

*Windsor Working Women*

V. 6.30



by

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september—1972

CONTENTSPAGE

## Abbreviations

iii

## A Tables:

Table 1, Table 2

A - 1

Table 3

A - 2

Table 4, Table 5

A - 3

Table 6, Table 7

A - 4

Table 8, Table 9

A - 5

Table 10

A - 6

Table 11, Table 12, Table 13

A - 7

Table 14, Table 15, Table 16

A - 8

Table 17,

A - 9

Table 17b

A -10

## B Interviews:

B - 1

a) Professional Women

B - 6

b) Clerical

B - 7

c) Service

B -11

d) Retail

B -15

e) Transport

B -16

f) Communications

B -19

g) Female Union Leaders

B -20

-Plant Workers

B -22

h) Women in Administrative Positions

C - 1

## C Whole Interviews

C - 9

## Conclusion

## Bibliography

## Footnotes

Guide to Abbreviations in Sections A and B

Office occupations: Op.=operator  
 Jr.=junior  
 Sr.=senior  
 I.=intermediate  
 Steno.=stenographer

Marital Status: S.=single  
 M.=married  
 D.=divorced  
 W.=widowed  
 Sep.=separated  
 CL.=common law

Education: C.=commercial training  
 TC.=teachers' college  
 RN.=registered nurse  
 MD.=medical doctor  
 CGA.=certified general accountant  
 Eur.=educated in Europe  
 Chem.=chemistry education  
 1U.=1 year of university  
 2U.=2 years of university  
 3U.=3 years of university  
 4U.=4 years of university  
 BA.=Bachelor of Arts degree  
 BFA.=Bachelor of Fine Arts degree  
 BScN.=Bachelor of Science in Nursing  
 BLS.=Bachelor of Library Science  
 MA.=Master of Arts degree  
 MLS.=Master of Library Science

Time  
 Working: wk.=week(s)  
 m.=month(s)  
 yr.=year(s)

Guide to Coded Factual Information of the Various Occupational Categories in Section B

Sample copy for a sales clerk who is 45, married, with grade 8 education, who has been working for 5 years and has 3 children:

Sales clerk: 1.(45,M,8,5yr,3)

Table 1.-Distribution<sup>1</sup> of employable population by age group, Census of Windsor 1971  
 Total population - 199,199  
 Total No. Men - 98,351 Total No. Women - 100,848

Age Group	♀	♂	Total	♀ as a % of ♂ + ♀
16	1934	1960	3894	49.67
17	1886	1924	3810	49.5
18	1738	1887	3625	47.95
19	1817	1847	3664	49.59
20	1820	1684	3504	51.94
21-25	9057	8822	17879	50.66
26-30	6468	6696	13164	49.13
31-35	5640	5602	11242	50.17
36-40	5572	5550	11122	50.1
41-45	6138	6265	12403	49.49
46-50	6450	5871	12321	52.35
51-55	5145	4696	9841	52.28
56-59	3659	3371	7030	52.05
60	703	708	1411	49.82
61-65	3934	3504	7438	52.89
66-69	3071	2638	5709	53.79
69+	7684	5782	13466	57.07
Total	72716	68807	141523	51.38

Table 2.-Unemployment Rate<sup>2</sup> for July 1972 (males and females registered with Canada Manpower according to job performance)

Job Categories	♀	♂
Professional, Techn., Managerial	58	252
Clerical & Sales	640	108
Service	697	431
Farming	8	45
Processing	149	104
Machine Trades	70	276
Fabrication - Bench Work, Welders, Flame Cutters, Structural Work	373 3	98 1008
Miscellaneous	93	666
Others	1086	1262
Total	3177	4250

Table 3.-Distribution of Windsor families<sup>3</sup> by marital status, age and sex of head showing family size, type and composition, Census of Canada 1966

Marital Status, Age, Sex of Head Windsor	Total	Persons in families		Families by no. of Children at home		Children at home by age				Average No. of Children per Family	
		Number	Average per Family	0	5	Total Under 6 Years	6-14 Years	15-18 Years	19-24 Years		
All Family Heads	50517	189086	3.7	16258	3891	89255	27105	39862	13852	8436	1.8
Male	46857	178548	3.8	15320	3713	83613	26065	37470	12644	7434	1.8
Female	3660	10538	2.9	938	178	5642	1040	2392	1208	1002	1.5
Married	47550	181031	3.8	15207	3794	85563	26719	38407	12897	7540	1.8
Husband + Wife at home	46022	176110	3.8	15098	3672	82337	25895	36892	12341	7209	1.8
Husband only at home	330	1021	3.1	34	24	639	116	310	135	78	1.9
Wife only at home	1198	3900	3.3	75	98	2587	708	1205	421	253	2.2
Widowed	2477	6647	2.7	1018	78	2849	213	1049	782	805	1.2
Male	407	1147	2.8	163	16	525	44	212	139	130	1.3
Female	2070	5500	2.7	855	62	2324	169	837	643	675	1.1
Divorced	386	1111	2.9	5	15	717	101	375	160	81	1.9
Male	63	161	2.6	-	1	98	7	50	27	14	1.6
Female	323	950	2.9	5	14	619	94	325	133	67	1.9
Never married	104	297	2.9	28	4	126	72	31	13	10	1.2
Male	35	109	3.1	25	-	14	3	6	2	3	1.2
Female	69	188	2.7	3	4	112	69	25	11	7	1.6

Table 4.-Number and percentage by sex in the major occupational categories.

Occupational Categories	♀	♂	♀ as a % of ♀ + ♂
Managerial	579	2313	20.02
Professional + technical	2786	1884	59.65
Clerical	3541	780	81.95
Service	4056	4773	45.94
Sales	849	404	67.76
Production*	1327	5140	20.52
Transportation	17	195	8.02

\*Includes skilled, semi-skilled, + unskilled labourers.

Table 5.-Number and percentage of specific areas covered.

PLACES	NUMBER COVERED	% COVERED
Bakeries	19	100.00
Banks	64	100.00
Beauty Salons	145	100.00
Cleaners	41	100.00
Confectionaries	85	95.50
Credit Unions	24	100.00
Dentists' Offices **	16	21.62
Department Stores	25	80.25
Doctors' Offices**	72	30.25
Education	--	100.00
Finance	29	100.00
Grocery Stores	131	100.00
Health Services***	19	100.00
Hotels Motels	72	98.63
Insurance	112	100.00
Public Libraries	8	100.00
Manufacturing*	68	---
Other Industries	15	---
Pharmacies	42	100.00
Public Administration	3	100.00
Radio Stations	3	75.00
Religious Organizations	7	87.50
Restaurants	192	97.46
Shoe Stores	41	100.00
TV Stations	1	100.00
Taxi Service	2	33.30
Telegraph	1	100.00
Telephone Systems	1	100.00
Trust Companies	9	100.00

\* employing over 20 people with women among the employees

\*\* systematic sample was used to cover these areas

\*\*\* Hospitals, nursing homes, Red Cross, V.O.N.

Table 6.-Number + percentage by sex in selected occupations of the professional + service categories

Occupations	♀	♂	Q as a % of Q + ♂
Pharmacists	17	75	18.48
Doctors	11	227	4.62
Dentists	1	73	1.35
Nurses	815	9	98.90
Teachers(elem. + second.)	1508	770*	66.19
Professors(coll. + univ.)	96	553	14.79
Librarians	38	29	56.72
Lawyers	1	197	.50
Beauticians	203	26	88.65

\* except separate school board

Table 7.-Number + percentage by sex in hospitals.  
(Does not include all workers only specific occupations)

Occupations	♀	♂	Q as a % of Q + ♂
Registered nurse	717	8	97.52
Graduate nurse	20	0	100.00
Ass't head nurse	19	0	100.00
Head nurse	47	1	97.90
Supervisor	27	1	96.43
R. N. A.	272	2	99.00
Nurses aide	310	65	82.66
Clerical	212	1	99.53
Technicians*	76	17	81.72
Therapists**	38	7	84.44
Pharmacists	5	24	17.14
Dieticians	12	1	92.30
Child care workers	3	10	23.08
Administration	35	18	66.04
Social workers	4	3	57.14
Kitchen	173	27	86.50
Housekeeping***	174	89	66.16
Engineering	0	41	0.00

\*Includes X-ray, laboratory and other facilities

\*\* occupational, physical, inhalation and speech

\*\*\* Includes Laundry and Linen.

Table 8.- Number and percentage distribution by sex in retail.

Retail Outlets	Managerial		Q as a % of Q + ♂		Clerical		Q as a % of Q + ♂		Sales		Service		Q as a % of Q + ♂	
	♀	♂	♀	♂	♀	♂	♀	♂	♀	♂	♀	♂	♀	♂
Shoe Stores	3	36	7.69	0	--	--	18	42	--	--	--	--	--	--
Dept. Stores	64	117	35.36	4	--	97.08	469	34	109	131	109	441	16	45.42
Grocery Stores*	25	141	15.06	87	10	--	78	10	289	--	289	--	2	39.59
Confectionaries	31	60	34.06	78	10	88.61	50	1	--	--	0	--	0	0.00
Bakeries	1	16	5.88	--	--	--	164	2	--	--	--	--	--	0.00
Pharmacies	0	51	0.00	5	0	100.00	164	2	--	--	--	--	--	--

\* includes meat markets, fruit + vegetable markets, delicatessens

Table 9.-Number and percentage distribution by sex in finance.

Finance	Managerial		Q as a % of Q + ♂		Clerical		Q as a % of Q + ♂		Sales		Q as a % of Q + ♂	
	♀	♂	♀	♂	♀	♂	♀	♂	♀	♂	♀	♂
Banks	95	180	34.55	693	28	96.12	13	9	--	--	--	--
Trust Companies	5	28	15.10	65	5	92.90	9	247	9	59.10	9	3.52
Insurance Co.	18	142	11.25	214	--	100.00	--	--	--	--	--	--
Finance Co.	2	199	1.00	80	9	89.88	--	--	--	--	--	--
Credit Unions	9	14	39.13	27	--	100.00	--	--	--	--	--	--

Table 10.-Number and percentage by sex in Community, Business, and Personal Service Industries

	Managerial Q ♂	Q as % of Q+♂	Professional Q ♂	Q as % of Q+♂	Clerical Q ♂	Q as % of Q+♂	Service Q ♂	Q as % of Q+♂
Education + Related Services	12	89	1556	1323	147	54.01	292	817
Public Libraries	-	-	21	6	35	77.78	11	12
Health Services	5	3	-	-	6	-	66	2
Red Cross	-	-	30	2	4	60.00	-	-
V.O.N.	-	-	25	-	103	100.00	-	-
Dr.'s+Dentists' Offices	49	30	372	157	310	70.32	963	437
Hospitals	70	70	12	-	80	100.00	133	16
Nursing Homes	10	40	73	-	13	100.00	8	3
Religious	94	30	-	-	-	-	203	26
Organizations	10	19	-	-	6	100.00	256	57
Personal Services	12	66	-	-	204	58.11	210	159
Beauty Salons	46	184	-	-	64	20.00	1171	660
Cleaners + Laundries	-	-	-	-	20	100.00	4	784
Hotels+Motels	-	-	-	-	-	-	-	-
Restaurants + Taverns	-	-	-	-	-	-	-	-
Police	-	-	-	-	-	-	-	-

\*Includes all elementary, secondary, technical, and post secondary schools in Windsor.

Table 11.-Number and percentage distribution by sex in Transportation and Communication.

	Managerial Q ♂	Q as % of Q+♂	Clerical Q ♂	Q as % of Q+♂	Crafts- men	Q as % of Q+♂	Sales Q ♂	Q as % of Q+♂	Service Q ♂	Q as % of Q+♂	Transport Q ♂
Radio	12	-	17	-	13	0	-	9	7	34	17.07
Television	4	23	14.81	20	19.9	1	48	2.04	1	6	14.30
Taxi Serv.	1	-	2	-	100.0	-	-	-	4	38	9.55
Telephone	22	69	24.18	81	100.0	-	55	6	152	8	95.00
Telegraph	-	-	-	-	-	-	-	-	1	8	11.11
Post - Office	14	48	22.60	45	137	24.7	-	-	2	186	1.06
CPR Rail	-	-	56	5	91.8	-	207	-	-	-	-

Table 12.-Number and percentage distribution by sex in Public Administration\*

	Managerial Q ♂	Q as % of Q+♂	Clerical Q ♂	Q as % of Q+♂	Crafts- men	Q as % of Q+♂	Sales Q ♂	Q as % of Q+♂	Service Q ♂	Q as % of Q+♂	Profess. Q ♂
Public Admins.	39	283	12.1	691	288	70.6	56	462	10.8	204	1488
*Includes federal, provincial and local governments	-	-	-	-	-	-	-	-	-	-	122 288 29.8

Table 13.- Industries employing 20 or more male and female employees, number and % by sex.

