are well aware that as workers unionize, wages go up and labour costs increase. Employers can relieve these pressures by changing the job structures through automation, downgrading job classification and increasing job fragmentation, all of which serve to lower labour costs. They can also introduce part-time, temporary help (mainly female) which does not have high fringe benefit costs. A retail sales employer may find that it is cheaper for him to hire four part-time, non-unionized employees to do the work of two full-time, unionized workers. The amount of work and productivity may not increase, but profits are larger because the labour costs are lower.

A prevalent attitude seems to be that women's increasing labour force participation is partly responsible for the current high rate of unemployment in Canada. In reality, only 3% of the female labour force is employed in areas where there is 40% of the male unemployment (Phillips 1979, p. 16). If all the women currently employed in Canada immediately left the labour force, male unemployment would still be present. Would enough out-of-work plumbers, electricians, steelworkers or miners take the vacated positions of nurses, typists, waitresses or check-out clerks to make any appreciable difference in the unemployment rate? They would not because they are not trained for them and because the pay and working conditions are not commensurate with their earlier jobs.

Much of labour and management believe that the wage 'pie' is constant; that if women take a bigger 'slice' of the unexpandable pie it can only

come out of the pocketbooks of men. This belief is not universally shared as can be seen by the following quote from the eminently respectable economist, Paul A. Samuelson:

When a country gains new manpower from excess of births over deaths or from immigration and increased female participation, its same land and complement of capital assets can produce a larger social pie. . . with each productive input largely earning its own keep, both men and an enhanced supply of women can hope to perform good paying jobs (Samuelson in Phillips 1979, p. 17).

What are the attitudes of rank and file union members to working women? Do they agree with the notions of 'women's work' and 'women's place' or are they aware of the inequalities being perpetrated on their wives, daughters and sisters? While many union members and leaders are concerned about these issues, a survey in Quebec shows that some union members are still traditional in their views (Geoffrey and Ste-Marie 1970).

The most commonly-held views were that: women take jobs on a short-term basis; women seek employment out of economic necessity; women's seek employment out of economic necessity; women's salaries are 'additional income'; women should hold 'feminine' jobs.

. . . in all sectors of employment, the traditional distinction between so-called feminine and masculine work tasks is so firmly established and deeply engrained that no one--not even the trade unions themselves--feels impelled to re-examine the question of salary scales based on sex (Geoffrey and Ste-Marie 1970, p. 17).

These social stereotypes and economic realities have combined to delay the liberation of women from their job ghettos. Craft unions, with carefully monitored and selective apprenticeship programs and control over the 'hiring hall' have largely kept women out of their unions.

Unions give reluctant and often conditional permission for their (women's) employment in hard hat jobs with tacit understanding on the part of government, management, unions and women that, should the market ease with a downswing in the economy or with a relaxation of stringent policy, women will, of course, go home (Cook in Phillips 1979, p. 16).

It has been more comfortable, until quite recently, for male staff and organizers to concentrate on organizing male-dominated crafts, assemblylines and mines than to go into the female-dominated industries such as banks and offices. These male organizers are often faced with problems and issues unfamiliar to them such as maternity leave and day care.

The foregoing is not to denigrate the strides that have been made on behalf of and by women workers and unions. Some of the most progressive contract negotiations and legislation has come not only from unions with large numbers of women members such as CUPE but also from such traditional, male-dominated unions as the Steelworkers and Auto Workers, especially in the areas of health, safety, maternity leave and equal pay.

The most militant female unionists do not advocate dismantling the union structure, but broadening the already present work done by many progressive locals, leaders and unions.

#### 1:4 Conclusions

The last 50 years have profoundly affected the lives of women. Technological development, urbanization, industrialization, medical advances and some sociological and cultural changes have made a vast difference in all areas of Canadian life. However, the traditions and myths of the past do not reflect the facts and realities of today, no matter how useful they may be to some segments of society.

Table VI shows that the traditional view closely approximates the average 1920 woman worker, but has very little applicability today. The facts that women are found in every job category and can plan to work 24 - 31 years after age 35 show up the myth that there is a biological justification for job discrimination and segregation. Having children does not

exclude women from very active and long term labour force participation.

In the face of all this evidence, why has so little been done? A partial answer is that:

. . . the division of labour, according to gender is rooted in part in the conventions of our culture, in part in the social psychological process involved in becoming a person in society, and in part in the interdependence of social institutions, the kind of interdependence that limits the degree to which one can vary any one feature of a society (James 1974, p. 132).

While it is true that "everyone is entitled to the rights and freedom proclaimed in the Universal Declaration of Human Rights" (Canada, Information Canada 1970, p. xi), the freedom to choose a career is meaningless if some occupations are closed and the right to an adequate standard of living is meaningless without the means to achieve it (Canada, Information Canada 1970, p. xi):

The circulation of women through the labour force; women's principal identification of themselves as wives and mothers and thus only 'temporary workers'--institutionalized discrimination against women; all serve to facilitate the super-exploitation of women expressed in: 1) the systematic under-evaluation of female labour; 2) the forcing of women disproportionately into the worst and most degrading jobs; 3) forcing women into part-time or full-time work in addition to full responsibility for domestic labour--thus married working women hold down two full-time jobs but are paid wages for only one. Upon investigation, women clearly emerge as the most oppressed, super-exploited sector of all workers (Canadian Dimension 1975, p. 66).

TABLE VI  
PROFILE OF THE WOMAN WORKER

1920	1970
<u>Age</u>	
28 years old	39 years old
<u>Marital Status</u>	
Single	Married and living with her husband
<u>Occupation</u>	
Most likely to be a factory worker	Most likely to be a clerical worker
Others in clerical, private household and farm work	Others in service work, factory, professional or technical work
Occupational choice extremely limited	About 500 individual occupations open to her
<u>Education</u>	
Only 20% are high school graduates	High school graduates with some post-secondary work
<u>Labour Force Participation</u>	
Only 23% of all women 20 -64 years in the labour force	Almost half (49%) of all women 18 - 64 years of age in the labour force
Most apt to be working at ages 20 - 24 (38%)	Most apt to be working at ages 20 - 24 (57%)
Participation rates drops until only 18% work at age 45 - 54	Participation rates drop at age 25 and rise again to a peak of 54% at ages 45 - 54

SOURCE: Baxall and Reagan, eds. Women and the Workplace. Chicago: University of Chicago Press, 1976, p. 408.

The labour force is still basically divided into male and female jobs. Women are still earning much less than men for the same or similar work. Women are still seen as a cheap source of labour. There is still a contrast between the propaganda of 'womanhood' and the realities of the work place. Much legislation, contract provisions and attitudes still help

perpetuate these inequalities.

At the beginning of 1979, most Canadian women are still not unionized, and even for those who are, many problems remain. The following is an incomplete list of some of the concerns currently facing Canadian women workers:

- access to job training and upgrading opportunities
- integration into all areas of work
- equal pay for work of equal value
- health and safety
- pensions and other fringe benefits
- child care
- parental leave
- sexual harrassment on the job.

PART 2:0

DESCRIPTION OF THE PRACTICUM LOCATION

2:1 The Canadian Labour Congress

In order to understand some of the problems facing the EROC, it is necessary to put the Committee into the structural context of the Manitoba and Canadian labour scene.

The Canadian Labour Congress (CLC) is the 'umbrella' labour organization in Canada with a membership of 2,200,000. The CLC began in 1956 as a result of a merger between the Trades and Labour Congress of Canada and the Canadian Congress of Labour and is, in a sense, a 'union of unions'. It is primarily a service organization made up of 115 national and international unions funded by per capita dues from the member unions.

The CLC presents briefs to Parliament, provides schools, seminars and other educational programs for affiliates and, through its research department, provides background and policy information for use by the ten provincial federations (Canadian Labour Congress 1976).

2:2 The Manitoba Federation of Labour

The Manitoba Federation of Labour (MFL) is made up of locals, labour councils and branches of national and international unions affiliated with the CLC.

