

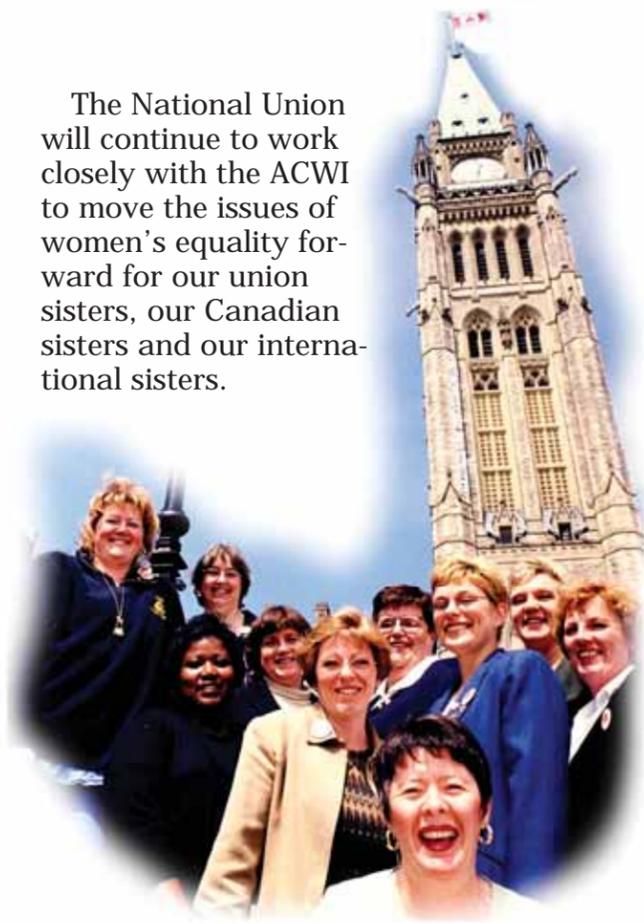
Pay equity

- In 1986, a conference on how to obtain equal pay for work of equal value was held.
- In 1987, a handbook was released entitled "A Pay Equity Handbook for Unionists".

Raising political awareness

- In 1993, "A Woman's Guide to Political Issues" was issued providing information about political issues affecting women in the 1993 election. The guide was reissued in 2000.
- In 2009, the pamphlet "Women, Stephen Harper and the Economic Crisis" exposed the failure of the federal stimulus package to assist women in the economic recovery.

The National Union will continue to work closely with the ACWI to move the issues of women's equality forward for our union sisters, our Canadian sisters and our international sisters.



Women's Committee
on Parliament Hill, 2000



**national
union**

NATIONAL UNION OF PUBLIC AND GENERAL EMPLOYEES

- B. C. Government and Service Employees' Union
- Health Sciences Association of British Columbia
- Health Sciences Association of Alberta
- Saskatchewan Government and General Employees' Union
- Manitoba Government and General Employees' Union
- Ontario Public Service Employees Union
- Canadian Union of Brewery and General Workers
- New Brunswick Union
- Nova Scotia Government and General Employees Union
- PEI Union of Public Sector Employees
- Newfoundland & Labrador Association of Public and Private Employees

■ 15 AURIGA DRIVE
NEPEAN, ONTARIO
CANADA / K2E 1B7

■ [613] 228-9800
FAX [613] 228-9801

■ www.nupge.ca

■ national@nupge.ca

The National Union of Public and General Employees is an affiliate of the Canadian Labour Congress and a member of the Public Services International



**Ever
Forward**
NUPGE WOMEN'S COMMITTEE

- *Our issues*
- *Our way*

Moving forward

THE NATIONAL UNION has a proud history of working for and promoting women's rights and equality. In fact, NUPGE was one of the first unions in Canada to ensure gender equity on its Executive Board.

Aiding the National Union in its work on issues affecting women within Canada and around the world, is its Advisory Committee on Women's Issues (ACWI). Established in 1976 as the National Union's Human Rights (Women's Rights) Committee, the ACWI has addressed many issues including pay equity, women's leadership, child care, women's health, life/work balance and violence against women.

The following is an overview of the work done by the National Union and its ACWI on women's issues over the past decades.



Women's Committee members at New York march in 2000



Gender equality at leadership levels

- In 2003, NUPGE hosted a Women's Leadership Development Forum for women seeking leadership roles within their unions.

Violence against women

- In the early 1990s, 50,000 "anti-violence postcards" and 10,000 "anti-violence" stickers were distributed.
- Beginning in 2004, the ACWI worked with their unions to promote the Silent Witness Project which works to end domestic violence.
- Since 2006, the National Union through the ACWI has supported the Sisters in Spirit Initiative which addresses the hundreds of



Aboriginal women and girls who have been murdered or gone missing in the past few decades in Canada.

Women's issues matter

- In 1998, "We Want the Whole Loaf" was issued focusing on issues pertinent to women.
- In 2001, a pamphlet entitled "Women's Committees: Why Every Union Needs One" was released to promote women's committees in unions.

Women's health

- In 1990, a very successful nation-wide campaign to end breast cancer was initiated.



- In 1994, a breast cancer exhibit was developed by the National Union.
- In 2000, the ACWI held a press conference on Parliament Hill to lobby the government for the need for women's health research. Two publications were issued in collaboration with this event: "The Need for Action on Women's Health" and "Women in Health Care".

Life/Work balance

- In 2009 a survey was conducted to explore the extent of life/work conflict among the National Union's female membership.
- In 2010, the National Union held a women's conference "Life/Work Balance: The Quality of Women's Lives" which focused on the effects of the stress women face balancing their family responsibilities with their work responsibilities.

Sexual harassment

- In the 1980s several reports were released on sexual harassment including "Sexual Harassment in the Workplace" and "Myths about Sexual Harassment".
- In the early 1990s, a comprehensive review of pay equity legislations was undertaken.
- At the 1992 Convention, the harassment-free policy developed by the ACWI was approved.

International work

- In 1992, the ACWI made a formal presentation to the Soviet Union delegation visiting Canada as guests of the National Union.
- In 2000, the ACWI marched with 20,000 women in New York as part of the World March of Women.
- In 2006, a women's conference "Building Sisterhood Around the World" was held to provide participants with the issues affecting women in other countries.

Collective bargaining and women's working conditions

- In 1982, an education film entitled "Good Monday Morning" was released about working women and their fight for equality in the workplace.
- In 2001, a series of pamphlets were developed on collective bargaining for women.