	Managerial Q ♂	Q as % of Q+♂	Clerical Q ♂	Q as % of Q+♂	Crafts Q ♂	Q as % of Q+♂	Sales Q ♂	Q as % of Q+♂	Service Q ♂	Q as % of Q+♂	Other Q ♂
Manufac- turing	26	538	3.9	632	163	79.5	1208	3918	23.6	-	25
Other	5	26	16.1	25	5	87.5	10	138	6.8	-	5

\*Includes communications, professional and technical and any occupation not specified.



Table 18b.-cont.

FEMALE	ALL INDUSTRIES				Non-Manufacturing
	# of Empl.	Average \$	Predominant \$ Range	Manufacturing	
Accounting Clerk, Junior	66	99	78 - 125	109	94
Accounting Clerk, Senior	52	121	92 - 153	129	115
Billing Machine Operator	37	90	75 - 116	109	87
Bookkeeper, Senior	54	118	78 - 162	126	113
Bookkeeping Machine Operator	143	91	70 - 124	127	85
Calculating Machine Operator	35	122	80 - 162	139	86
Clerk, Junior	227	102	70 - 136	127	95
Clerk, Intermediate	370	106	87 - 128	135	102
Clerk, Senior	115	123	102 - 133	---	122
Cost Accounting Clerk	15	117	81 - 159	135	---
Filing Clerk	59	100	77 - 136	127	89
Key-Punch Operator, Junior	52	122	89 - 139	140	---
Key-Punch Operator, Senior	65	135	96 - 154	110	---
Material Record Clerk	19	100	62 - 130	126	87
Order Clerk	64	118	73 - 136	145	117
Secretary, Junior	179	135	90 - 171	160	110
Secretary, Senior	174	148	105 - 190	106	132
Stenographer, Junior	78	98	77 - 115	147	96
Stenographer, Senior	132	129	95 - 166	---	113
Tabulating Machine Operator	--	---	---	109	91
Tel. Switchbd. Op. & Receipt.	122	98	73 - 130	105	86
Typist, Junior	142	93	80 - 128	127	---
Typist, Senior	164	110	70 - 146	---	101

a) Professional Women

Pharmacists: 1.(28,M,U,6yrs.,1)

2.(36,M,Philippines trained, 15yrs.,0)

I Reasons for Working

1. She enjoys her work, has good working conditions.
2. Money helps the household.

II Attitudes towards Job

1. Not very satisfying, a routine job, more responsibility now.
2. Satisfied with the conditions since no. of hours is an advantage in a hospital; sees discrimination with the public.

III Opinions of Unions

1. Good thing to belong to a union; they back you up in your job.
2. Does not want to be in a union; it's nice on her own.

IV Opinions of Women's Liberation

1. It's a good movement; believes in independence from men; goes along with women's rights and part about job.
2. "Happy to be done by a husband." "Important that husband be head of the family." If she didn't have a family she would work.

Librarians: 1.(24,M,M.LSc.,2yrs.,0)

2.(28,M,B.A.,B.LSc.,2yrs.,0)

3.(32,Sep.,M.A.,B.LSc.,4m.,1)

I Reasons for Working

1. Really likes the work, finds the work varied and interesting.
2. Enjoys work; works because she wants to as well as because she is a major supporter of her husband who is a student; would work even if they had children and her husband worked.
3. Has always worked and intends to continue.

II Attitudes towards Job

1. Seemed to be a second choice after teaching; also higher pay.
2. Felt that her salary was reasonable for her second year in the profession and chose the career because she could make more money than in social work.
3. Really likes her job.

III Opinions of Unions

1. Disn't fancy the idea of unions coming into the library
2. She thinks that the university library needs a union but would not embrace the whole union field. She feels that unions have taken a right wing slant within the NDP, manifested by the sentencing of the Waffle.

3. She was disappointed that when they had tried to enter the library, they had only been interested in the clerical staff, not the professional. If the union decided it wanted to organize the professionals she would be most interested.

#### IV Opinions of Women's Liberation

1. As far as WL is concerned she knows about it and is interested but is neither pro nor con although she supports some of their positions.
2. Wholeheartedly agrees with WL and thinks that a couple of times her sex may have swung the balance against her in the job field.
3. As for WL she favoured it and classed herself as a "Women's Libber." She felt she had experienced discrimination as the men were the ones at the top with above average wages.

Doctors: 1.(40's,M,M.D.,Psychiatrist, 7yrs.,6)  
2.(30's,M,M.D.,12yrs.,5)

#### I Reasons for Working

1. Her mind wanted a challenge, medicine wasn't enough. She wanted to know why people behave the way they do, what makes them do the things they do. It's an opportunity to grow.
2. Loves her work, sometimes now taking on 40 patients a day; didn't want to be anything else. She is from a family of doctors, her father, grandfather, brother.

#### II Attitudes towards Job

1. Sees and handles her position with her other patients on a human level helping them to work upon and look at their lives and their earlier relationships. She admits she is happy, changing day to day, each new experience being an opportunity to grow and develop.
2. States that the atmosphere in Britain is much more accepting for women doctors than in Canada. Here in Windsor a whole different attitude prevails toward women physicians, more antagonism. Often when she meets her patients she is asked "Are you a REAL doctor." She is sometimes treated differently by her male patients. She talked about the difficulty of females in the medical profession and how in Ontario there is less acceptance and opportunities open for females. She stated that girls in training have to have their morales boosted periodically to keep going.

#### III Opinions of Unions

1. No information collected
2. No information collected.

#### IV Opinions of Women's Liberation

1. During her training she was often treated as a pri-

vileged person. It was "advantageous" and "nice", at times.

RN Receptionists: 1.(50's,M,RN,26yrs.,0)  
2.(25,Sep.,RN,4yrs.,0)  
3.(44,M,RN,15yrs.,4)

#### I Reasons for Working

1. Works because she loves people and loves to keep busy; if she weren't here, she'd be working voluntarily in some other field.
2. Likes job and would not quit; however, would not work if she had a family - "Keeps her sanity"
3. Likes to work. Likes the money.

#### II Attitudes towards Job

1. Feels that many offices are ruined by secretaries at the desk; women should be abrupt; not ignorant, but firm and know what they are doing. "Not many like me. I'm an old gal; some say I'm traditional, maybe I am. I couldn't work 48 hours within our present day hospitals. They are too much caught up in bureaucracy and administration. The patient is important and not the number!"
2. Not really happy with conditions.
3. Likes conditions.

#### III Opinions of Unions

1. Not collected.
2. Not in favour of unions.
3. Unions - of course!

#### IV Opinions of Women's Liberation

1. "Females must be really bitches in order to get by: you have to work hard. I'm not anti-women's Lib, but I don't agree with all of it." She feels women could only go into certain branches of medicine eg. they couldn't go into bone resetting because of the strength required. Also there are few female urologists.
2. Does not feel discriminated against.
3. Feels Women's Lib has gone overboard.

Nurses: 1.(30's,Sep.,RN,10yrs.,2)  
2.(30's, S,gr.13+RN,12yrs.,0)  
3.(41,M,gr.12+RN,15yrs.,1)  
4.(46,W,gr.12+RN,10yrs.,6)

#### I Reasons for Working

1. Sole financial supporter of family; originally wanted to get away from her father. Nursing offered the cheapest education since room and board had been paid for.
2. "I'm an active person;" also for the pleasures you want.
3. Money is needed to pay for babysitter of child.

"Work is good for me mentally and physically. I like working."

4. "I'm proud of what I'm doing. I love it." she had supported her 6 children for 8 years.

#### II Attitude towards Job

1. The prevalent attitude toward nurses is that they are "easy". People think that they have seen everything and therefore will do anything. On the ward many doctors feel nurses are inferior. There's often a lot of friction, because doctors think we are put there for their purpose - their slaves. In the O.R. there is very little respect many times, and sometimes a very tense operating team. Generally nurses won't take as much guff from female doctors. "We relate to them as women. The barrier is not there in the same sense. We don't see her as a doctor, but a woman. We have less confidence in her. We will listen to a man more readily than to a woman."
2. Communications are poor; you are not consulted with advancements; personal viewpoint is not considered; administration does not know staff; everyone does what the management decides; if you talk too much you endanger your position; there is some form of clique - friendship sometimes gets you a position.
3. Good hours; can arrange her life and work. Feels media has glamorized the picture; that it is a hard job. Sometimes she doesn't realize what she has to put up with. Sees lack of communication; they count hands but not skills and ability.
4. Sees TV image as hogwash, not true to life; not much communication between administration and staff, more among staff and staff.

#### III Opinions of Unions

1. Not collected.
2. Never cared for unions; if it made things better it would be okay; could work without the union if there was cooperation, better administration and workers.
3. There are both pros and cons to unions; the situation with nurses will not change; they do get better benefits.
4. Things don't change much with unions; they do change benefits.

#### IV Opinions of Women's Liberation

1. Not collected.
2. Agrees with Women's Liberation. "A person should be considered by his capabilities."
3. Its good to a certain point. The man should still be head of the house."
4. "I'm not interested. I'm fine. There used to be discrimination between doctors and nurses. It's different

now, more friendly, not just a servant."

- Teachers: 1.(20's, S,13+TC,1yr.,0)  
2.(20's, S,TC,2yrs.,0)  
3.(40's,M,MA in Chem.,12yrs.,1)

#### I Reasons for working

1. "Its a job and you are doing something with your life." I wanted to get out of school fast so I took one year of teacher's college and just went into it because I like working with young kids."
2. Needs the money to live; since she lives in a house with 4 other students and workers and wishes to teach high school in the future; if married would want to be at home with her children.
3. Doesn't particularly like teaching as a job - since she has to get up every morning at a regular time to put in a certain number of hours, and especially since she knows that our need for education isn't answered in our present schools.

#### II Attitudes toward Job

1. Always encounters difficulty in her job because one must adhere to wishes of administration, namely the principal. "Students should know that they can't always get what they want. Schools don't allow you to talk about what is happening to students' lives and their personal relationships." She is in a constant position between principal and parents, and admits schools should be for students and not for the ideas of administration.
2. The principal is easy to work with and there is an even amount of male teachers and female teachers. A male teacher is held in greater respect due to a recognition of his authority. Sees a dependence on schools and teachers to provide for one's learning.
3. Only female on the staff. Notices no difference in relationships in faculty; paid for being a teacher "as long as you can teach". She sees student-teacher relationships as important, and remarks that kids are bored, but says she will not leave them like that anymore. She feels the graded method seems to be the only way and sees no practicality in many of the things happening at school.

#### III Opinions of Unions

1. to 3. Not collected.

#### IV Opinions of Women's Liberation

1. Not collected
2. Sees a woman's place in the home. Says that if she gets married she sees her first few years with her children.
3. Presently does not feel discriminated against.

b) Clerical

- Bank Tellers: 1. (21, S, gr. 13, 6mos., 0)  
2. (22, S, gr. 13, 2yrs., 0)  
3. (19, S, B.A., 3mos., 0)  
4. (21, M, T.C.+B.A. almost complete, 2mos., 0)

I Reasons for Working

1. Needs to work.
2. Needs to work and likes it.
3. For the money.
4. It's okay for the summer; in September I start teaching.

II Attitudes towards Job

1. Has no attitude that she could think of. It's "just a job" for her.
2. It's alright; she likes it, but the rushing to and from home is a drag. The general working conditions are good.
3. Likes the job. The hours are good. Dislikes pressure for perfection i.e. she has to put money in, if there are shortages in her till.
4. Just an in-between job.

III Opinions of Unions

1. Yes, she likes unions.
2. Yes, unions are good; likes the way they stick together.
3. Was in a union at a Windsor hospital where she was a nurse's aide, but they could nothing about bad hours.
4. Likes unions because they help to establish a pay scale.

IV Opinions of Women's Liberation

1. No opinion.
2. Satisfied.
3. Not collected.
4. Some of the advertizing that I've come in contact with makes it really unappealing. eg. like the loud-mouthed university students and the feminist I heard in Toronto, who went on and on about baby blue for boys and pink for girls. It was really stupid.

- Finance Company Clerks: 1. (21, S, 2yrs. U., 1yr., 0)  
2. (22, S, gr. 12+sec., 1yr., 0)  
3. (24, S, gr. 12+comm., 5yrs., 0)  
4. (24, M, gr. 13+comm., 6yrs., 0)

I Reasons for Working

1. Really likes it and is bored at home; thinks that women should work if they can handle it emotionally.
2. Needs to work for the money.
3. Needs the money.
4. Needs the money for furnishings in her new house.

II Attitudes towards Job

1. Enjoys working very much, but finds the pay small.
2. Likes working and finds the conditions good. Says that you have to take the bad with the good.
3. Finds the working conditions to be good though the money is poor. She enjoys working but nothing outstanding.
4. Really likes it; working conditions are good. Enjoys being in charge of herself with no one over her.