The MFL deals with matters of Manitoba interest and jurisdiction. Policy decisions are made at the annual MFL Convention where resolutions from the various locals and other affiliates are debated and passed. The MFL presents an annual brief to the Premier and members of Cabinet stating labour's position on issues of concern such as labour relations, workers' compensation, pensions, education, occupational health and safety, health



and child care. Other submissions are made from time to time as the need arises.

The MFL also acts as a clearinghouse of information on issues of interest to the affiliated locals and organizes demonstrations, briefs and petitions.

The MFL is financed through a grant from the CLC and per capita dues paid by affiliated locals and labour councils.

There are over 450 locals representing 78,000 union members affiliated with the MFL ranging from steelworkers and plumbers to garment workers and civil servants. While accurate statistics are not available, the largest affiliates are the industrial internationals such as the Steelworkers and the service area nationals of CUPE. Another large group is the Manitoba Government Employees Association (MGEA), an association of provincial civil service workers. As on the national level, Manitoba workers are roughly divided by sex with most women being in CUPE and MGEA while the industrial and craft unions are largely male.

The Executive Council, where major policy decisions and implementations are carried out, is all-male, although a large percentage of the Manitoba union members are women.

### 2:3 The Equal Rights and Opportunities Committee

The Equal Rights and Opportunities Committee (EROC) is one of eight standing committees of the MFL: Education, Political Education, Compensation, Health and Safety, Organizing, Strike Assistance and Union Label. The Chair of the EROC is appointed by the MFL Executive Council after consultation with the Committee. There are two liaison members from the Executive Council.

The EROC began in 1975 as the MFL Status of Women Committee. The 1977 MFL Convention changed the title to Equal Rights and Opportunities Committee to promote wider interest among union members of both sexes and to encompass human rights as well as union issues. The current membership of the EROC, while not representative of Manitoba labour as a whole, does largely reflect the make-up of Manitoba union women. The Committee has attempted to increase and broaden its contacts with other unions, especially those such as the Retail Clerks and Garment Workers with large numbers of blue-collar women, but has largely been unsuccessful. The current membership includes:

- 6 Manitoba Government Employees Association (MGEA)
- 2 Canadian Union of Public Employees (CUPE)
- 1 Canadian brotherhood of Railway, Transport and General Workers (CBRT and GW)
- 1 United Steelworkers of America (USWA)

The membership covers public service workers (largely female) and Canadian unions. The sole male on the Committee is from an international union (USWA).

There are also four non-voting resource/liaison persons, in addition to myself, attached to the EROC from:

- The Women's Bureau, Department of Labour and Manpower
- The Manitoba Human Rights Commission (MHRC)
- The Manitoba Action Committee on the Status of Women (MACSW)
- The NDP Status of Women Committee

In 1977, the MFL Convention spelled out the EROC Terms of Reference as follows:

1. To make affiliated unions and their membership aware of unequal

situations and the services available to eliminate discrimination.

2. To encourage women to take an active part in all aspects of the labour movement at all levels.
3. To develop proposals and programs through the MFL to assist the affiliates in gaining equality for all the employees of the Province through collective bargaining and legislative change.
4. To liaise with the other provincial and federal Equal Opportunity Committees.
5. To gather and disseminate information on current issues, etc., that concern the above. (Equal Rights and Opportunities Committee 1977)

While the EROC has in the past presented briefs to the Legislature on Family Law and Day Care, the main activities of the Committee to date have been to:

- disseminate literature at shopping centers;
- prepare a Report to the MFL Convention;
- plan and implement their Annual Conference in order to:
  - a. educate, through workshops and speakers, on various issues of importance to women and unions, and
  - b. send to locals recommendations to be brought forward to the MFL Annual Convention in the form of Resolutions.

PART 3:0

DESCRIPTIVE REVIEW OF THE PRACTICUM

My work with the EROC will be briefly discussed in four phases:

Orientation - August to September 1978

Assessment - October to December 1978

Work - January to May 1979

Termination - June 1979

3:1 Orientation

Through individual meetings in August 1978 with the Executive Secretary of the MFL and the Chair of the EROC, it was agreed that I would become a resource person to the EROC and devote two days a week to the business of the Committee. As stated in the Introduction, my goals at this point were purposely general and my role was clearly defined as participant-observer.

I attended the Committee's September meeting, where I was introduced as being available, between September and June, to serve the Committee in ways to be determined jointly between the EROC and myself.

Finally, I attended part of the MFL Annual Convention which took place at the end of September.

3:2 Assessment

I based on initial assessment on my interviews with the MFL Executive Secretary and the EROC Chair; preliminary reading in the areas of women and unions; attendance at one EROC monthly meeting and the MFL Annual Convention.

There is a definite role for a committee such as the EROC to play

especially in providing information and direction to Manitoba Labour. The members of the EROC appeared to be aware of this and were energetic, verbal and knowledgeable.

However, two separate but inter-related impediments stood in the way of translating this need into action.

1. Internally the Committee lacked direction and focus. Meetings were held one night a month and appeared to consist almost entirely of business such as minutes, correspondence, etc. The only real thrust was the planning, implementation and evaluation of the Annual Conference and the Report to the MFL Convention. There was no forward progress or expansion. Consequently, the meetings were wordy, unfocussed and boring and the members' interest was decreasing.
2. As stated in Section II, while some progress has been made, working women often still have to fight for respect, even within their own union structure. It was generally felt by the Committee that the EROC had a low reputation among the MFL Executive and many rank and file members.

At the October meeting, the first after the MFL Convention, the Committee members verbalized concern over the apparent lack of respect being shown women by the MFL and stated the following as examples:

- the past lack of attendance and help by the MFL Executive Council Council liaison member;
- the almost non-existent male representation on the EROC;
- the actions of the Convention in not passing the EROC Resolutions, but sending them back to the MFL Executive for action. The Chair of the EROC was told to recommend this in her Report just prior

to her presentation and was not given any explanation as to its effects

Lines of communication between the MFL hierarchy, the union affiliates and the EROC were also lacking.

The EROC had to increase its self-confidence and improve its image within the MFL itself. It appeared at this early stage that better organization of the meetings and a sharper focus as to the work of the Committee would facilitate both objectives.

At the October meeting I was given several duties that the Committee felt might increase public and union awareness of the EROC. I was to set up a shopping center display (a tactic which had been used before with varying degrees of success) and to contact the mailing list from the previous EROC Conference to attempt to gain broader representation on the Committee. Neither of these moves had any appreciable results. There were no responses to the letter and less than a dozen people stopped at the shopping center display in over two days.

By the November meeting I decided to take a more active part in defining my role with the Committee. I had completed the 'go-fer' tasks assigned to me and was being accepted by the members. The Committee had shown awareness of their problems, both internal and external, but had not advanced to the stage of providing specific direction for me. Therefore, I determined that I could legitimately propose a project for myself without imposing on the Committee's autonomy.

Equal Pay issues appeared to have a great deal of relevance for most unions, especially public service unions such as CUPE and MGEA with a large number of women members. It was agreed that I would do basic research on Equal Pay as it relates to affirmative action and report back at the next meeting.

This research was the important first step towards finding out what Equal Pay involves, the problems unions face in attempting to implement it, and its implications for seniority, classification and bargaining. The next step would be to determine the form this information would take. A brochure or pamphlet appeared likely as the EROC had produced a highly-regarded brochure on Women in Unions in 1977.

I presented my findings at the December meeting as follows:

1. Much information on Equal Pay issues had been gathered by the Women's Bureau, the MFL, CLC, and CUPE. While the EROC might want to publicize this information more, it appeared that most of the basic data had been gathered.
2. 'Equal pay' and 'affirmative action' are very broad areas. If the Committee prepared one brochure, many of the important specific issues might be lost.
3. Therefore, I proposed that instead of one brochure, the EROC develop a series of Fact Sheets, each of which would deal with one issue of interest to union members, especially women.

The Fact Sheet concept would enable large issues to be broken down into more manageable ones and would have more production and distribution possibilities than a brochure.

