

International Women's Day 2013



WOMEN ARE
ALL
AFFECTED

by the
Conservative
government



Public Service Alliance of Canada
Alliance de la Fonction publique du Canada



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www.psac-afpc.com

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WOMEN are **ALL** affected by the **Conservative** **government**

The Conservative government has been waging an all-out attack against women's rights.

Thousands of women are losing their jobs in the federal public service. Funding for childcare has been cut. Women's reproductive rights are under attack.

The health and safety of immigrant and refugee women are threatened. Repeated calls for a national inquiry into the hundreds of missing and murdered Aboriginal women go unanswered. There is no national action plan to deal with violence against women.

Public service women are losing their jobs... but the government refuses to own up to the numbers

The Conservative government is pursuing billions of dollars of cuts to public services, which have already resulted in thousands of affected notices and layoffs.

Treasury Board won't tell us exactly how many women have been affected by these cuts but members in the workplace are telling PSAC that women are being very harshly affected.

- Older women and women with disabilities are being pushed to retire early or leave the workforce.
- Women on maternity leave are being asked to make hard choices about their future jobs making their leave unnecessarily stressful.






- Many of the job cuts are affecting administrative positions where women make up the majority.
- Managers are using “operational requirements” to change the workplace.
- Members are being intimidated to stop them talking about the impact of the service cuts.

We invite you to send a postcard to Minister Flaherty, asking him and his government to be transparent about the number of women losing their job as a result of the cuts. Get a postcard from your regional office, or go to www.psac-afpc.com

Telling our Stories PSAC's 2013 National Women's Conference

The PSAC National Women's Conference will be held in November 2013, in conjunction with the union's other national equity conferences. The theme is *Telling our Stories*.

This conference will provide an opportunity for PSAC women to share their stories about how federal public service cuts are affecting them, their co-workers and their communities.



The conference workshops are being designed to empower our members for action, foster networking, engage our members in regional and national activities and help them to work with our allies. There will be four workshops:

- **From Bread to Roses, the struggle for equality: hearing the stories.**
- **We are ALL Affected by Conservative policies: telling our stories.**
- **Childcare kitchen tables: starting a campaign with our stories.**
- **Giving Harper his pink slip.**

More information on how you can register for this important conference will be available later this year at psac-afpc.com.

Let's Re-think Childcare

At the PSAC Triennial Convention in May 2012, delegates unanimously adopted a resolution on childcare directing the union to lobby the government to promote, develop and implement an affordable childcare system across Canada, including in Aboriginal communities on and off reserve.

PSAC is in the process of developing a three-year cross-Canada campaign in collaboration with the Canadian Labour Congress (CLC) and other unions.

The campaign is being designed to shape public opinion on childcare, engage PSAC members in a sustained campaign, and make childcare an election issue. It will have several distinct phases.

- **Examining the realities of childcare: local meetings will take place at or near the workplace to discuss our members' experiences with childcare and to recruit and organize networks of members to work on the issue.**
- **Exploring the alternatives: PSAC members, members of other unions and community child care advocates will come together to discuss what it takes to ensure that a child care system works for everyone in all types of communities across the country.**
- **Taking action: this phase will focus on engaging and mobilizing Canadians to make child care a vote-determining issue in the federal election.**

Look for more information soon at psac-afpc.com on how you can participate in this exciting new campaign!






Challenging government inaction on violence against women

When the Conservative government abolished the long gun registry, despite evidence proving that it was a very effective tool in reducing violence against women, it betrayed its lack of concern for women's security and human rights.

The Native Women's Association of Canada (NWAC) *Sisters in Spirit* initiative has documented 582 cases of missing and murdered Aboriginal women. These statistics underestimate the situation, because in 2010, the Conservative government cut all funding to the *Sisters in Spirit* initiative, and prohibited NWAC from updating its data base. Despite repeated calls by NWAC, Amnesty International, the labour movement and women's groups, the federal government refuses to appoint an independent federal inquiry to look into the missing and murdered Aboriginal women.

The situation of violence against Aboriginal women in Canada is so bad that the United Nations Committee on the Elimination of Discrimination against Women (CEDAW) has decided to conduct an inquiry into the issue.

CEDAW has also been sharply critical of Canada's lack of legal aid and support for Aboriginal women who are dealing with spousal violence. As a result, CEDAW issued a series of recommendations in the Cecilia Kell case that the federal government has yet to implement. PSAC National



President Robyn Benson wrote to Prime Minister Harper urging him to take immediate measures to comply with the United Nations recommendations. The letter is available at psac-afpc.com

This year, the United Nations Commission on the Status of Women will be discussing how governments can more effectively take action against violence against women and girls. PSAC representatives will be participating in this event, working in collaboration with the CLC and other unions to hold the federal government accountable.

While the federal government does provide some funding for frontline services such as shelters for battered women, it has abolished all funding for research and advocacy on women's rights. PSAC has joined women's groups all over the country calling for a national action plan on violence against women.



Stephen Harper deserves more than an affected notice

– it’s time for his “pink slip”

Last year, the Ottawa Regional Women’s Committee organized a “pink slip” rally for March 8, International Women’s Day. The message from this event to Prime Minister Harper was PSAC women are profoundly dissatisfied with his performance on public services, equality, pay equity, child care, human rights and many other important issues and that he deserves a “pink slip”.

It’s not too early to start getting organized for the next federal election so that the next federal government respects women’s rights.