III Opinions of Unions

1. Likes unions for the protection that you get.
2. They didn't do anything for me at the factory.
3. No reasons for or against the unions.
4. Doesn't think much of unions; the worst thing about them is the things that are pushed under the carpet, e.g., a personal grievance that was not liked after - she felt shunned.

IV Opinions of Women's Liberation

1. Is for it to a point. Is not always in agreement as to the handling of a situation.
2. I agree with some stands like equal opportunity but I don't know much about it.
3. It's got its place. It's fine in the office, if your capable of doing the job then you should be able to do it.
4. Equal pay is good - better for a woman to just stay home and care for a baby but it is an individual thing.

- Secretaries: 1. (25, S, 3yrs., 0)  
2. (33, M, gr. 12, 5yrs., 2)

I Reasons for Working

1. Hopes to start her own business.
2. Needs money and enjoys being out of the house.

II Attitudes Toward Job

1. Things are fine now; I'm content.
2. Loves it, except for some of the staff and some people.

III Opinions of Unions

1. Sees no use for unions, can talk work-related problems over with her boss.
2. Not in favour of unions, they are too strong and don't take much initiative for the people.

IV Opinions of Women's Liberation

1. It's about time, it needs more communication with the people.
2. Lots of women feel threatened by it.

c. Service

- Waitresses: 1. (22, M, 12, 8yrs, 2) 2. (19, CL, 11, 1wk, 0)

I Reason for Working

1. Needs the money.
2. It gives me cash.
3. Has no choice of another job.
4. Enjoys waitressing.

II Attitudes Toward Job

1. Customers think that waitresses are servants. Would not be a waitress forever. The pay is usually small.
2. Alright but doesn't thrill me. You take a lot of abuse from customers.
3. I hate it. I have to slave for people.
4. She wants to leave and go back to school.

III Opinions of Unions

1. Should be one, we have no job security.
2. No information.
3. We need a union.
4. We should have a union.

IV Opinions of Women's Liberation

1. I agree with it, we are equal.
2. I'm for it all the way.
3. No information.
4. It's a bunch of bullshit! It turns me right off.

Hotel Workers: 1.(\_\_,S,2yrs,0) 2.(\_\_,S,in Israel,1½yrs,0)  
3.(\_\_,S,in Europe,2½yrs.,0)

I Reasons For Working

1. I need the money. I have no training.
2. No information.
3. Good conditions.

II Attitudes towards Job

1. It's as good a job as any. A lot of people put it down but it's not that hard.
2. Likes it very much.
3. It's not hard work.

III Opinions of Unions

1. to 3. No information.

IV Opinions of Women's Liberation

1. I agree with equal pay
2. & 3. No information.

Hairdressers: 1.(30,S,12,11yrs.,0) 2.(20,M,9,6yrs.,0)  
3.(19.S,12,2m,0) 4.(20,M,10,1yr.,.1)

I Reasons For Working

1. It's what I've done mostly.
2. I like it, I'll always be a hairdresser.
3. She likes hairdressing; works to keep in touch with the world and to meet a lot of kids her own age.
4. She enjoys hairdressing a lot; it's helping to pay for her house.

II Attitudes toward Job

1. There are good conditions. I would like to work in a travel agency.
2. Public is difficult to work with. She does not like to deal with the public.
3. It's satisfying. I'm free here to do what I want.
4. You need lots of patience to cope with the customers. It's not really boring or routine.

III Opinions of Unions

1. They're alright - we're under paid.
2. Unions would be a good idea. We have low wages.
3. They should not have a union. It's not that big a deal.
4. They are a good idea, our hours are long.

IV Opinions of Women's Liberation

1. They have taken on more that they can handle. I'd sooner work for a man because I can twist him around my little finger.
2. I'm not in favour of it. It's okay to make the pay equal
3. I'm not in favour of it.
4. I don't like it at all myself. I enjoy staying home and caring for kids. She now has a choice to do what she wants.

Doctor's Receptionists: 1.(47,M,13,20yrs.,2)  
2.(23,M,1U,2yrs.,0)

I Reasons For Working

1. I hate working in the house. She likes the money.
2. She needed the money when her husband was in school. Now she works to make extra money.

II Attitudes Towards Job

1. She likes working for doctors and would not change jobs. She said that she would get into a "rut" by staying home.
2. She enjoys the people she works with. Sometimes there are problems with the boss re; hours, there is too much routine. She is not really satisfied.

III Opinions of Unions

1. She is in favour of unions but not for herself.
2. They are good but they go too far.

### IV Opinions of Women's Liberation

1. Not in favour; can't see the point in picketing or public protest.
2. Against it. "I don't think we're equal." There is definitely discrimination. I like waiting on him. I feel more of a woman taking care of my man.

### Dry Cleaners Clerks:

- |                         |                               |
|-------------------------|-------------------------------|
| 1.(50's,M,__,10½yrs.,0) | 3.(50's,M,__,8yrs.,4)         |
| 2.(50's,W,__,25yrs.,1)  | 4.(18,S,gr.13,parttime,<br>0) |

### I Reasons for Working

1. Works to survive, supports ill husband.
2. Has to work otherwise she'd go into dressmaking.
3. Doesn't know why she works because she is not making any money. No reason except she was offered to run the place and did.
4. Needs spending money.

### II Attitudes toward Job

1. Likes it, clean arrangements; wouldn't know what to do if she didn't have to work.
2. Thinks pay is good; gets very hot and gets baked but she is used to it.
3. Finds it boring and busy at times.
4. Boring.

### III Opinions of Unions

1. Doesn't belong to a union.
2. Unions have gone too far; want too much; causing prices to rise so we want more.
3. Too much power. Don't allow management any say.
4. Yes. Something to back you up on pay, etc.

### IV Opinions of Women's Liberation

1. No information collected.
2. I'm not much for WL. Because I've been on my own for so long; my daughter is happy, she's a nurse and she does not go for it either.
3. "All for" WL. If I was young I'd be right into it. I worked with men and they always got more.
4. I believe in some things - equal pay. Chivalry is still important.

### City Hall Clerks, 1 Customs Officer.

- |                     |                          |
|---------------------|--------------------------|
| 1.(30,M,12,11m.,0)  | 2.(58),Sep.,13,13yrs.,3) |
| 3.(20,S,4U,3yrs.,0) |                          |

### I Reasons for Working

1. Worked in a legal office before and was bored so moved.
2. Necessity.
3. Need money for school.

### II Attitudes toward Job

1. Likes it very much.
2. Likes it very much, good hours, satisfied.
3. It's kind of monotonous after the third year. It's kind of a discriminating job but the pay is good. People try to take advantage of me because I'm a female. They think they can talk to me in a certain way and they'll get into the country.

### III Opinions of Unions

1. Rather not belong. "Won't say why."
2. Have to belong and it's a good thing.
3. I don't belong to a union because I'm considered as casual help. I would belong if I was full-time. (works 4 months a year)

### IV Opinions of Women's Liberation

1. Neutral.
2. Women shouldn't interfere with men. Physically a woman isn't built like a man. If it's within reason I'm for it
3. "It's a step in the right direction." It'll work as long as it's not forced in but brought in casually. I agree with it basically.

### d) Retail

### Drug Store Clerks:

- |                     |                       |
|---------------------|-----------------------|
| 1.(43,M,10,5yrs.,2) | 4. (50's.M,-.6yrs.,0) |
| 2.(25,S,11,3yrs.,0) | 5. (18,S,11,6m.,0)    |
| 3.(21,S,12,1wk.,0)  | 6. (16,S,11,6m.,0)    |

### I Reasons for Working

1. My doctor suggested that I get out of the house for the sake of my mental health. I had faced an emotional problem and working was the best thing for me..
2. I need to support myself.
3. It's a necessity for living!
4. I have to live.
5. It's the only money I have. I have to!
6. I have to buy my own clothes and things like that.

### II Attitudes towards Job

1. I enjoy working here. I've always wanted to be a drug store clerk. That's the way it is, so here I am.
2. I love it. The people are easy to work for as long as the work is done. Before I didn't have a very considerate supervisor, now I do.
3. It's pretty good so far. I took this job because there wasn't anything else available. I'd like to do something that has to do with art.
4. I like it very much. I like the public.
5. I really enjoy the public.

6. I'm treated well, so I like it.

### III Opinions of Unions

1. Well, we can't get enough women to join one.
2. I don't know much about them.
3. I think they give a lot of security.
4. I would belong to a union only if I had to.
5. I think unions are pretty fair. If they weren't compulsory I'd still belong.
6. I don't know anything about them.

### IV Opinions of Women's Liberation

1. Never thought about it.
2. I like being a "lady". I'm for it in a way. I like the idea of equal pay.
3. Sometimes am - well, it's kind of comme-çi comme ça.
4. I'm not interested in it.
5. Some of the things they fight for are pretty stupid, but some are alright.
6. I like what they're working for. Some are going about it the wrong way. Women should have equal pay. Some of the women just belong and don't know what they're doing.

Department Store Clerks: 1.(20,M,--,3yrs.,0)  
2.(19,S,gr.13,2mos.,0)  
3.(47,M,gr.13,7yrs.,2)  
4.(21,S,B.A.,6yrs.,0)

### I Reasons for Working

1. We're paying for the mobile home we just bought.
2. I need money for school.
3. Well, we depend on money for living. My husband works as well.
4. It pays for school, my own entertainment, etc.

### II Attitudes toward Job

1. I like it very much.
2. No, I don't like the job. It's too repetitive. It's not exciting. I'd take another job if it paid well.
3. I like it very much. I like meeting the public.
4. I like the job because I meet a lot of guys.

### III Opinions of Unions

1. I belong to one. It's good to have one.
2. I wouldn't take a job that made me belong to a union.
3. I've belonged for 7 years. It's fine.
4. I think they're for the birds.

### IV Opinions of Women's Liberation

1. I don't know anything about them.
2. I'm not interested in it. The way you present yourself is the way you will fit into society.
3. I don't want to comment about it.
4. I think it's full of bull. If a girl works and she's

qualified she'll get the same pay. I don't believe in this man takes care of the kids, Uh, Uh. the woman's place is at home unless she's the breadwinner, The man should wear the pants in the family. It's crazy, just crazy.

Variety and Confectionary Clerks: 1.(55,M,gr.8,4yrs.,0)  
2.(21,M,gr.10,--,0)  
3.(21,M,gr.12,4mos.,0)  
4.(47,M,gr.13,+RN,16yrs.,2)

### I Reasons for Working

1. Make extra money. It gets me away from the house.
2. Well, I need the money. (Another lady says: "I can tell you that my son is her husband and he's been laid off since November.")
3. For something to do and for the money.
4. It's a necessity.

### II Attitudes toward Job

1. We have pretty good working conditions.
2. It's alright.
3. One of the things I don't like is that everyone knows that I'll work for them so they manage to get me to work part of their shift.
4. I think it gives women an identity. Instead of being unfulfilled it makes them feel needed. I think if the children are young the mother should stay at home with them. It's old fashioned, but I think it's how it should be.

### III Opinions of Unions

1. I wouldn't pay union dues.
2. I've never had to belong to one.
3. I did belong to one once, but no one would stand up for the employees.
4. We don't need one.

### IV Opinions of Women's Liberation

1. Doesn't f'izz me. Not complaining. It's alright for younger ones. Women shouldn't be slaves. I don't want to be liberated I'm fine the way I am.
2. I've never given it much thought.
3. Why should there be a fuss over women wanting to work in factories? They should if they want to.
4. I'm not in 100% agreement. Pay wise, women should have more.

Shoe Clerks: 1.(45,M,gr.10,4yrs.,2)  
2.(18,S,gr.12,6mos.,0)  
3.(16,S,gr.10,1day,0)

### I Reasons for Working

1. Help my husband, and I live the way we want to. It

- buys things for the house, helps us on our vacations.
- By selling I get to see what others are doing. I work to promote myself so that in a few months I'll have my own store.
  - I need the money for school.

#### II Attitudes toward Job

- There's nothing really wrong with it. I get treated well.
- I wouldn't work if I didn't like it. It's great.
- So far-fine.
- It's okay but I won't do it forever. I'd like to be a nurse some day.

#### III Opinions of Unions

- Don't know much about them.
- They stick up for you to change something. Everyone gets to tell what's bothering them.
- You can get better wages from them.
- I'd hate to have to pay the dues.

#### IV Opinions of Women's Liberation

- They seem to be wasting their time.
- They're crazy. Nothing they are doing is good. They're a little stupid. Nowadays you don't know what to expect.
- I only agree for equal pay.
- Who needs it. I like doors opened for me.

Bakery Clerks: 1.(22,M,BA,2yr,0)  
 2.(17,S,gr.11,6yr,0)  
 3.(46,M,gr.10,7yr,0)

#### I Reasons for Working

- I need the extra money for school.
- I don't have anything else to do. It helps pay for tuition.
- I have to support myself and my husband.