4. I handed out a list of possible issues and a dummy Fact Sheet on Equal Pay for Work of Equal Value, using the information I had gathered over the previous month.
5. If the Committee liked my proposal, the suggested procedure would be to break up into small sub-committees or study groups to research each Fact Sheet. These groups would determine the content, audience and format for the Fact Sheets.

The strategy behind the suggestions of Fact Sheets and study groups was to augment the monthly meeting as the only time the EROC transacted the business of the Committee. One meeting a month, especially when it was as unfocussed and poorly-run as the EROC meetings had been, was not enough to produce any meaningful results. As well, by doing work outside the monthly meeting, I hoped to alleviate some of the frustrations felt by the members over the lack of leadership and the length of meetings. Smaller working groups often generate more and better ideas. It is more productive to have sub-committees and individuals delegated to do tasks and report back rather than attempting to have all members discuss and act on all issues.

Taking the pressure off the monthly meetings; giving focus to the work of the Committee; and producing concrete results all were intended to achieve the 'helping' goals (see page 3) of improving and broadening the skills, decision-making abilities and status of the EROC.

The Committee was very responsive to my proposals. All members present signed up for at least one study group and I set up meetings with each of the groups prior to the next monthly meeting.

The MFL Executive Council liaison contacted me several days after this meeting and stated that he had mentioned the Fact Sheet concept to the President of the MFL, members of his union and the CLC, all of whom thought it was an excellent idea. This appeared to be the beginning of positive image-building for the EROC.

### 3:3 Work

The January meeting first dealt with an issue that was to underlie all meetings of this section. An article advertising the EROC Conference



in the Women's Bureau Newsletter written by an EROC resource person, initiated a good deal of Committee discussion about the Terms of Reference of the Committee. As stated earlier, the name of the Committee had originally been Status of Women. It was becoming clear that there were at least two points of view as to the main focus of the Committee's attention. Some wanted to relate largely to women, while others felt both men and women had mutual concerns the EROC should address. This meeting's discussion was an overt sign of a fairly deep-seated and potentially damaging rift in the Committee.

Because this meeting was poorly attended (3 members and 6 resource/liaisons) and the issue was very serious, it was decided to table questions of the Terms of Reference, the parameters and the name of the Committee until the February meeting. Copies of the current Terms of Reference (see page 29) were sent to all Committee members prior to the next meeting.

I believe the Committee recognized the importance of this issue, but the pressure of planning for the Conference induced them to put it on the 'back burner'. There was some further discussion of the functions and structure of the EROC at the February meeting. However, an attempt at a definitive resolution was again deferred to the March meeting, at which time the Committee finally realized that their first priority was the Conference. It was decided that the last meeting of the year (June) would be devoted entirely to a discussion of the EROC--its role, definition, structure and parameters. Included at this meeting would be my Report to the Committee (see Part 4:0).

While the issue of parameters was being discussed, the tasks of planning the Conference and preparing the Fact Sheets continued to take

precedence. By March, three Fact Sheets had been written, after meeting with the study groups on each topic. It was becoming clear that the Committee members had a great deal of good information on various issues which required collecting and summarizing. The sub-committees each met once with me, bringing their information, issues and questions. The meetings usually lasted one and a half - two hours, after which I read the material and put it into the Fact Sheet format. I also made a bibliography for each topic to simplify updating and checking of the information. While the amount of time the Committee members invested in the Fact Sheet preparation was not very large, their contributions were important. They had the information and I provided the format for its dissemination.

The Conference planning went quite smoothly. Unlike previous years where one or two Committee members had done the bulk of the work, various members were in charge of such areas as films, hotel bookings, kits and other materials, publicity, etc. It seemed that by recognizing the issue of the Committee's terms of reference and then agreeing to delay discussion of it, the Committee was able to work more efficiently on the Conference.

Because I had time and access to the MFL offices, my duties for the Conference revolved mainly around preparing the Registration and Program forms, filling the kits for the participants and handling the registrations.

At the April meeting, just prior to the Conference, a Committee member suggested that the monthly meetings consist of a maximum of one hour of business items with the remainder of the meeting being devoted to education on topics of interest to the members. The Committee agreed

that the meetings were too long (two - two and a half hours on average) and that this plan, if enacted, would help the members to speak to locals and other groups on various issues of importance to union members. The Committee thus made clear their concern over the process of the meetings and their wish to be prepared to extend themselves to other union members in the community, which are the internal and external issues discussed on page 32.

The presentation at the May meeting was very well received and elicited strong support from the Committee. It was decided that my Report would be the 'educational' component of the June meeting.

The Conference, entitled SKILLS FOR ACTION, was held May 5-6 in Winnipeg. The turnout was smaller than in previous years due largely to the flood and the Federal election. As with past Conferences and the EROC membership itself, the largest proportion of the registrations were women from CUPE and MGEA. This is another indication that the Committee must begin to address itself to the task of outreach into industries (e.g. garment and retail trade) and unions (e.g. Retail Clerks and I.L.G.W.U.) that are largely women but are not represented at the Conference or on the Committee.

In spite of these drawbacks, the Conference must be considered a success. The workshops were well-run, well-attended and provided nine Recommendations for action to the MFL Annual Convention which covered such issues as parliamentary procedure workshops prior to Conventions, equal pay for work of equal value, "right to work", benefits for casual and part-time employees (largely women), paid educational leave, sexual harrassment and joint job evaluations.

The Plenary Session was attended by the President of the MFL, the

Executive Secretary and several members of the Executive Council who were all impressed by the Conference. The five Fact Sheets that had been completed (see Appendix) were given to every participant and were very well-received.

### 3:4 Termination

The termination phase covered the June meeting and the interviews held with Committee members, the results of which are incorporated in my Report to the Committee (Part 4:0).

I held eleven interviews, each lasting approximately 45 minutes to one hour in the weeks following the May meeting to ensure:

1. that the members' response to the activities of the Committee and my role were part of the Report, and
2. that the Report was in the hands of the Committee prior to the June meeting.

It was vital that the Committee have time to digest the material in the Report to facilitate the discussion of the parameters and future of the Committee. By interviewing members individually and retaining anonymity, I hoped that personal disagreements would be lessened, and the issues be brought into clearer focus for the June meeting.

The interviews were very unstructured, open-ended and relaxed. I was not an unknown quantity to the Committee, but a person they had worked with for nine months. I was interested in three main points:

1. Comments both positive and negative on the general work of the Committee over the year:
  - a) process of the meetings
  - b) work of the Committee such as the Fact Sheets and the Conference

2. Suggestions, both general and specific, for improving 'a' and 'b' above.
3. Responses to my function as a Committee resource person.

The Report would thus help crystallize and summarize Committee concerns prior to the June meeting and also provide me with material for my own evaluation of the Practicum.

There was only a short discussion of my Report at the June meeting. I clarified several points, but since virtually all the members had agreed on the major concepts during the interviews, and because actual implementation would wait until the fall, the Committee readily moved acceptance of the entire Report.

More heated debate and discussion occurred around the Terms of Reference (see page 29), which the members present agreed to accept in principle. The problem for the Committee again was the implementation of the Terms. Because the EROC is small, has heavy job and other time commitments and few financial resources, clear priorities and focusses need to be established concerning the issues and programs the Committee will address. The EROC, although not unanimously, agreed to state that the focus and primary target groups for the EROC will be women, natives and immigrant workers.

PART 4:0

REPORT TO THE EQUAL RIGHTS AND OPPORTUNITIES COMMITTEE

4:1 Introduction

This report is based on:

1. my observations and experiences during the nine months, from September 1978 to June 1979, that I was a resource person to the EROC; and
2. the individual interviews I held in May 1979 with 11 members, resource persons and liaisons of the EROC.

This report will consist of three sections:

1. Positive aspects of the EROC and its work;
2. Negative aspects of the EROC and its work;
3. Suggestions for improvements.

I hope the contents of this report will help the EROC in its deliberations around parameters and goals, and will provide some useful suggestions and guidelines for the future.