#### II Attitudes toward Job

- It's just a job, nothing great.
- I like working with people-besides my girlfriend works with me.
- I get treated well and I get paid. What else can I expect.

#### III Opinions of Unions

- I'd belong if there was a union.
- I'd never belong. They don't stick up for you.
- Don't know enough to comment.

#### IV Opinions of Women's Liberation

- Don't agree entirely.
- Some ideas are good, some dumb. A dumb thing is guys

- not opening doors-I haven't heard anything else.
- I don't know about it.

Grocery Clerks: 1.(21,S,2U,5yr,0)  
 2.(30,M,\_\_,6yr,3)  
 3.(20,S,1U,4yr,0)

#### I Reasons for Working

- I'm going to school in Toronto this fall so I need the money.
- I'd be a harried housewife if I didn't. I couldn't take being at home all day.
- I wanted to be a teacher since the situation is so tight now I can't teach in Windsor. I would have to leave the city to teach and I don't want to. I used to be only part time in the store.

#### II Attitudes toward Job

- I hate it. Ask the cashiers-they hate it too. It's monotonous. There's nothing to think about, like right now I'm putting up cups. I can't stand it-that's why I'm going to school.
- The conditions are fine. I like people. I like coping with people. I worked as a bookkeeper in a bank before but I prefer this.
- No answer given.

#### III Opinions of Unions

- Only full timers are involved in the union. Women don't stand up for you.
- No problems. We have representation.
- I'm not that interested in them. I don't attend meetings.

#### IV Opinions of Women's Liberation

- I agree with half of it. I agree with equal rights in work.
- Women are not discriminated against as far as jobs go. If a woman is physically able and half way emotionally stable she can get any job.
- I'm not part of it.

#### e) Transport

Taxi-Driver: 1.(40's,M,\_\_,27yrs.,4)

#### I Reason for Working

- She has to work as her husband cannot find work; they are on welfare.

#### II Attitudes Towards Job

- So-so; the hours aren't bad neither is the money. It's a good job for women if you are not qualified in other fields.

### III Opinions on Unions

1. No information collected.

### IV Opinions of Women's Liberation

1. She does not approve of women drinking, leaving the family or driving at night. She thinks that Women's Liberation is "AACH".

### f) Communications

Telephone Operators: 1.(20's,M,\_,7yrs.,2)  
2.(20's,M,\_,18yrs.,2) 3.(30's,M,\_,1,0)

#### I Reason for Working

1. Mainly for the money; her husband was 19 when they were married and she feels that it would have been too much to expect him to shoulder all of the financial responsibility. "Our marriage would have been in deep trouble if it had all been up to him. If he was making \$10,000 a year it would be different, but we have to worry about money for the next bill."
2. To get out of the house; it's boring at home. I like being out with people. After working as long as I have, I couldn't settle for home life. I'm not one for T.V. If I couldn't work I might go back to school if I could work it, perhaps take sewing lessons; I've taken ceramics.
3. She works for the money; this is the highest paying job that she could get. She enjoys the work, talking to and helping people but the customers expect you to drop everything to help them. The work load on long distance is high, 35 calls per hour, and in information it's 100 calls per hour.

#### II Attitudes towards Job

1. Likes working because it keeps her out of the house but she thinks that if she had children she would stay at home with them until they were in school.
2. Likes working, and is too restless to stay at home. Her situation is much different than that of other people she said; her job is not frustrating though at times it is a grind.
3. She enjoys working but finds it tiresome at times.

### III Opinions On Unions

- 1.-3. No information collected.

### IV Opinions of Women's Liberation

1. She is not a strong believer in it. It's great for a no child couple. Women should be at home with small kids. Some women are suited to motherhood and some are not. All women should work to a degree - they have more patience with the children if they are allowed to get out of the house sometimes. It's good for my husband e-

motionally as well; he enjoys being with the kids.

2. I think it's great. I'm for a lot of things, like money. If you're in this company and in the management you just don't make as much as the men; it's unfair. You should have equal pay for equal jobs. My husband didn't mind me going back to work.
3. Women are always talking about better pay and better working conditions. Women operators are considered better as they tend to have more patience. Men like to flirt with the operators. There is a negative reaction to this on the part of the operators. She went to a couple of Women's Liberation meetings before she was married and felt strange there. She feels strongly that the work should be split between the husband and the wife though she finds that it is not working out that way. On one hand she feels she should do more work in the home but then she resents it. "They're not my dishes they're ours."

Free Lance Writers for Radio: 1.(41,D,8,1yr.4)

2.(\_,M,M.A.,1yr.,0) 3.(50's,S,Journalism,15yrs,0)

#### I Reasons for Working

1. Former job was satisfying but did not receive enough money to support her family.
2. Can't stay in the house; if she was not in this job she would do something else.
3. To keep alive mentally, she needs both the challenge and the money.

#### II Attitudes towards Job

1. She is not as satisfied as she would like to be but it pays well; has the opportunity to spend more time with her family; she feels that this is necessary especially now that they are in their teens.
2. She taught in England for three years; she likes what she is doing now better. She also loves the challenge and working with people, and being able to take off when she wants to but regrets the lack of benefits that her free lance status denies her.
3. Enjoys working as a means of keeping in touch with the world and staying mentally alive.

### III Opinions of Unions

1. Does not now belong to a union because she is free lance but she wishes that she could because she would like to receive the benefits.
2. Wishes that she could get the benefits.
3. Does not belong to a union.

### IV Opinions of Women's Liberation

1. Women are needed in politics so that things like family planning clinics can receive some attention. For any woman to be successful she must develop a thick skin.

- Talked about women and the home. She said if she had children she would spend the first couple of years at home with them. She sees that hiring and promotion of women has a lot to do with her husband's job. They take into consideration before promoting a woman whether her husband will soon be transferred because if he is she will likely follow and go where he goes. She wants to be where her husband is.
- She agrees that it would be hard for a girl today in radio and T.V. At present there are no female announcers and the public doesn't always like a female voice on air. She had an experience after one show where a man called up and said that he couldn't stand to hear a female voice so early in the morning especially after boozing the night before. When she first began to write they told her that women were only good for writing commentaries on food, children and commodities. If you want to be a success as a woman she said, you have to be a success. Women have to work twice as hard as men to get ahead.

Reporter for a Radio Station : 1.(20,S,1U,\_\_,0)  
 News Assistant Operator: 2.(22,S,MA.,3m.,0)

I Reasons for Working

- Needs some money to pay for university, working full time in summer and part time in winter.
- I want to be a reporter.

II Attitudes towards Job

- She likes what she is doing now but says that it is very demanding.
- She feels female reporting announcers should not use low sexy voices on the air. A woman in the news room is a novelty. The male attitude provides a challenge.

III Opinions of Unions

- No opinion recorded.
- She feels no use for a union since she has good rapport with her boss.

IV Opinions of Women's Liberation

- She is the only woman in the news room; the boss has been there for 20 years and another man for 15. They found it a little strange to get used to having a woman around. She realizes also that it is very difficult for a woman to get into radio and knows two women who have been trying to get in and have not been able to as yet.
- She doesn't like "Womens' Lib" used as a title. Many use it. You can get away with many things without using the label.

Data Processor at a Radio Station: 1.(40's,-,M,8yrs.,2)  
 Administration Clerk at CNR 2.(30's,-,M, -- ,,-)  
 Telecommunications Clerk 3.(22,-,M,2yrs,0)

I Reasons for Working

- I like nice things and therefore need more money. If I couldn't work I'd do some charity work.
- Needs the money as the cost of living is high.
- She wants some nice things and had just bought a new house.

II Attitudes Toward Job

- It is a good means by which to provide the extras that will make her family life more comfortable and to provide some financial security. It is challenging, need to work hard and concentrate.
- It provides for the cost of living.
- Needs it to furnish her new home.

III Opinions of Unions

- No information collected.
- No information collected.
- She belongs to a union but does not know it's name and does not attend meetings.

IV Opinions of Women's Liberation

- Some women look for a lot of glory. I want to be treated as a woman. If I have that, I can't have equal rights: I like to have doors opened etc.
- All women who work for the CNR are in clerical positions.
- No information collected.

g) Female Union Leaders

Postal Clerks: 1.(52,D,\_\_,7yr,1)  
 2.(42,M,\_\_,28yr,2)

I Reasons for Being in the Union

- Poor conditions and feeling of commitment to other workers.
- Because of injustice. She doesn't believe that a man should be able to push her around. You need to be in a job you like. The company has a habit of moving you from job to job.

II Attitudes toward Unions

- Before 1940-1 any discussion of unions caused dismissal. They worked from 7-5 with no coffee breaks in the factory. People had to ask to go to the bathroom. Someone squealed when she tried to organize a union and she was fired. When unions first came in it was rough. The contracts that did come were broken. Unions fought a-

gainst layoffs and for shorter hours and better conditions.

- Until recently it was hard to organize older people because of loyalty to management. Young bloods won't take anything and took the management by surprise. They know their rights, they work 8 hours-no more no less. It is more pleasant now that they are allowed to complete their job and not have tasks built up. Previously the young had been too hot under the collar but are now cooling off. She defines this as a process of learning how unions work.
2. Unions are too lenient. There should be no backing down. The assemblers' position is the worst. Times have not changed. Wages are up but the cost of living acts as a whip forcing you to work when and where you don't want to. Her job in the union is to appease people and not just negotiate. New stewards are less willing to approach the workers.

### III Attitudes towards Women's Liberation

1. She doesn't understand WL, but notes that a lot more women are working. She worked because she had to support her son. She has always supported equal pay for equal work. She sees no discrimination in her work. Women are not interested in other people-they are money hungry and bored.
2. "It's no good being a soft spoken woman but good that they have more finesse."

Plant Workers: 1.(50,M,8,14yr,1)  
2.(50,W,12,14yr,0)  
3.(26,S,10,8,0)  
4.(42,M,\_\_,14yr,0)  
5.(20,S,\_\_,9yr,0)  
6.(20,S,11,\_\_,0)

### I Reasons for Working

1. She needs the money.
2. Needs the money to live, since she is self-supporting and lives with another woman.
3. No qualifications needed for working here. Worked on the line for another company but now gets paid more. Some girls work here because their mothers won't let them loaf at home.
4. Just got married a year ago and feels she must work for the money because she wants the enjoyments in life-luxuries, e.g. coloured TV, vacation. It also helps to support her hobby-horses. She admits that many women don't get this opportunity to enjoy luxuries and that she is lucky. She also feels that she must work for health reasons. She feels, however, she was more on her feet financially when she was single.
5. Has to work. She had wishes to work in a hospital as

an RNA but was turned down because she did not have enough education.

6. She had to work but she'd rather work for less and get a job which was more satisfying or allowed her to feel alive again.

### II Attitudes toward Job

1. Likes to work here.
2. Yes, she likes working here though it gets boring at times. States there are women supervisors but men foremen.
3. Likes her job mostly because of pay; finds it very boring.
4. The work and pay is okay but it is very boring.
5. She stated that her they aren't allowed an education. In an office at least you learn a little about the ways of the world. You become educated. Here you come in at a certain time, you don't even know you are alive for 8 hours of the day. There is less competition in this factory because you don't have to meet a production quota.
6. It's not satisfying. You don't feel like you've accomplished anything. You don't feel like you're involved in any of the production. There is no going forward, no advancement or feeling that you're doing anything.

### III Opinions of Unions

1. Doesn't know if there are women on the executive of the union; doesn't think so. No, doesn't attend union meetings.
2. Belongs to Local 61-Distiller's Union. She thinks there are about two women on the executive of the union. Does not attend union meetings; feels that if something important comes up they will hear about it-the union will take care of it.
3. Not many women are involved in the unions, hardly any participation.
4. There is no participation on behalf of women in the unions.
5. No information collected.
6. No information collected.

### IV Opinions of Women's Liberation

1. Shrugs her shoulders and doesn't comment.
2. Doesn't agree with all; doesn't agree with women having the same jobs as men.
3. WL is screwing us. Most of the women here have greater seniority than the men. The women may be put on the men's jobs while the men may get layed off or put on a part time basis which is what most women like. If the women don't accept the men's jobs they get layed off-men's jobs may be the same or different such as blenders,

- truck loaders, janitors, etc. Some women just can't handle these jobs.
- Doesn't feel that women should have the same jobs as men and that WL is messing it up.
  - No information collected.
  - No information collected.

#### h) Women in Administrative Positions

- |                                  |                                |
|----------------------------------|--------------------------------|
| 1. (41, M, HS, 5yrs., 5)         | 4. (24, S, B.A., 3yrs., 0)     |
| 2. (50's, M, B.Sc.N., 11yrs., 0) | 5. (40's, S, M.F.A., 7yrs., 0) |
| 3. (68, M, HS+C, 15yrs., 1)      |                                |

#### I Reasons For Working

- Her husband died; works to keep the family. She later remarried but now her husband is laid off regularly and she works to keep the family finances stable.
- She must keep herself, so works partly for the money; thinks that her job is a career towards which she feels much dedication and a responsibility to the well-being of the patients.
- Her family is grown so she works to keep busy.
- She has spent a lot of time and money on her education and therefore wanted a career, not just a job.
- She is from an academic background and therefore feels most capable to deal with the people in these fields.

#### II Attitudes Towards Job

- She likes to be the front 'man', loves people and handling their problems.
- Always wanted to do this and had gone almost as far as she could in her field. Nursing fills her needs; she has the satisfaction of knowing that people get proper care.
- Enjoys her work and is part owner of the company but feels that her family must come first; she doesn't have to work and said that she wouldn't if it ever became a grind.
- She enjoys the involvement with people at all levels and finds it a satisfying way to use the skills that she learned in University.
- She sees her work setting up a day-care centre and a women's information centre. All other deans are men and they treat her and each other equally in the job; however she notices little things e.g. the men always go out together for lunch. She, although on the same level as them, is never considered on the lunch, but she doesn't mind. She feels, she, as the only woman works more independently from the others, and states it is very difficult for a woman to get any administrative position within the university.

#### III Opinions of Unions

- Likes unions and thinks that they do a good job.
- There are no unions at her level.

- She thought that unions have served their purpose and that they no longer cared for the general state of the country, but only for their own immediate goals.
- Yes, she thinks there is a place for unions; They have done good work but at times they ask for too much.
- No information collected.

#### IV Opinions of Women's Liberation

- Women's Liberation is good: but hasn't experienced any prejudice in her job. She is the odd one: has three men working for her. Customers wishing to talk to the manager often say "I don't want to talk to HER".
- Womens' Lib. does not effect her. She said that she was indifferent and had done no reading about it on purpose. She has not suffered any discrimination in her job but thought that a man might. She becomes irritated when sales persons try to sell her a product on "looks" without mentioning the technical aspects of the product.
- She likes parts of W.L. but felt that they should not be talking about male and female but about people. She did not believe that there was any difference between the abilities of men and women and that if she had persisted in her career she would have experienced discrimination. People should be paid according to their needs.
- Had experienced discrimination once or twice and felt that it was probably a result of tradition rather than a deliberate attempt to put her down. She is not effected by W.L. but is all for it. She has felt no prejudice on the job: women are just as good as men but we must remember that the employer is taking a greater risk with women because they leave to have babies.
- She feels that many of the things W.L. get into are not very important; not the real issues. She mentions the protest of Miss UniRoyal as an unimportant issue. She sees the women who protested as militants and degrading to other women. This type of action makes women appear silly in the eyes of the public. She feels that the women at K-Mart with curlers in their hair and babies beside them are disgusting. She sees many reasons why women don't go further to take a profession.
  - they get discouraged
  - they give up to avoid the hassle and it is much easier
  - women sometimes have different values than men and therefore cannot always get into the same rat-race as men. "Generally", she said "I do not have a very high opinion of women."

Interview with a Doctor I.

The doctor attended medical school in the U.S.A. and planned to go back to work in India since this is where her heart lies. Since she could not find work in India due to Indian medical regulations she stayed here. When she came to Canada she was required to take another year of internship. She has been practised here for eleven months. She prefers to practice in Windsor because of the lack of big city pressure and competition. This allows her to remain in contact with her patients. At present she does not have a full caseload so that she can spend time with her children. She said that she loves medicine and working with people.

The doctor sees that Canada definitely needs doctors. Doctors are concentrated in the hospitals and not enough in general practice she said.

In medical school the doctor was determined to make it through (in India it isn't unusual for women to be doctors). What she did have to deal with was her foreign descent.

She had wanted to study anatomy and write her thesis on it but the professors told her she couldn't do it with a child at home even though she felt that she could handle it. Finally she decided against this and studied cardiology and internal medicine instead.

She taught for a year but would not do it on a full time basis. Although she loves teaching she feels that because of her Eastern background and because she is a woman, the schools would prefer not to hire her. She is a registered practitioner and has her fellowship.

In the interview the doctor mentioned several times that her foreign background has hindered her from doing many things and that she has had to struggle with that.

Interview with a Doctor II.

She is married and has been practising for 6 years, 4 in Australia, and 2 in Windsor. "Ever since I can remember I've always wanted to be a doctor. I love my work. The only thing I object to is the fact that soon there will be complete governmental control. I'm the type that doesn't like to have a boss over me because I like to choose my own hours. I could never take a job where I had to work a prescribed number of hours a week. Oh I do really enjoy my work. I like the hours, and feel dedicated to my patients. My husband is a doctor and if he has deliveries then I take his patients. Sometimes it gets a bit heavy.

I have a three year old boy and I leave him with a babysitter. She is a fine person and she gets instructions

from me as to how I want him to be brought up. We have the house adjoined to the offices so he can come and see us when he wants. Otherwise I wouldn't work the hours I do. I think a woman should work part time, about four hours a day because if she's home all day the child becomes too protected. This way he's very inquisitive and it's so nice for him to have different conversations with different people.

We came to Windsor because we felt this was about the only place that we could get our office with a house attached. If we went to Toronto or some place like that we would have to build our own office and house. This makes it much easier and better so that our child can see us when he wants and at meals."

"Do you think that what you make is more important than the hours you work?"

"Well a doctor that works only a few hours a day is not really going to make much money anyway. If you look at the income of most doctors that are lazy they don't really make much money. I find it's necessary to work the long hours most of all because many patients can't be seen in only a few hours.

The calibre of female doctors in Windsor is extremely high. I was quite surprised because some of the girls I went to medical school with I wouldn't want to have to put any trust in. I have studied extensively in many areas of medicine. I have been well prepared as a general practitioner."

Interview with a Lawyer

The lawyer has been in practice since the 1940's and has a general practice. She is single and decided to study law because she wanted to understand how the world worked and thought that law would help her in that.

When asked how she had managed in this male dominated field she replied that her family did not set limits. Her father wanted her to be a doctor and her mother wanted her to be a professional too. There was a trust in people then she said; now, you can't take them at face value.

If she had been a man she would have gone into criminal law but she complained that she did not receive the encouragement that she would have had if she had worked for a firm where the lawyers supported each other. At one time, in a different city she had wanted to be a trust officer, but she was told that the public was not ready to accept a female trust officer.

On the subject of male lawyers' attitude to her she commented that she would like to speak with another female lawyer as there would be better communications.

We asked her if she was married and she replied "I hate that question! It shouldn't matter. When your in a group it's always Mr. and Mrs. So and so. There are no individuals, you are either single or attached."

#### Interview with a Librarian

The librarian was twenty-eight and had worked at her job for four years. She is married and has one child. In order to get the job she needed a B.A. and a Bachelor of Library Science. She said that she works because she enjoys it and has made it her career. On becoming pregnant she thought that she would leave to take care of her child but realized that she would not be able to stay at home every day.

She explained that faculty personnel were covered by a union but she is head of a library and therefore does not come under the contract.

She said that she had read a lot about Women's Liberation and felt that most of it's ideas were good. She felt that equal pay and opportunities policies were especially needed but she did not identify with extremist fringes.

In her work she finds that there is a prevailing attitude of low esteem toward women, but did not call it prejudice. She said that it was the result of socialization and this was what "did it" for men and women. She felt that men listened to her to be polite and not because of her position, qualifications or valued opinion. She cited an instance when she and a number of other female librarians had got together to oppose a stand being taken in a professional organizations' meeting in Toronto. The women were quite determined to stop the proposal but a strong man who disagreed with them managed to silence them by weight of his masculinity. She said "We followed like sheep. I did too, it's part of our socialization process but at least we can recognize it now." She feels that Women's Liberation is effective since more women feel that they can work now and are demanding decent salaries.

#### Interview with a Chambermaid

She works at one of Windsor's hotels and is unmarried. At 20 she has worked as a chambermaid for two years. She was educated in NFLD., and after high school remained at home for a year. She was going to become a stewardess but at the minute decided not to go. She came to Windsor and wasn't looking for a job but took a vacancy at

the same hotel that a friend was working at. This was her first job of any kind.

When asked for her attitudes towards the job she replied "It's as good a job as any; a lot of people put it down but the work is not that hard." She continued to speak of the conditions and the people she worked with. "The people in the rooms are pretty nice. Only weekends are a little busy. It's good here - no hassles - they don't check up on you like at other places. I like it."

Reasons for working at the hotel were requested and she commented, "I need the money; I'm not trained for anything else. I'd like to go to St. Clair College and take a secretarial course but I'll probably just stay here.

About male clients: "Some will make remarks but you refuse to do a room unless they are gone, or you can call another girl to team up with you. About a year ago there was a rape but it was hushed up. There was a small mention in the newspaper but the hotel was not named. The girl was noticeably affected but refused to prosecute the man. Now when a man comes near me on the job I get uptight.

I would like to get involved in helping pregnant girls. I like helping people. I don't think I'll ever move though."

Concerning Women's Liberation: "I agree with equal pay for men and women but the rest of it, well..."

#### Interview with a Primary School Teacher

She is married, has no children and is in her early 20's. She has worked for 2 years, after one year of teacher's college. She is paid according to the lowest scale on the Board of Education's Pay Rates.

The teacher said that she has no financial need to work (her husband is a butcher and earns sufficient for both of them); they are not saving for anything except maybe to get ahead. If she were not working she said that she would probably raise a family and that this is what she soon plans to do. The teacher presently finds that she can't stay home because there is nothing to do; she finds that she must keep busy or she becomes miserable and takes it out on her husband.

She has always wanted to become a teacher and finds it fulfilling to know that if you give something to children, they take it in and grow and develop.

She has no trouble with authority; however the principal always sets the rules for how things are going to be run. She sees great contradictions in what happens to children at school and at home. She notices that many parents do not seem to care about what is happening to their children during the school day. Children should go to school she said but all of the responsibility of teaching should not be on the teachers. Parents and teachers, homes and schools should be people and places where education is available. She sees that a lot of things which occur at home have a great deal to do with what the child learns. Children need to learn to work with others and love others. When asked if this could not be done anywhere at home and among one's peers, she responded that she had begun to look at the fact that schools take parents away from feelings of responsibility towards the teaching of their children. Schools have become good babysitting places where children can be dumped off for the day.

Children seem to look up to men teachers in a sense of fear; they see women teachers as mother images. She felt the fear they experienced could be attributed to the men's strength and their sense of authority.

Her observations of girl to girl play was giddiness "you know how women are"; among boys she found toughness and noted the roughness and egotism in their play. In boy-girl play she noted that boys still tend to be tougher.

The teacher and the interviewer then discussed the sharing of responsibilities in the home and how some men need reminding about such things as picking up clothes, cleaning the tub out, etc. They take it for granted that women will do the cooking and clean the house; thoughts of doing the laundry and other necessary chores don't even enter their heads. She felt that these jobs should be shared equally and husbands should also share the responsibility in child raising. What we say and what actually happens are two different things and it is up to us to have those things changed.

Women tend to feel that their place is in the home with their children; she feels that it depends upon how the woman herself feels, whether she falls in with this or not.

Women have internalized this feeling from their childhood and this explains why so many of them cannot make the break from home without any guilt.

Some women become teachers because of it's similarity to creating another little home where they are with their children; the mother and her child (rather than the parents and their child) image is perpetuated within the school.

### Whole Interview with a Waitress

This interview was conducted during a break of a local waitress at her place of employ. She is twenty-two years old, has two children and has worked both full and part time for eight years.

She is presently studying for her Certified General Accountancy. Her children are cared for in the absence of a parent by a sitter who lives in the neighbourhood. When she graduates and begins working in her field she will have a sitter or use the day care facilities of the city.

The attitudes held by people toward waitresses is very poor. She very much resented the cliché "The customer is always right," and the feeling of being a servant. She said that customers "put you down, and bosses treat you badly." She feels strongly the sexual discrimination and abuse: "A lot of men try to pick me up and often give me a hard time if I refuse to go along. People treat us as if we were dumb, easy, and stupid."

She is all for unions and felt strongly that there should be one for waitresses: "There is no security in the job now. A boss can fire you when he wants to; a woman who worked here for fifteen years was one day without a job -- just like that!"

Women's Liberation was a positive thing for this woman and she agreed with it completely: "Women aren't below men--we are equal, but have to fight for it."

### Whole Interview with an Entertainer

The woman interviewed was about twenty years old and had been dancing at the burlesque house for six months. Previous to that she had worked on cash and refreshments at the same place. When first asked to dance she declined but deep down inside she said she wanted to. Finally she said yes, rehearsed one night and went on stage.