4:2 Positive Aspects of the Equal Rights and Opportunities Committee

There are several very clear and important positive elements to the EROC:

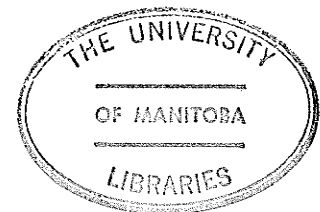
1. The quality of the members of the Committee:

While the EROC may not have as many members as it would like, the current members have a great deal to offer in the way of expertise, interest in and concern for the EROC and its issues. They have an extensive knowledge in a number of areas and a great deal of working ability.

2. The quality of the resource and liaison members of the EROC:  
The resource and liaison members also contribute positively to the EROC. They represent a variety of agencies and groups\* that encompass the major areas of interest to the Committee. As with the voting members of the EROC, the resource and liaison members are very active and put their large range of expertise and knowledge to good use for the Committee.
3. The Third Annual EROC Conference and the Fact Sheets (the two major accomplishments of 1978-79) were definitely successful. I believe this is due in large part to all the members of the EROC being involved in the planning and implementation of these projects. Everyone understood and agreed to the goals of the projects and carried out their delegated responsibilities. The Conference and Fact Sheets are proof that the EROC can utilize the range and depth of interest and expertise of its members to produce projects and events that are meaningful and useful to the union movement.
4. The EROC also demonstrated its ability to first identify and then work on problems of parameters, goals, roles and emphasis of the Committee. This report itself is largely a result of the EROC membership's careful thought and consideration of these issues.

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\*Women's Bureau, Manitoba Human Rights Commission, NDP Status of Women, Manitoba Action Committee on the Status of Women, and the MFL Executive Council.



#### 4:3 Negative Aspects of the Equal Rights and Opportunities Committee

There are two general and interrelated areas that virtually all EROC members interviewed agreed were of major concern:

1. The internal process of the EROC monthly meetings:

The meetings were too loosely structured and generally did not have a clear focus. There was an overall lack of clarity as to the roles and responsibilities of the general membership, the table officers, liaisons and resource persons.

2. The external focus of the EROC:

The EROC members all felt that the Committee's lack of an overall plan or program, fuzzy goals and parameters and virtually no outreach to increase the number and variety of EROC membership hindered the Committee's activities. If the EROC is to remain viable, the members will have to commit themselves to more functions than the annual Conference and Fact Sheets, valuable though these activities are.

These two areas of concern are definitely connected. If the monthly meetings do not run smoothly, important business and activities of the EROC will not be performed and members will lose interest. Conversely, if the Committee does not have a clear understanding as to its goals, parameters and program, there is very little incentive to run efficient meetings.

#### 4:4 Suggestions for Improvement

The following suggestions were formulated using the identified strengths of the EROC to attempt to improve the Committee's internal and external weaknesses. They are meant purely as suggestions, not final,



authoritative statements. While not all Committee members will agree with all the following remarks, they are an attempt to summarize feelings, concerns and observations of those interviewed.

I. Process of Monthly Meetings

A. Each meeting to include:

1. Business - one hour
  - from Minutes
  - correspondence
  - sub-committee
  - liaison reports, if any
  - new business
2. Education/Program - one hour
  - content determined at previous meeting
  - member, resource, sub-committee or outside speaker to present
  - update on current issues
  - suggestions for projects or implementations

B. Roles, Duties, Functions of EROC Members:

1. Chair

- preside over monthly meeting
- read and summarize correspondence prior to meeting\*
- prepare itemized agenda prior to notice of meeting each month
- delegate duties to sub-committees
- liaise and report to MFL Executive Committee
- membership on CLC Equal Opportunities Committee

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\* Suggestions were received that either Chair or Secretary have this function

B. 1. Continued

- preside over plenary session of EROC Committee
- write and deliver EROC reports to MFL Executive and MFL Annual Convention
- work with MFL Executive Secretary and office staff

2. Vice-Chair

- take over when Chair is unable to perform any of the above-stated duties
- be a member of a sub-committee or work on a project

3. Secretary

- read and summarize correspondence prior to meetings\*
- take minutes of all meetings and have them in MFL office within one week for typing and distribution
- up-date, in September and as needed, the Committee list. Distribute same to Committee, Executive Secretary of MFL, President of MFL, CLC Women's Bureau, MFL Office

4. Liaison from MFL Executive Committee

- present and support the views, suggestions, requests of the EROC to the Executive Council
- present Executive Council information as it relates to the EROC
- the degree of participation in the meetings and activities of the EROC to be determined by the EROC voting members

5. Resources

- liaise between 'home' organization or agency and the EROC

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\*Suggestions were received that either Chair or Secretary have this function

5. Continued

- provide information, resources, background to the EROC
- the degree of participation in the meetings and activities of the EROC to be determined by the EROC voting members

6. General Members

- attend monthly meetings
- make commitment to a major project (e.g. membership on a sub-committee)
- help with short-term projects as they arise
- provide information, ideas, etc. on issues of interest to the EROC--from own workplace, papers, union publications, etc.

C. Information Dissemination

The following are offered as suggestions to facilitate access to information which is essential if the EROC is to function more smoothly:

1. Bibliographies and other sources of information to be compiled for all programs and projects such as Fact Sheets or other presentations by the EROC
2. Better access to the MFL office. Suggestions include:
  - a) the Chair having key to the MFL Office and/or MFL library
  - b) material being left in the MFL library as requested by EROC members
3. Chair and/or Secretary to visit MFL offices on a regular basis to be kept up to date on correspondence, etc.
4. File to be kept on roles, duties of EROC members, Terms of Reference, etc.

## II. Outreach/EROC Focus, Goals

In order for the EROC to be a truly effective group, the basic goals, objectives, parameters and roles of the Committee must be clearly stated. It is hoped that this report will facilitate this process. Once these basic decisions have been reached, it is recommended that the EROC have three main areas of activities as outlined below:

### A. Annual Conference

This has proved to be a good learning experience for all planners and participants as well as an excellent format for presenting the EROC and its concerns to unions at large.

### B. Short-Term Projects

These are projects and requests for action that arise periodically and are of short duration, such as:

- support for Osborne House
- recommendations on the Manitoba Human Rights Act
- booths at shopping centers, other conventions and conferences (NDP, MACSW, International Women's Day), and the MFL Annual Convention
- requests for information and/or support from other union and non-union organizations and groups

### C. Long-Term or Major Projects

Two or three projects or activities to be decided on at the first meetings of the year. These projects, along with the Conference and short-term projects, will provide the major focus of the EROC's work, and will be designed to increase the Committee's outreach and influence with the larger union movement.

Suggestions include:

- 1) Follow-up on MFL Annual Convention Resolutions, especially those arising out of the EROC Conference
- 2) Working on the 12 functions of the EROC as outlined by K. Kuuskivi in 1977
- 3) Continuous lobbying of the MFL as a whole and the provincial government on issues of concern to the EROC
- 4) Newsletter articles by the EROC and/or the other MFL standing committees on issues and activities
- 5) Liaison with other MFL Standing Committees such as Compensation, Safety and Health, and Education
- 6) Organizing--providing speakers and activities at organizing meetings sponsored by the MFL or CLC (e.g. bank workers) to inform non-organized workers as to the role of the unions and the EROC.
- 7) Requesting a working budget for the EROC to implement projects without the necessity of approaching the MFL Executive Committee for every expenditure
- 8) Work for a full-time, paid staff position to act as a resource/co-ordinator for the MFL Standing Committees--especially the EROC.

Virtually all members felt that no matter what the major projects were, one of the best ways to implement the goals of the EROC would be through a format which combined sub-committees with a Speakers' Bureau of some sort.

If all EROC members committed themselves to working on a sub-committee (the nature of which would be determined by the project being undertaken), several very positive results are foreseen:

1. Each member would educate her/himself in a new area and educate the rest of the EROC through presentations during the program segment of the monthly meeting.
2. The monthly business meetings would run more smoothly as the basic work would be done in sub-committees rather than in the entire committee.
3. As members increase in knowledge and expertise, they will be more available for outreach projects.