When asked why she worked, she said simply that it was easy and the pay was pretty good. Regarding her future goals she said that she would dance for a few years and didn't want to become a top stripper.

Hassles arose in her work, especially when the audience didn't applaud. She said men come up to her on the street and compliment her. Others make rude comments about her work.

Working in other cities offered more freedom for her because the managers were not looking over her shoulder all the time as they do now. When asked what wage she received she said: "I think I can't tell you." However, she did say that if you did something different in the act you would get more money.

## Whole Interview with Factory Worker

The woman interviewed was in her thirties, separated from her husband, and had five children. She had been working seven years at the factory as a power sewer. The factory is predominately women and according to her almost 50% of the women working there were like her, sole supporters of their families.

Despite the fact that the factory workers were predominately women there were no female foremen. She said that she would not like to be a foreman: "I would be a bitch". Women are competitive and don't like taking orders from other women."

According to the worker the factory was a clean place to work: "I bitch like the next guy but it's a nice place to work. I make \$4.38 an hour."

"Women should work in order to maintain a decent standard of living. I have to work in order to live."

She felt that there was no discrimination because of her sex, in her job. "You lose your femininity in the plant. You're all workers." However this changed outside the factory, especially in banks: "When borrowing money, a woman always needs a co-signer." This discrimination when extended to social relationships with other people (i.e. dating) was preferable to her: "When I'm out of the factory, I want to be treated as a woman. When I get dressed up, I expect doors to be opened for me and I won't stand for any swearing."

No women were on the executive of the union operating in the factory. The reasoning for this was: "Not enough women with the balls to do it." When asked why women weren't interested in getting involved in the union she replied that women didn't stick together and they were only interested in doing their job and going home. She herself would not consider being a union representative because: "Women are shitpickers. I don't have the patience to listen to their complaints. They complain and then when confronted by the company, they back down. What's the union representative going to do then?"

"Women are treated like they act. It's how you allow yourself to be treated." She felt she could work with women but not for them: "Women have a more superior attitude toward other women. Men are not catty...women are unfortunately."

When questioned about Women's Liberation, the worker felt the enemy was not the male of the species but other women: "Men are more willing to accept us as equals than women are."

She refused to go to a female doctor because she believed men were more sympathetic to her needs: "It is not a woman that's going to comfort me."

## Whole Interview with a Woman in a Union

The woman interviewed is seventy-four, a widow with a grown son. She has been in unions since the 50's when she was working in a local department store. The working conditions were poor. She said she started work at only \$12 a week in 1942. By 1954 her pay was up to \$25 a week, but some people were still at the \$12 level. In general the people wanted a union but whenever they had tried to organize they failed and the agitators were fired. When asked what the conditions were like, the woman replied that the working hours were long—from 9 to 10 on Fridays and Saturdays, and any night that people still shopped at closing time. She claims the pay was very bad in comparison to other places and the management hired, fired and layed people off at any time.

When the vote was taken among the staff to see how many wanted to form a union the vote was 77% in favor. Only 55% was needed to obtain a union charter from the Labour Board of Ontario. The company tried as hard as it could to stop the union from getting into the shop. There were threats of dismissal; in fact the eleven who went to Toronto to get the charter did not know if their job would still be there when they got back. The management also tried to invalidate the vote by claiming that she was in fact a management person, however, her pay cheque clearly indicated that this was not the case. This time no jobs were lost but there was a bad attitude on the side of the management. The first contract that was negotiated was only for a one year period. When this came up for renegotiation in 1955-6 a strike was called. The union was asking for a \$25 increase across the board in order to put the store in line with other businesses. This was refused by management and after three months of picketing and negotiating the workers went back to work by the old conditions. During this time they had received only \$10 a week which was strike pay. The negotiations that followed were more successful. The interviewee remarked that the workers became more militant and so got what they wanted.

When asked how she became president of the local she said that the first president had been a man and had been chosen because it was felt that a man could handle the tough situations and get the workers what they wanted. Unfortunately the man they chose was not able to do this and the resigned leaving the post open. She was then voted in because of her dedication to the union from the beginning.

By 1958-1960 the position of the workers had become reasonable e.g. in 1964 there was a union negotiated pension plan which provided for \$2.65 per month for each month of service completed before retirement. This pension lasted for five years until the old age pension

took over, and in the interviewee's case, fifteen years of service amounted to \$52.52 monthly. Now the pension plan provides for \$3.50 per month for each month of service lasting for life and some people get as much as \$100. The interviewee thought it was worth noting that these benefits do not apply to part time workers and are therefore of a limited value.

### CONCLUSION

As we stated in the introduction our research is not a scientific study but a simple summary of data collected. Section A contains tables which have been supplemented by a written explanation. The questions in Section B that we asked were collectively selected by ourselves. Our priorities are shown by the questions we asked. Section C contains interviews that we felt would be more interesting if left in tact.

As is with any large amount of information collected, patterns and trends in thinking seem to emerge. The similarities which we have noticed from the information compiled in the booklet, are as follows:

1. many women enjoy their work
2. there is little understanding about Women's Liberation; yet many women are aware of, and for equal pay
3. in professional categories most women are in teaching and in nursing
4. women dominate clerical and the largest number of women are found in service occupations
5. there are 36 labour organizations containing 30,992 men and 5040 women<sup>5</sup>
6. most women are apathetic towards unions
7. the major reasons for women working are boredom and money

These similarities are strictly from the women with whom we spoke in the greater Windsor area and from those tables taken from Statistics Canada

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FOOTNOTES

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# Windsor woman

Comune di Padova  
Biblioteche  
Cod. Bibl. 01  
BID PW/100107  
INV 1058822

SLBB 21 285

Volume I  
Number II  
April, 1973  
Ten cents

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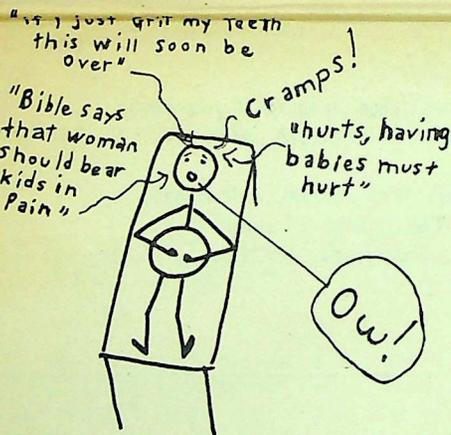
## INTERNATIONAL SPEAKERS

The Windsor community is very fortunate to be included in the North American tour of two well-known leaders of the international women's movement. Mariarosa Dalla Costa from Italy and Selma James from England will speak on Tuesday evening, May 1st, 8:00 PM, at Holy Rosary Community Centre, 1168 Drouillard Road.

The Community Resource Centre is sponsoring this speaking engagement. The public is invited.

A special pot luck supper will be held the same night at The Women's Place (968 University Ave. W., between 5:00 PM & 8:00 PM for all women. Its a great chance for us to share food and good company.

# babies need not be brought forth in pain (Genesis:New Version)



Non-prepared mother-to-be (father in father's room smoking)

Psychoprophylaxis has arrived in Windsor. After stumbling through that mind-stuttering word I wonder if you even care! However, I expect you will care once it is explained what psychoprophylaxis involves and, more importantly, what it's arrival is going to mean to Windsor. Bear with me for the next few academic stanzas.

The word psychoprophylaxis is best understood by breaking it down into its components, namely psycho-(mind) and prophylaxis-(prevention). The Lamaze Method conceived by Dr. Fernand Lamaze, a French obstetrician, proposes a method of learning and exercising which can, he believed, condition the mother towards the possibility of a painless childbirth. In more simple terms a

mother-to-be can through conditioning introduce new thought patterns into her MIND thereby PREVENTING some of the pain-producing thoughts and responses to overpower her reaction to the childbirth experience.

Lamaze's method utilizes all sources of available energy to achieve the best possible birth experience. It starts at the very heart of the mother--with the mother. The classes teach her recognition of tension in her body and provide her with the tools to overcome this tension. Quite obviously, in our tension-ridden bodies this represents no simple task. The husbands, who also participate actively in the classes, learn to interpret the wife's tension and he too assists in the relaxation process.

A further instrument in aiding the couple to a comfortable and beautiful birth experience is the monitrice, a specially trained nurse who will, if the couple chooses, coach the couple throughout the labour and delivery.

Preparing educationally for childbirth enables the mother to actively know, understand and utilize what is happening to her body. By using the Method the use of medications can be reduced and oftentimes eliminated. The mother is therefore alert and actively involved in pushing

the baby out into the world. The baby, in turn, arrives alert and vigorous, not having had to endure the side-effects of medications administered to the mother. The father has played a vital part in the birth process and thus his job of fathering begins simultaneously with the thrust of his child into life.

Here in Windsor the Lamaze classes are scheduled to start April 18th at the Women's Place, 968 University Ave. W. The classes will be taught by two local nurses who have studied the Lamaze method. The dimensions of the program are just beginning to unfold. Given the opportunity, it promises to make some interesting and necessary changes in local obstetrics.

- Marylou.



Lamaze prepared mother-to-be

## Fighting Back!

A letter arrived at our office a while ago with two enclosures. Since we are unable to reproduce the enclosures, we will describe them first and then print the writer's letter. One of the enclosures is a Catholic church pamphlet published by Liguori Publications. The title is, "That Horrible Problem of Gossip". Beside the title there is an illustration of a woman with a "who me?" expression. The text implies that only women gossip; e.g. "Tomorrow, with a hint, a half-finished sentence over the phone or the back fence, we can make another woman ashamed to walk down the street, her reputation torn to shreds by our merciless tongue."

The second enclosure is an ad for Magnolia toilet seats. The brightly coloured illustration is of a toilet bowl with a red seat, but the bowl itself wears the happy, smiling features of a woman's face. Not only is a woman's face used to sell toilet seats but in the sales blurb, readers are informed that for 25¢, Magnolia Products will mail them stickers of this smiling toilet-bowl face "printed in bright colors on vinyl and die-cut for easy application."

Here is the writer's letter:

Dear Friends:

The enclosed articles came to me during the past week. One in church and the other out of the housework propaganda mills of the American magazine, 1,001 Decorating Ideas.

I have written a letter of protest to the magazine in which I pointed out the psychological necessity to shit in Mom's face after she has finished buying up all the gunk to clean the bathroom. Needless to say, a great effort must be made to keep the ad companies from using women. I think a moratorium on all magazine buying would be a great success.

As for the church pamphlet, I have also written to the Liguori publishers and pointed out to them that it is not an established truth that women gossip more than men. In my own small way I try to fight the injustices I see. Although my job and circumstances do not permit me to give more time to the valiant efforts you are making, I still try to do what I can.

I hope you will send these examples to your readers, to other women's groups, and I also hope you will use your office to register another complaint to the people involved in these idiocies.

Thank you. - Mary.

# WOMEN & FILM

## WOMEN'S PHOTOGRAPHIC EXHIBITION

The Women's Photographic Exhibition is part of the Women and Film International Festival 1973, a programme of films, video, and photos by women to be held at the St. Lawrence Centre in Toronto June 8-17. Following the Toronto event, a 3-day version of the Festival will tour 18 cities across Canada.

The Photographic Exhibition is looking for different ideas on how to show photographs in ways that are more effective personally for the photographer and the viewer. The Exhibition is open to Canadian women and welcomes contributions on any subject matter, and in any format (gumprints on cloth or paper, different emulsions, photo-silkscreens, books, collages.).

Entries are limited to 5 photographs per person, but if you need to send more (for instance if you are doing sequences or related print projects), they will be accepted provided you send only one such sequence, and that the format be kept small.

Photographs should be mounted or unmounted (in whatever form the photographer wishes them exhibited), with name and address on the back of each, as well as details on how the photographs should be shown. We would appreciate a note from each photographer with a few details about herself.

Package and label your photographs well, and send a stamped, self-addressed envelope to:

ISABEL HARRY & SHIRLEY PICKERING

9A CHARLES ST. W. - TORONTO.

DEADLINE: APRIL 30, 1973

If you plan to be in Toronto for the Festival, let us know if you would like to be around to talk about your photos, show slides, give a workshop, or help to hang the exhibit.

The Tour cities are: Victoria, Vancouver, Whitehorse, Edmonton, Calgary, Regina, Saskatoon, Winnipeg, Thompson, Thunder Bay, Ottawa, Quebec, Montreal, Fredericton, Jonquiere, Halifax, Charlottetown, St John's.

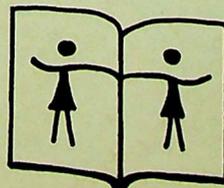
## W. L. Lending Library

Our lending library has been moved to the Women's Place, 968 University Ave. We notice that quite a number of our books have not been returned - some of them have been out since last summer. If you have any of our books, would you please, PLEASE return them as soon as possible.

Also, If you have books about

the Women's Liberation Movement, or books of interest to today's woman, and could donate them to the library, it would help so much. Gaining knowledge and information about ourselves is a vital tool in arriving at an understanding of ourselves, and the society we have been brought up in. So, let's share our stuff!

books are



beautiful

# A CAMPING WE WILL GO

The W.L. group is planning a camping trip to a place just outside Goderich.

DATE: May 4, 5 and 6.

We'll be leaving in two shifts - a Friday afternoon group and a Saturday morning group.

Its a 3½ hour drive from Windsor.

BRING: camp supplies, sleeping bag, tent, etc.

(Food will cost \$2.00 per person)

For further information ph. 254-8800 or 252-0024.

## Students

HIGH SCHOOL WOMEN MEET EVERY

MONDAY NIGHT, 8:00 PM AT THE

WOMEN'S PLACE, 968 University Ave. W.

(For more information, phone Sheila at 252-0244.)

# THE LETTUCE BOYCOTT

In August of 1970, 7,000 workers from the lettuce fields of California went on strike. They went on strike because the growers refused to bargain with their union. Presently, the United Farm Workers Union is extremely active in the Michigan area in trying to make the general public aware of the situation of the lettuce farmworkers in California. The deplorable conditions under which the migrant farmworkers must exist necessitates immediate action. The fact that these workers are members of minority migrant groups allows the growers the freedom to deny these people their constitutional rights. There is presently no legislation which protects the migrant

worker from unfair wages, child labor, lethal pesticides, and miserable living and working conditions. The average life expectancy for the migrant farmworker is 49 years. His average yearly income is \$2,100.

The success of the recent grape boycott illustrates the necessity of organized public action. A dormant stock of \$60 million dollars worth of perishable goods forced the growers to the tables to negotiate. The lettuce workers ask that you boycott California and Arizona Iceberg (Head) Lettuce that does not bear the Aztec Eagle of the UFWU. The farmworkers need public support to gain strength in their struggle for justice.

## The New Morality Is A Myth

Much has been said about the so-called new morality. Many questions come to mind. For instance, who is it for? Freedom for whom? Certainly not for women. They still suffer social prejudice if they seek sexual gratification and rejection if they don't. Yet, every time she has a relationship with a man it is taken for granted they will fall into bed.

Many women, particularly younger ones, have yielded to the social pressures which say in order to be a cool chick, popular and emancipated one is supposed to sleep around, enjoy it and make no demands. If you should happen to become pregnant...too bad....didn't you know that birth control is exclusively the woman's responsibility?

One recent secondary school graduate relates of three classmates (girls) who attempted suicide. They resorted to such drastic measures because sex had failed to hold a relationship together and they were, so to speak, dumped because something better happen-

ed along. Overhearing a conversation in a school washroom or other place where girls meet it is very noticeable that the conversation consists almost exclusively of the current male in their lives and clothes (the clothes to attract the boys of course). It isn't that they are narrow-minded or stupid, or anything like that--it is simply that this is what they have been conditioned for all their lives. It begins much earlier than secondary school. One ten-year old today informed me she is not accepted by the "in" group of girls in her class simply because she does not as yet have a boyfriend.

In contrast, teen-aged boys' lives are much less rigid or confined to one interest. While they still indulge in a sort of locker-room type of conversation about members of the other sex, no individual girl becomes their whole life. They have so many other interests such as sports, bikes, cars, etc. You almost never hear of a boy doing anything drastic because of a girl. Simply because girls are only a small section of

their world...Merely evidence of their prowess as a male.

Young people today, despite their rejection of middle class values are still falling into a social trap that is as bad as anything their parents had. Some say that the new morality is not much different from the old except that it is more open and discussed more.

Time Magazine says, "too many unhappy girls are discovering they've been had. They have run away from becoming suburban housewives and ended up in places like the East Village, becoming "left-wing bunny girls."

In summary I would like to relate an incident which made the whole concept really hit home. My husband remarked laughingly upon seeing our 12-year-old son with some older girls, around 15 or 16, "maybe he'll be lucky and get laid". I replied, "What if the situation were reversed and it was our daughter." His response was naturally the standard one, "I'd kill her."

Linda

# terrorism of rape

"Joe's Abortion Clinic:  
You rape 'em.  
We'll scrape 'em.  
No fetus can beat us."

I'm sure my friend was afraid of my reaction when telling me of this sign he had seen in Allenwood Prison, Pennsylvania. And he should have been. This humour is merely an exaggeration of the truth.

Why am I interested in the subject of rape? Because fear of rape is governing my life. It is one of the earliest remembered and most threatening oppressions of women. Although it is considered to be a violent crime; it is supposedly committed by men with "normal male aggressions". Rape is the expression of male sexuality in a sick culture where violence and power are idolized male characteristics. It keeps women at home, behind shades. It enables chivalrous men to retain her value like a prize. Women are never free when there is the threat of ravishment; and here lies the more subtle psychological and moral rape.

As a child, I recall my mother obediently locking the door as my father went out; telling me of the evils of strangers and men who offer candy to little girls. Girls must be home before it gets dark but little boys are not always so unlucky. I was made to wear underpants beneath dresses although there seemed no apparent use for them. There was something only half understood here. I heard about the teen-age boy next door who got his girlfriend "in trouble". He strutted around proudly boasting among his male friends of the "prize" he had conquered. And I wondered if there was any connection. And I wondered why I never saw his girlfriend anymore; why people spoke badly of her. And I wondered how the marriage ceremony somehow changed these "bad" things that Ann Landers advises me against.

The situation got even more confusing when princes began appearing at my door ready to slay dragons for me. It became apparent that a woman needs protection in such a cruel, male world where evil lurks behind every corner. But now I say, watch out for your chivalrous male protectorate! I counselled recently with a woman who explained to me, amidst

sobs, that every time she has sexual intercourse with her husband, it is much like being raped. She has been married 25 years.

It is often the case that courts of law have great difficulty distinguishing between rape and a case of consent to copulation....for there is often only a very fine difference. Men, in order to fulfill their sexually aggressive role, often force themselves upon their partner. Women remain "naturally" passive. And from this myth springs another. There is a convenient belief that all women really wish to be raped. They secretly provoke the rapist; they desire violent lovemaking. Yes, we all truly wish to have the clothes torn off our bodies, and to be violently humped in an alley.

If a woman is a virgin, such is a different case. But if a woman has been "punched in", "deflowered", someone has "stolen" that cherry red delight, then it really doesn't matter who takes pleasure from her. Does it?! A very close friend of mine was raped last summer, and she had the misfortune to discover this myth. She had considerable evidence to prove that she was raped. She was able to identify her attackers, but she was told that in the actual court trial she would be prosecuted more than her attackers. This woman was taking the birth control pill. She was not a virgin. She was a "free woman", labelled by officials as a transient youth. It is against all moral laws for a woman to act as if she were free. Had this woman decided to prosecute her attackers, she would have been psychologically raped in the courtroom.

I have some suggestions for actions that may be taken to aid women who have been raped. In Philadelphia, a woman gynecologist recently established a Rape Patrol Headquarters which in turn set up a hospital rape clinic. Here, rape victims receive immediate and loving care, avoiding the usual four-hour wait in a hospital emergency ward. Women now know that they can receive specialized, professional care, and such encourages them to report rapes. Other measures are being pushed and adopted also. Instruction on rudimentary self-defense techniques is offered to women,

by means of the Philadelphia Women's Centre, at a very low cost. Pocket-sized "Freon" horns are being distributed. When the button on these horns is pushed, the sound emitted resembles a ship's fog horn. The effect of the sound is incredible! Last week, I had the opportunity to meet my neighbours, when a Freon horn went off in a mugging incident. The whole block was out on their front porches within thirty seconds. Other measures include pressuring police to patrol "bad areas" more often and making sure that authorities have buildings well lit.

I do not suggest that a woman abstain from exercising her moral and legal right to prosecute. If you are raped, report it to the police. Make sure they know how you feel, but don't expect a great deal of sympathy (remember--there are still few women in police forces...) City Women's Centres should have access to women lawyers. Women's organizations should feel a responsibility to their sisters by giving support in the courtroom, by politicizing the issue of rape. It is essential that women organize. There is news that Berkeley women have organized into squads of "tough" women, who harrass and haunt known rapists who have legally escaped their penalty. Remain supreme by being nonviolent, but be forceful. Write it up. Scream it out. Try reform before revolution.

How can we understand these men who feel they must prove their masculinity in such a way? Start by dissecting the conditioning they received the day they were handed a toy gun instead of a doll.....

- Tricia.  
(Tricia, a former Windsorite, is very much involved in the activities of the Women's Centre in Philadelphia, Pa.)

#### CREDITS FOR THIS ISSUE:

Jean, Brenda, Mary Ann, Nancy, Selma, Phyllis, Linda, Pat, Mary Lou, Louise, Gloria, Shirley, Paula & Tricia.

# dear women

I'm writing to you about a hitchhiking experience I had this week. The Erie bus just pulled away when I reached the corner. As the next one comes in about 15 to 20 minutes I decided to hitchhike to work in order to get there on time. I had never hitchhiked much until moving to Windsor -- I lived in Toronto before where public transportation is cheaper and more plentiful. I got a ride soon enough. The driver was a young man, wearing mechanics coveralls. We talked about the weather (rainy), about the SW&A, about kids ( I had just dropped my daughter off at daycare ). He really seemed to be a nice person so when he asked if he could take me out I said yes. How could I be so dumb? Usually my first reaction to any come on from a driver is to lie, and lie well, "I've got a 250lb. gun toting husband at home, .... he's insanely jealous .... I'm married." Any lie that cools them off - and the only one that works is that you're married - somebody else's property - hands off! Lying is self defense. It is not really lying. It is none of their business whether you're married or not. Women are not on open season no matter who they are.

Anyway, I debated in my mind about going out, but decided it would be ok, he seemed all right. Besides, I haven't been on a date in years. (Do you wear bobby socks?)

Sunday night, my daughter's father was visiting us. The young man came over, sat and talked with Tom - had a few beers, met my daughter. He showed me a photo of his own year old son. He is also separated, is just 21 years old, and originally from Halifax (although he is living on the east-side of Windsor with his family). He and Tom discussed cars and auto racing. It was just like boys' night.

Then we went out. As soon as we were driving he started the old, "come over here baby" line. He parked. This was getting to be like an old movie. I felt ridiculous. But this guy was serious. He said he was stoned .... that he got violent if he didn't have his way. He kept doing a number with his hands. I was really turned off, and tried to explain in simple to understand terms that no, I wasn't enjoying myself, and no, I didn't really think that making him happy was going to make me happy.

He got heavy so I got out of the car. There was no way this man would listen to my reasons. He drove after me, and said he was 'sorry. Bullshit, my honest impulses were to go home. But I played liberal samaritan.

He: "I've never had anyone say that (i.e. it's a drag, buster) before".

Me: "It's nothing personal, but you'll just have to work it out."

He: "Gee, let's talk about it."

So he said, well, I brought you here so I'll take you home. I should have known better. You can't convert a prick.

We talked. He drove. He is really sick. He picks up women mostly hitchhiking, or just in bars. If they don't come across they are forced. That is rape. There was no way I wanted to be raped.

I asked him to take me home repeatedly. The stoplights on Sunday night were all green or I would have jumped out. We ended up in the boonocks! The polite conversation ended with a lunge. Colleen asked me why I didn't beat him up. I was too busy getting the hell away from him. I have never been taught supreme mastery and self-control, which enables one to collect the adrenalin to strike, to beat someone up. No sisters, I freaked. I did not think I would win. This man is nuts. He beat me. NO ARGUMENT-NO PLEAS-NO THREATS work against someone who thinks, who knows he can punch you out.

I kept thinking about my daughter, about anything that was sane. I kept pushing him away. Fortunately, he wasn't larger than I was. I got the car door open, and got out. My glasses were broken, but I could see a light, which meant a house further up the road. I ran. He started the car after me. I ran over a ditch. He stopped the car and was coming after me. A car drove into the lane, and its lights shone on us. I was shaking, I was still trying to rationalize with that bastard. I was trying to form an escape in my head. The car came nearer. He reached me and tried to force me back into his car, but the car close behind us gave me an out. I ran behind the car (a startled couple) and reached the house. He spun his tires down the road.

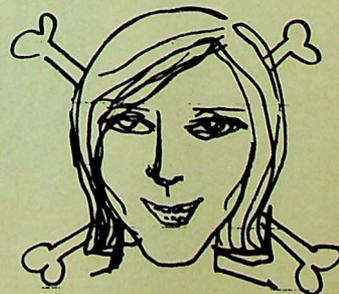
After some convincing, the woman who answered the door let me in to use the phone.