The most frequently discussed format for outreach was a Speakers' Bureau. EROC members would volunteer to prepare 'packages' on various issues of interest and concern such as those presented in the Fact Sheets. This could be done through the sub-committee structure discussed above. When the packages were finished, volunteer members of the EROC would constitute a Speakers' Bureau able to go to local union meetings or other gatherings to present the EROC information on these issues. There are several advantages to the Speakers' Bureau concept:

1. It utilizes the Committee members' areas of interest and expertise in a constructive way.
2. It provides an excellent vehicle for outreach into unions that are under-represented on the EROC through:
  - educating union members in various areas of concern to the EROC; and
  - showing what the EROC has accomplished and could accomplish with more support.

#### 4:5 Conclusions

In order to be successful, the EROC must, according to its members:

1. run the monthly meetings in a more efficient manner through:
  - a closer adherence to the basics of parliamentary procedure;
  - and
  - clarity as to responsibilities and roles of members, resources, and liaisons.
2. clarify the goals and priorities of the Committee; and
3. demand a commitment of time and interest on part of all those associated with the EROC.

While the EROC has several major problems to overcome, I believe the quality and dedication of its members, resources and liaisons are of such calibre as to make the EROC a viable, progressive and important element in the Manitoba labour movement and I am proud to have been a part of it.

## SUMMARY AND CONCLUSIONS

While stringent evaluation measures were not built into the Practicum, process recordings of the meetings (both monthly and sub-committees) and the individual interviews with the EROC members were used to help determine the usefulness of the Practicum.

The 'learning' goals were to become more knowledgeable and aware of:

- the structure and issues facing unions in Canada;
- the role, status and function of women in the union movement, especially in Manitoba;
- the processes followed in group decision-making;
- practice skills in assessment, intervention and evaluation.

The background analysis and description of the Practicum location (Sections II and III) attest to my knowledge of the issues facing unions, women, and women in unions. The readings and discussions involved in preparing the Fact Sheets gave me new insight and awareness into the Canadian workplace and the position of women in it.

The role of participant-observer is often hard to maintain in a small group setting. It was necessary to achieve a balance between these two elements to observe group process and improve my practice skills. By identifying my position with the EROC at the beginning as that of learner and doer and not as leader, I was able to observe the workings of the group without greatly changing its normal functions. This increased by group process knowledge and also made by assessment more accurate. My initial assessment of the two main issues facing the EROC (see page 32) was made at the first monthly meeting and remained virtually unchanged throughout the entire course of the Practicum. The Report to the EROC (Section V) testifies to the fact that all interviewed members of the



Committee agreed with this basic assessment.

An evaluation of my intervention skills must be connected with the 'helping' goals set for the Practicum which were to aid the EROC to:

- improve its role, position, and status within the MFL;
- improve its information, and attitudes for future use;
- increase its initiative in decision-making.

There were four interventions based on my assessment of the weak areas in the EROC's functioning, and my own values, assumptions and goals for the Practicum:

- general staffing duties
- sub-committees and Fact Sheets
- interviews and Report to the EROC
- Annual Conference

All the Committee members, the Executive Council of the MFL and the Conference participants agreed that the Conference was a successful event and that the Fact Sheet concept and execution were of high quality. Thus, it would appear that the status of the EROC, both internally and within the larger Manitoba labour scene, was improved.

The EROC also improved its skills and attitudes, largely as the result of the sub-committees and Fact and through the interviewing and discussion of the Report (Part 4:0). In order for a task-oriented group such as the EROC to function effectively it must be able to identify and delegate tasks to its members. At the beginning of my Practicum, virtually no work was done outside the monthly meetings with negative results as described earlier.

By the end of the Practicum, each Committee member had some experience with sub-committee work through the Fact Sheets. This concept

carried over into the planning of the Conference. In the past, the EROC had allowed one or two individuals to do the bulk of the planning and organizing for the Conference. This year, while I handled much of the routine work because of my available time, the Committee took on and delegated the tasks to more of the members.

The process of talking about the EROC, both individually in the interviews and collectively at the June meeting, helped the Committee members clarify for themselves the areas of concern and improved their abilities to evaluate their own functioning.

The Fact Sheet and Program component to the monthly meetings will provide formats for the Committee members to improve, increase and expand their areas of knowledge and expertise. This will not only be useful in any outreach activities the EROC undertakes in the future, but will have the effect of improving the internal self-image of the Committee and increase their stature within the labour movement as a whole.

The EROC has not made great advances toward the goal of initiative in decision-making. However, this goal will build on the skills the Committee is improving in the areas of identification of needs, goals, strengths and weaknesses.

The EROC has learned a great deal about itself as a Committee. The members are aware of the need to expand and use their resources of time, knowledge and expertise in more efficient ways. The interviews and the June meeting helped the EROC to look at areas within the Committee structure and process that need to be strengthened and changed.

While there was concern expressed by some EROC members that the focus and priorities established at the June meeting (see page 40) were too narrow, at least the Committee is in the process of clarifying its

aims for themselves, the union movement and the general public.

Working together on the Fact Sheets and the Conference has provided the EROC with some specific understandings and skills with which they can begin to improve their standing within the MFL and work towards the ultimate goals of equal rights and opportunities for all workers.

The need for and importance of groups such as the EROC is undeniable. While women and workers have come a long way on the 'yellow brick road', each turning shows just how much further ahead is the final destination of the Emerald City of Oz.

APPENDICES



# Fact Sheet

MANITOBA FEDERATION OF LABOUR, C.L.C

104 Union Centre - 570 Portage Avenue, Winnipeg, Manitoba R3C 0G4.  
Telephone (204) 775-4575

This Fact Sheet is one of a series prepared by the Equal Rights & Opportunities Committee of the M.F.L. on issues of concern to all union members.

## HUMAN RIGHTS IN EMPLOYMENT

CURRENT LEGISLATION: The Manitoba Human Rights Act states that every person in Manitoba has an equal opportunity in employment, based only on qualifications that are relevant to the job.

The Act prohibits any employer from: denying employment, refusing to train, dismissing or discriminating in working conditions;

because of: race - color - nationality - ethnic origin - sex - marital status - family status - physical handicap - age - religion - political belief.

The Act prohibits discrimination in:

- recruitment practices (advertising, application forms, job interviews, job orders)
- working conditions (fringe benefits, wages, layoffs, suspensions, dress codes, benefit plans)
- promotions/dismissals
- trade union or occupational association membership
- employment agency referrals
- collective agreements

### KINDS OF DISCRIMINATION:

In 1977, almost 50% of the Manitoba Human Relations Commission cases dealt with employment issues. The highest numbers of complaints were discrimination due to sex, age, marital and family status, which are areas of great concern to women workers. Examples of these kinds of discrimination follow.

#### 1. Sex Discrimination

##### 1. Help Wanted & Job Classifications

<u>Illegal</u>	<u>Legal</u>
Help Wanted - male/female	Career Opportunities/positions available
Mailman	Letter carrier
Salesman/lady	Salesperson

##### 2. Application Forms & Interviews

<u>Illegal</u>	<u>Legal</u>
- any enquiry as to sex	- form of address preferred: Mr. Mrs. Miss, Ms
- different application forms for males and females - filed separately, color coded, computer coded	

#### 3. Marital Status Discrimination

##### 1. Help Wanted & Job Classifications

<u>Illegal</u>	<u>Legal</u>
Drug Clerk wanted... <u>married</u> preferred	Remove underlined words
Send resume stating <u>marital status</u>	
Man and wife team wanted	

##### 2. Application Forms & Interviews

<u>Illegal</u>	<u>Legal</u>
- Inquiry as to whether applicant is single, married, engaged, divorced, separated, widowed, etc.	- form of address preferred: Mr. Mrs., Miss, Ms

C. Family Status Discrimination

1. Help Wanted & Job Classifications

<u>Illegal</u>	<u>Legal</u>
Salesperson wanted - <u>single, no children</u>	Remove underlined words

2. Application Forms & Interviews

<u>Illegal</u>	<u>Legal</u>
- Inquiry as to number of children or dependents	"Can you travel to other areas of the province or county
- Inquiry as to whether applicant is pregnant, on birth control, future plans.	

D. Age Discrimination

1. Help Wanted & Job Classifications

<u>Illegal</u>	<u>Legal</u>
Young, energetic self- starter needed	Remove underlined words
Management trainees... only applicants <u>between ages of</u> <u>25-35</u> need apply	
Send resume stating... <u>age</u>	

2. Application Forms & Interviews

<u>Illegal</u>	<u>Legal</u>
- Request birth cer- tificate or any other age infor- mation	- See if applican under age of ma or under 16
- Inquire as to whether applicant is over the age of retirement	- Enquire as to a <u>after</u> hired res pensions, tax deductions, etc

Check with your union to see if you are covered by non-discriminatory clauses in your contract, especially in job classifications, age, sex, family and marital status requirements.

Make sure your local has copies of the Manitoba Human Rights Commission Guidelines on Employment Advertising, Pre-Employment Inquiries, Employee Benefit Plans and Affirmative Action.

- BE INFORMED BY KNOWING THE LAW
- BE AWARE BY MONITORING ADS, EMPLOYMENT AGENCIES, APPLICATIONS, INTERVIEWS, CLASSIFICATIONS.

TAKE ACTION IF YOU, OR SOMEONE YOU KNOW, HAS A COMPLAINT OVER EMPLOYMENT DISCRIMINATION, CONTACT YOUR UNION AND THE M.H.R.C. THE LAWS WORK ONLY WHEN WE USE THEM.

EQUAL RIGHTS AND OPPORTUNITIES COMMITTEE meetings are held 7:30 p.m. every second Thursday of each month at the Union Centre, 570 Portage Avenue, Winnipeg. If you are interested in being a delegate, please contact your local President.



# Fact Sheet

MANITOBA FEDERATION OF LABOUR, C.L.C

104 Union Centre - 570 Portage Avenue, Winnipeg, Manitoba R3C 0G4  
Telephone (204) 775-4575

This Fact Sheet is one of a series prepared by the Equal Rights & Opportunities Committee of the M.F.L. on issues of concern to all union members.

## EQUAL PAY FOR WORK OF EQUAL VALUE

CURRENT LEGISLATION: Manitoba: Section 40 of the Employment Standards Act states that no employer "shall discriminate between the male and female employees...by paying to the employees of one sex wages on a scale different from that on which wages are paid to employees of the other sex in the same establishment, if the work required of, and done by, employees of each sex is the same or substantially the same".

Federal: The Human Rights Act passed in 1978 provides that employers under federal legislation must provide equal pay for work of equal value. An employer may not pay different wages to men and women employed in the same establishment who are doing work of equal value, based on the skill, effort, responsibility and working conditions of the job.

### I.L.O. (International Labour Organization)

Convention 100: Applicable to participating nations, such as Canada

"Each member shall...ensure the application to all workers of the principle of equal remuneration for men and women workers for work of equal value." This will include not only the basic wage, but also any indirect fringe benefits such as bonuses, allowances, etc.

### Limitations of Current Legislation:

- 1) Prohibits discrimination in the same establishment if the work done by each sex is the same or substantially the same. This does not allow recourse, either federally or provincially, for the many women employed in jobs primarily filled by women.
- 2) "Wages" is defined as salaries and commissions, but does not include indirect forms such as allowances, bonuses, pensions, medical and other insurance plans as advocated by I.L.O. Convention 100.
- 3) There are no requirements that employers undertake job evaluation nor are there guidelines as to how this could be done.

### CURRENT SITUATION: DID YOU KNOW?

- Women in all western countries, including Canada, earn about 60% the salary of men. Although women's average earnings have increased over the years, men's average earnings have increased at a greater rate (especially due to percentage wage increases.)
- Women are clustered in low-paying occupations - clerical, sales and service.
- Even within specific job categories, men tend to predominate at the higher levels.

(over)

- In Winnipeg in 1977:
  - a) 70% of bottom-rung clerical jobs are held by women;
  - b) male janitors earn more than cleaning ladies;
  - c) parking lot attendants are better paid than many typists;
  - d) parks maintenance men earn more than do more highly trained dental hygienists

#### COSTS AND BENEFITS

- One major Winnipeg employer in the health care field undertook a job evaluation program in 1974 with the union and found that salary increases as a result were substantial for some of the almost 2,000 employees covered. The negotiated general salary increase was 8% for that year. The implementation of the evaluation program added another 4% to the total wage bill.
- In Britain an advance survey of employers who would be covered by their Equal Pay Act found that the direct costs of implementing equal pay would be 3½% of the total national wage and salary bill.
- There would not only be direct benefits to employees through more wages and fringe benefits, but also indirect benefits to employers in the form of women workers becoming more willing to invest in vocational training as well as increased productivity as a result of improved job satisfaction.
- The costs of eliminating historical inequitable underpayment of women workers should not be used as a justification for its continuation.
- Governments already intervene in the labour market through minimum wage and occupational safety laws. Governments have an obligation, which they have recognized through legislation and through the Canadian signing of I.L.O. Convention 100, to ensure that their citizens enjoy equal rights, which includes the right to equal pay for work of equal value.

#### WHAT TO DO

- 1) Publicize the rights of all workers, both union and non-union members, under the current federal and provincial legislation through: your local meetings, your local bargaining committee, and talking to other union members.
- 2) Urge the federal and provincial governments to broaden and improve the current legislation through:
  - developing guidelines on job evaluation for determining equal value of the basis of each occupation;
  - requiring that employers undertake job evaluations and prove that pay differentials are not discriminatory;
  - improving 'reverse onus' clauses to strengthen the prohibition against reprisal. To protect employees claiming they have been discriminated against due to any activity that is their right to be involved in such as equal pay complaint;
  - strengthening of enforcement procedures;
  - establishing an implementation period in order to distribute costs over time and to develop more awareness of equal pay for work of equal value.
- 3) Affirmative Action Manual on Equal Opportunity at Work detailing plans and programs for improving the status of working women or minorities, ranging from an educational program to support equal pay provisions in the next contract to an all-inclusive program which examines the hiring, promotion, benefit, salary ranges in an establishment are available.

EQUAL RIGHTS & OPPORTUNITIES COMMITTEE meetings are held 7:30 p.m. every second Thursday of each month at the Union Centre, 570 Portage Ave. Winnipeg. If you are interested in being a delegate, please contact your local President.





# Fact Sheet

MANITOBA FEDERATION OF LABOUR, C.L.C

104 Union Centre - 570 Portage Avenue, Winnipeg, Manitoba R3C 0G4  
Telephone (204) 775-4575

This Fact Sheet is one of a series prepared by the Equal Rights & Opportunities Committee of the M.F.L. on issues of concern to all union members.

## JOINT JOB EVALUATION

### JOINT JOB EVALUATION:

- attempts to determine the relative value of a job/position within an organization, in relation to other jobs/positions within the same organization;
- measures the content of a job, based on the knowledge, skill, responsibility, effort, working conditions and other elements of each job/position;
- attempts to determine what the rate of pay for one job/position should be in proper relation to the rates of pay for other jobs/positions in the same organization.

### HISTORY:

- 1918 - Civil Service Act in Canada sets up a merit system with jobs grouped into 700 classes, 1700 grades and 320 pay ranges.
- 1920s - The basic principles and methods of joint job evaluation are developed.
- 1951 - The United Steelworkers get a joint union-management job evaluation program in Canada through C.W.S. (Co-operative Wage Study).
- 1963 - Federal public servants win collective bargaining rights, however not to the extent of determining classifications.
- 1975 - New federal classifications are reduced to 6 classes and 73 specific occupational groups.

### WHAT DOES JOINT JOB EVALUATION DO?

- design appropriate salary schedules;
- provide information for proper 'posting' or advertising of job vacancies;
- compare jobs/positions not by title but by content or summary of tasks;
- assist in pricing of jobs: "equal pay for equal work of equal job content";
- discover and eliminate wage inequities;
- establish a sound wage foundation;
- provide a foundation for employee evaluation, and for grievances concerning employee performance;
- help in: hiring, promoting and transferring, training, assigning duties, improving working conditions, preventing accidents, estimating costs, standardizing terminology and simplifying work;
- ensure all employees are classified properly;
- establish sound wage differentials between jobs;
- maintain a consistent wage policy;
- is a very important way to help achieve equal pay for work of equal value.

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SOME MISCONCEPTIONS:

Fear: That some jobs/positions will lose salary or wage rates as a result of a joint job evaluation.

Fact: No position loses wages. Some job salaries remain at the same level until others reach equality.

Fear: That personal job salary information will be used in the joint job evaluation process.

Fact: Salary information is not tied to individual job holders, but only to categories of jobs.

Fear: That joint job evaluation rates an individual's abilities or performance.

Fact: Joint job evaluation rates job content, not those who do the job.

Fear: That once a joint job evaluation is done, there will be no more collective bargaining.

Fact: Joint job evaluation is a tool.

Fear: That job classifications are now done on a national basis.

Fact: Presently most jobs are classified on an ad hoc basis, and too often based on historical and cultural biases and practices, with neither classifications nor pay relating to the reality of the job, skills, training or function.

YOUR UNION CONTRACT: Does your union contract include:

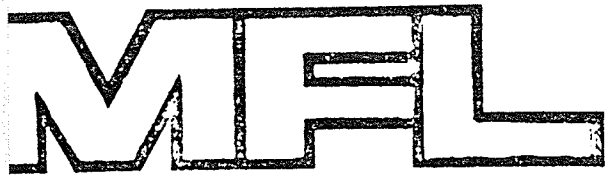
- the right to question the results of any plan through the appropriate grievance procedure?
- the right to bargain on and change the plan if necessary?
- the right of access to all records, descriptions and methods used in the plan?
- union liaison with the administrators of the plan?

WHAT TO DO:

- check your own workplace's evaluation procedures;
- contact your local staff representative or business agent to see what your union contract provides;
- urge your parent union organization to detail a joint job evaluation policy if one does not yet exist;
- urge your union to set up a Joint Job Evaluation School;
- if your union has a school, urge local representatives to attend.

For further information and resources on procedures for setting up a Joint Job Evaluation in your workplace address your enquiries to the committee.

EQUAL RIGHTS & OPPORTUNITIES COMMITTEE meetings are held 7:30 p.m. every second Thursday of the month at the Union Centre, 570 Portage Avenue, Winnipeg. If you are interested in being a delegate, please contact your local President.



# Fact Sheet

MANITOBA FEDERATION OF LABOUR, C.L.C

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## OCCUPATIONAL HEALTH AND SAFETY

The International Labour Organization has defined occupational health and safety as the "promotion and maintenance of the highest degree of physical, mental and social well-being". This can be done through:

- prevention of ill health caused by working conditions
- protection from risks from bad conditions
- adaptation of working conditions to meet the physical and mental needs of workers

### PRESENT SITUATION: DID YOU KNOW?

Each year 3,000 new chemicals are introduced into the workplace. Only 100 have been tested for dangerous side effects.

One worker dies on the job every 6 hours in Canada.

1 in 10 workers is injured on the job each year in Canada.

14,000 Canadian workers are hospitalized daily due to work-related illness or injury.

In 1976, there were \$800 million in direct costs, \$3½ billion in indirect costs and 13 million work days lost due to work-related illness and injury.

A typical outdoors municipal worker is 3 times as likely to be injured on the job than a typical industrial worker.

20% of Canadian deaths are due to cancer.  
60-90% of these cancers are related to occupations.

### WHO IS AFFECTED:

Hairdressers - aerosols, hair dyes, standing for long periods of time can cause respiratory diseases, skin cancers, lung problems, varicose veins.

Textile/Garment Workers - exposure to dusts, fibres, solvents, stress, fatigue, noise, vibration, can cause: depression, hypertension, increased suicide rates, ulcers, cancers, heart disease, hearing loss, high blood pressure, asbestosis, bysinosis.

Flight Attendants/Air Traffic Controllers - noise, mental stress, fatigue, anxiety, tension can cause: ulcers, heart disease, depression.

Operating Room Workers - exposure to anaesthetic gases can cause: birth defects, spontaneous abortions, impotency, sterility.

Lab Workers - exposure to bacteria, viruses and toxic chemicals, radiation can cause: infections, disease, sterility, birth defects.

Waitresses - standing for long periods of time, carrying heavy loads, shift work, exposure to solvents, cleaning fluids, cigarette smoke can cause: stress, exhaustion, back strain, cancers, tennis elbow, varicose veins.

(over)

- Pharmaceutical workers - exposure to chemicals can cause: sterility, impotency, birth defects.
- General Hospital Workers - exposure to infectious diseases, viruses, cleaning solutions, fatigue, stress can cause: accidents, kidney disease, spontaneous abortions, sterility, addictions, suicides.
- Office Workers - poor ventilation, lighting, noise, monotony, sitting or standing can cause: stress, fatigue, varicose veins, ulcers.

#### WHAT TO DO:

##### Right to Know

- Get information on various occupational health and safety hazards from public library, union Health and Safety Committees, M.F.L. Labour Education Library.
- Learn about your own workplace; conduct a "Hazard Survey".
  - a) Get proof that the substances you work with have been tested.
  - b) Check out possible side effects of the substances you work with in reference books.
  - c) Conduct surveys of your co-workers. What factors concern them such as stress, fatigue, monotony as well as physical symptoms.
- Find out which governmental legislation and agencies control your workplace. Some cover industries (mining) while others cover specific hazards (noise, pesticides). Usually the Department of Health, Labour, Mines, Natural Resources and Environment are involved.

##### Right to Participate

- Become informed and contact your Workplace Safety & Health Committee at your place of employment. If there isn't one, get your union to demand one.
- Urge your union to sponsor collective bargaining clauses to include:
  - a) Independent surveys of health and safety conditions in your workplace.
  - b) Medical examinations to be provided by the employer.
  - c) Information on health, disease and death statistics of employees made available.
  - d) Joint Management-Labour Health & Safety Committees to have basic control of workplace conditions.
- Advocate more and better provincial and federal legislation covering health and safety issues with the emphasis on prevention of hazardous conditions.
- Advocate more research into all forms of health and safety hazards, especially into chemical effects and the stresses involved in the modern workplace.

Enquiries can be made to the Manitoba Federation of Labour Compensation, Safety and Health Committee.

EQUAL RIGHTS & OPPORTUNITIES COMMITTEE meetings are held 7:30 p.m. every second Thursday of each month at the Union Centre, 570 Portage Avenue, Winnipeg. If you are interested in being a delegate, please contact your local President.



# Fact Sheet

MANITOBA FEDERATION OF LABOUR, C.L.C

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This Fact Sheet is one of a series prepared by the Equal Rights & Opportunities Committee of the M.F.L. on issues of concern to all members.

## PAID EDUCATIONAL LEAVE

### WHAT IS PAID EDUCATIONAL LEAVE (PEL)?

Canadian Labour Congress (C.L.C.) defines PEL as:

"Leave granted to a worker for educational purposes for a specified period during normal working hours and without loss of earnings or other benefits."

International Labour Organization (ILO) adds that PEL should be for the purposes of:  
a) training at any level      b) general, social and civic education      c) trade union education

PEL can help retrain workers to meet the rapidly changing technological society which will require most workers to learn several new skills over the span of a working lifetime.

### PEL SITUATION

Most PEL provisions in Canada have been introduced unilaterally by employers. The length of time and purpose of the leave are decided only by the employer.

1973: employer-sponsored courses were attended by 7.9% of Canadian workers (657,000).

- 28% were managers, professional and technical employees;
- 16% were clerical and sales employees;
- 12% were transport, communications, craft and production workers.

1977: 382 of 2,988 Canadian contracts contained PEL clauses covering 457,000 workers. This was 14.5% of all Canadian union members and 4.7% of all Canadian workers.

PEL is still a privilege, not a right.

PEL course choice and eligibility is sharply restricted.

Educational and other expenses are seldom fully paid.

Education is usually undertaken in addition to a full-time job.

### YOUR CONTRACT

Does your union contract provide for any educational leave: less than 13% of Canadian contracts have any sort of PEL clauses.

If your contract has a PEL clause, for what purposes can it be taken: vocational education, general and social education, trade union education.

For what length of time may PEL be taken: 10 days a year, 2 hours a week.

Are all workers equally eligible for PEL: twice as many managers and professional workers attended courses in 1973 than did any other employee category. Are there incentives for under-educated or underskilled employees to utilize PEL?

Who bears the costs for PEL: unions, employers, employees or a combination.

Who decides on eligibility, length of time and type of education: unions, employers, employees or a combination.

Can an employee take PEL in working hours or only after working hours or on his/her vacation time.

Does your contract's PEL clause provide for payment of: full payment and tuition, or, full pay and no tuition, or, partial pay, or, no pay or tuition.

WHAT OTHERS HAVE DONE

U.A.W.

- since 1977 has negotiated over 100 contracts in Canada covering 28,000 members that:
  - a) established a fund of 1¢ per employee hour for labour education, paid by the company
  - b) set up a U.A.W. trust fund to handle the money provided for PEL;
  - c) enables the union, not the company, to decide who can take PEL.

U.S.W.A.

- has negotiated contracts in Canada that provide for:
  - a) up to 40 hours of leave per year per working unit;
  - b) a Joint Union-Management Training Fund to set requirements and administer the Fund.

B.C. National Union of Provincial Government Employees

- has negotiated PEL in their master agreement to include:
  - a) Joint Committee to recommend guidelines;
  - b) employer pays tuition, travelling and subsistence allowances.

Saskatchewan

- provincial government provides time off with pay and full tuition and books paid for:
  - a) permanent employees in 15 job classifications
  - b) general courses, not necessarily job-related are accepted;
  - c) employee gives a commitment of 6 months service for each class completed.

CANADAIR - MONTREAL

- a) Union Education Fund controlled by the International Association of Machinists (IAM)
- b) 1¢ per hour per member paid for by the company for 'labour relations' education;
- c) up to 10 days at a time for up to 2 people from each department, chosen by the union

WHAT YOU CAN DO

- Work for PEL clauses in your contract that include:
  - a) Joint Management-Labour Committee to administer PEL contract regulations;
  - b) Fund paid for by the employer;
  - c) union control over which employees may utilize PEL;
  - d) compensation for as many of the costs of PEL as possible: salary, tuition, books, living expenses, etc.
  - e) evaluation of the program.
- Work towards provincial and federal legislation that guarantees PEL rights for all workers - skilled, unskilled, white collar, blue collar, men, women, full-time, part-time.
- Contact the Education Committee of your local, of the M.F.L., or of the Winnipeg Labour Council.
- Watch for the report of the Federal Commission on Educational Leave and Productivity due June 30, 1979.

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ARTICLE II: MANITOBA FEDERATION OF LABOUR CONSTITUTION

The purposes of this Federation are:

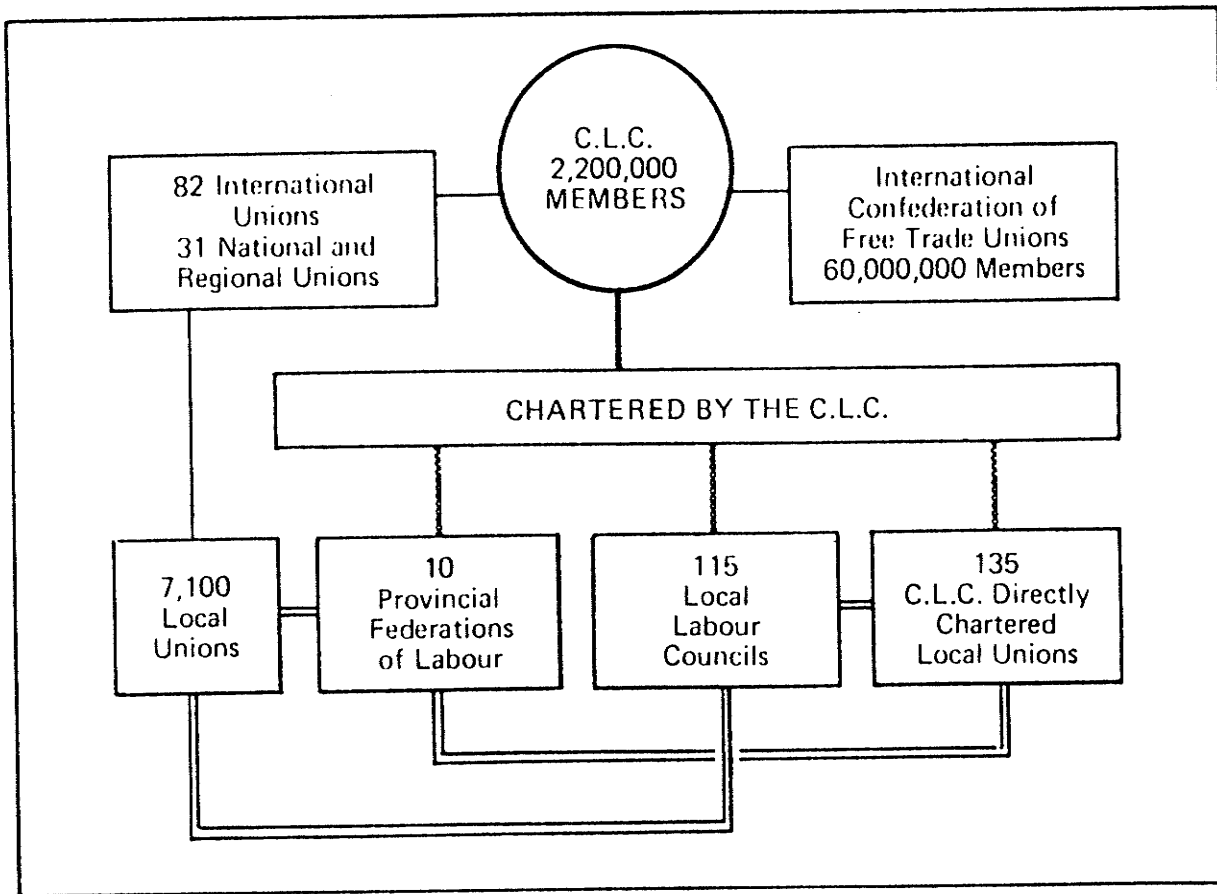
1. To support the principles and policies of the Canadian Labour Congress.
2. To promote the interests of its affiliates and generally to advance the economic and social welfare of the workers in Manitoba.
3. a) To assist affiliated organizations in extending the benefits of mutual assistance, collective bargaining and union education to the workers.  
b) To assist wherever possible in the organization of the unorganized into unions for their mutual aid, protection and advancement, giving recognition to the principle that both craft and industrial unions are appropriate, equal and necessary, as methods of union organization.
4. To encourage all workers without regard to race, creed, colour, age, sex, national origin or political beliefs to share in the full benefit of union organization.
5. To secure provincial legislation which will safeguard and promote the principle of free collective bargaining, the rights of workers and the security and welfare of all people and give collective expression to our elected representatives.
6. To protect and strengthen our democratic institutions, to secure full recognition and enjoyment of the rights and liberties to which we are justly entitled, and to preserve and perpetuate the cherished traditions of our democracy.
7. To promote the cause of peace and freedom in the world and to assist and co-operate with free and democratic labour movements throughout the world.
8. To aid and encourage the sale and use of union made goods and union services through the use of the union label and other symbols.

9. To protect the labour movement from all corrupt influences and from the undermining efforts of all totalitarian agencies which are opposed to the basic principles of democracy and free and democratic unionism.
10. To preserve the independence of the labour movement from political control, to encourage workers to vote, to exercise their full rights and responsibilities of citizenship, and to perform their rightful part in the political life of the municipal, provincial and federal governments.



STRUCTURE OF THE CANADIAN LABOUR CONGRESS

# Structure of the Canadian Labour Congress



SOURCE: CLC NOTES ON UNIONS #3: "The Structure of Labour in Canada".

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