I was and am freaked by rape. I wasn't strong or together enough to attack my would be rapist. At least I got away with only a black eye and broken glasses. I remember that he has done this before to other women; women who were raped. He probably tried to convince them that they liked it. That is what he said, "if they didn't give in, they got took," also, "he never fucked anyone that he didn't make sure they didn't have a good time." I told him I wouldn't have a good time. He didn't give a damn about anyone but himself.

I made a lot of mistakes in that whole experience. It isn't over yet. In court as it is now a rapist is not convicted if he knew the woman beforehand as an acquaintance. It was a "lover's quarrel" or revenge. Fortunately, in Windsor the Special Investigation Department, which deals with rape is very sympathetic to women. Many policemen treat the woman like a whore who asked for it. I didn't ask for assault. I didn't ask for this man to try to rape me. Even when you think you know a person, you will never know if they will try to rape you.

Please, if you do hitchhike, don't be dumb like me. Lie for your own protection no matter how nice and friendly a driver may seem.

This man who assaulted me is named "Phil". He is 21, about 5'7" tall and thin. He has collar length, straight, blonde hair - side part from the left. He drives cars, street races - supposedly races for Checkerflag Raceway. He has very bad psoriasis on his hands and wrists. It is a condition, which leaves the skin rough. On his wrists there are cracks and scaly skin. He drives a pale blue large car - a Mercury without a rear window (for racing) - and with a stickshift - put in by himself so it doesn't really look right. It's an oldish (69?) car, souped up. He claims to possess a .38 revolver. He is violent. Anon.



# WHERE I

All my life I have been plagued with the problem of trying to be me, as I see myself; and what to do about me, as I am seen by others.

As a little girl I preferred baseball on an empty lot with the boys; to dolls and cut-outs with the girls. But being sweaty and smelly and dirty was not my mother's idea of Her Little Girl.

Once, for my mother's peace of mind, I tried to find something interesting to do with a sweet, starched, Shirley Temple type; only to be told by her mother to run along home. Why? Because my mother was separated from my father.....and in a solemn whisper, I was told, "Like mother, like daughter..". I obviously did not fit into this woman's image of a suitable playmate for Little Miss Innocent. So I decided after a good cry, to go back to playing pirates and climbing trees. But where did I belong...?

As I grew older I was alone a lot, preferring my own company to that of the boys; who by now had new games to play with other girls.

In high school though, I met some Canadian Japanese, and we became fast friends. Feelings ran against them, even though the war was over. They faced identity problems too. Our relationship was not deep, for we steered clear of questions and personalities, blindly trusting in each other's good will. I remember one incident that took place at a bowling alley. I had been invited to go along with my group of Nisei chums to watch while they bowled in their league. After, we were to go to someone's house for dinner. I was enjoying myself immensely,

shouting and urging them on; when someone whom I did not know, strolled over and asked, "Who brought the Anglo-Saxon?" My friends saw me, but the others saw a threat.

Oh sure, the label was accurate. I was an Anglo-Saxon, just as I had been the Tom-Boy.....or the daughter of You-Know-Who. I have been a good many other things as well. But each label, each pigeon-hole, was only a fragment of the whole person.

Today I resist strongly any attempt to alter or deny the basic stuff that is me. Even today, I turn up in unlikely places with unlikely people. Not unlikely to me; but to those whose awareness of me as an individual is so slight, that the way they see me does not fit the situation.

What is the image of me today? As seen by my neighbours and casual acquaintances I am:

Bill Olson's wife.....

Really an active parishioner..

Mother of that red-head kid...

The customer who is always buying orange yogurt.....

Mother of the cute little girl who plays with snakes...

What's her name next door, where the cat is always pregnant.....

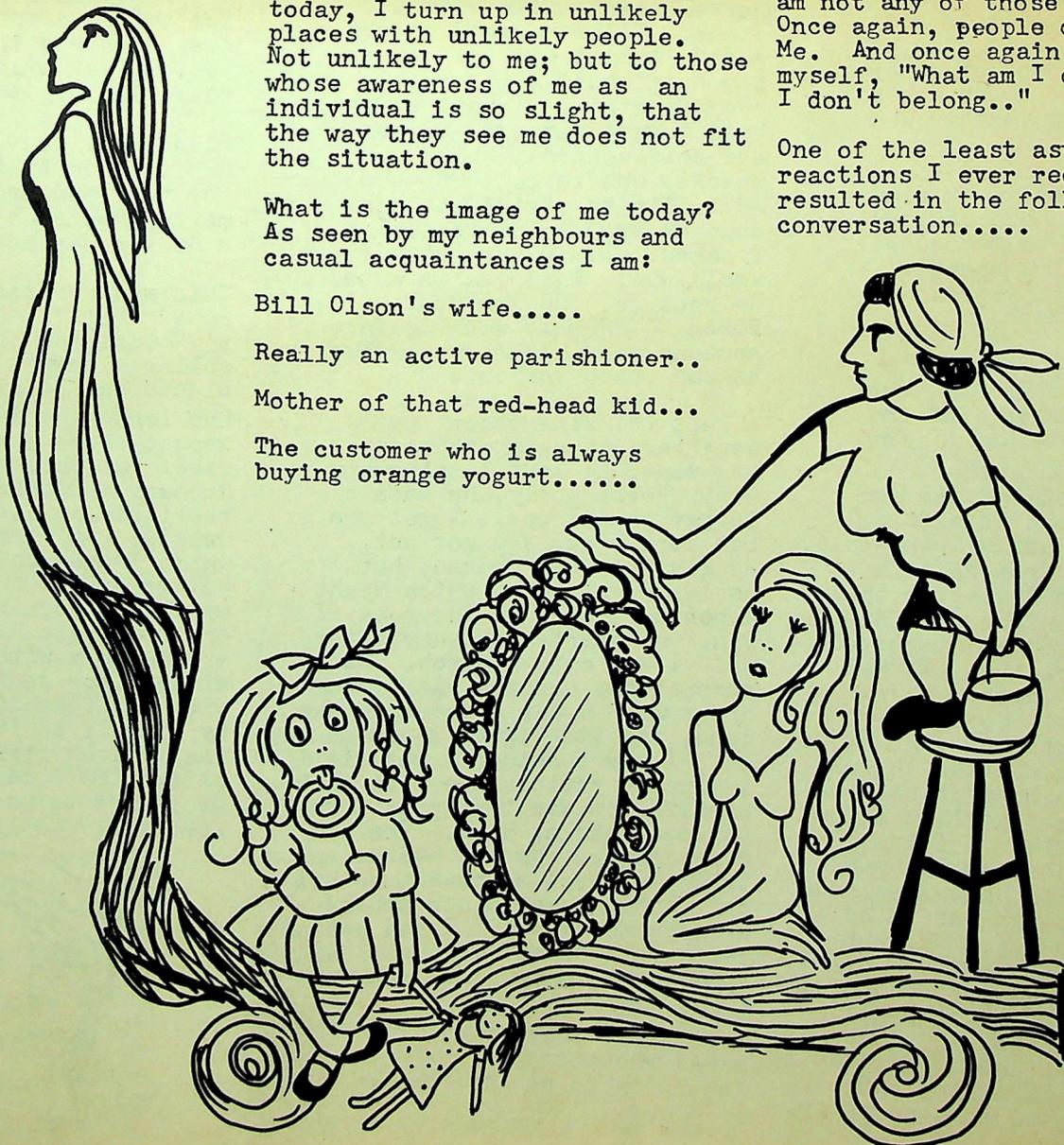
Mother of all those other kids...

I have even been called a Good Woman, by a couple of people, whose gratitude for ordinary decency was overwhelming...

I am all those people too, but it is still only fragments of me. Let the Good Woman mention the Women's Liberation Movement to the Ladies of the Bingo and Basket Weaving Society, and a great chemical reaction takes place. The same sort of suspicion and apprehension set in, that would greet Carrie Nation at the Saloon-Keepers' Convention. Gone is Friendly Phyl, the Good Woman.... According to each of the Ladies' preconceived image of Women's Lib there now stands before them: the panty waving bra-burner.....a lesbian out to seduce them all in one fell swoop.....a bolshevik.....or, Horror of Horrors, a frigid puritan!

Well, it just happens that I am not any of those people. Once again, people do not see Me. And once again I ask myself, "What am I doing here? I don't belong.."

One of the least astonished reactions I ever received resulted in the following conversation.....



# BELONG

She... "Well I believe in equal pay for equal work too, but Phyllis, you don't even work for Pete's sake."

Me... "With a husband and five children did you think that I sat around in my dirty underwear drinking beer all day?"

She... "You know what I mean.. you aren't paid wages."

Me... "Maybe not...but I can remember when I started teaching ...how furious I was when men, with the same qualifications as I, were paid more....Simply because they were men who might or might not marry someday and have to support a family. But one of the women teachers, who supported an invalid mother did not get that extra...and that is a form of discrimination..."

She... "Yes...but that was ages ago.....things have changed in the teaching profession. Maybe some women, somewhere, do not get equal pay, but that is the concern of younger women." Suddenly I found myself being put

in a new category; that of Poor Old Woman Who Should Stick to Her Knitting.

Well I can't knit...

And I don't feel old...

And I won't be uncaring...

Maybe all I can do is talk. But if that is the case, then my talking will be teaching. I am going to tell women not to accept the chop-suey of distorted, one-sided half-truths the news media serve us as fact. I am going to tell them to sift and sort, rather than absorb like mindless sponges. I'll prod their sensitivity, till they too, care about fair employment practises for all...among other things. I am going to be a gentle threat to all those little girls who played house; and are now big girls still playing house. I am going to try to resurrect some of those beautiful people who have buried their uniqueness, because they were not allowed to be, they were only allowed to conform.....

If I try hard enough and long

enough, maybe, just maybe, life will be a little more abundant for all of us.

Meantime, the women who are deeply involved in the liberation movement could learn something too. Sure, you know how hard it is. You have all been through the mill. You have found yourselves. You are hard working, sympathetic and understanding. But please, don't be patronizing to those who may be more conservative; but are just as strongly true to themselves. Help a woman grow to be herself, at her own pace.....and not according to your own interpretation of liberation.

Any time that I am with a human being, with whom I can relate; with honesty and to the greatest depth possible....that is where I belong.

Phyllis

## THE WOMEN' PLACE

### workshops

Thurs. April 26, 8:00 PM -  
CHILDREN & SEXUALITY  
\* \* \*

Thurs. May 3, 8:00 PM  
WOMEN AND THE LAW  
\* \* \*

### tuesday talks

DROP IN AND CHAT - 1:00 - 3:00 PM

Meet new friends - a pleasant way to spend an afternoon.

(Baby-sitters provided during workshops and Tuesday talks.)

968 University Ave. W.

PHONE 252-0244

### Antiques

Women interested in learning about antiques as part of a study group should be aware of the existence of The Questers whose motto is, I believe, "It's fun to seek and a joy to find."

This is basically an American organization with chapters throughout that country; however, there is one Canadian chapter and it is right here in the Windsor area. Membership in this, the Maple Leaf Chapter, is closed at twenty-five members, since adherents meet at their homes and a membership of more than twenty-five would become unwieldy in anyone's residence!

Ms. Hadow, a founder of the Windsor group, would be pleased to talk to anyone interested in forming another group of Questers. Her telephone number is 735-2746 and she would appreciate you phoning her in the evening as this would be more convenient for her.

Along another line, if you are interested in studying antiques on your own there is a multitude of books available. Some contain general information and others deal with specific categories. Most of them are good and some are mediocre. Any serious collector or antique dealer can refer you to a book which will answer your needs and which you can borrow from the library or purchase yourself for your own use.

# music

You don't have to be a blues freak to enjoy Bonnie Rait, although what she plays is the best of blues guitar and her songs are certainly culled from the blues field. On both of her Warner Brothers albums, *BONNIE RAIT* and *GIVE IT UP*, she delivers the material in a strong, clear voice, from "Since I Fell For You" (remember Lenny Welsh?), soft and emotional, to "You Got to Know How", sleazy and rhythmic. I prefer the *GIVE IT UP* album since her fine guitar work seems to come through clearer on it, although this might be due to the quality of the sets I've been listening to. In any case, neither album comes close to her live performances, in terms of vitality or range of material, and neither album lets us hear what she really can do with her National guitar.

Women in professional music, and especially women in blues music, have always had it rough and Bonnie Rait is very conscious of this. One of her favourite writers is an old Detroit blues woman, Sippie Wallace, whom I've yet to see in any blues anthology and whose material appears on both of Bonnie's albums. In her arrangements of Wallace songs and others, Bonnie fits the music to her style and often changes the words to be more to her way of thinking. The best example of this is on the *GIVE IT UP* album, a song called, "Love Me Like a Man". It's a Chris Smither's song with the words adapted to suit Bonnie's idea of the way things should be. "...I need someone to love me, someone who can really understand, who won't put himself above me, but just love me like a man."

Not bad for a blues lyric.

If you appreciate good guitar playing, buy *GIVE IT UP*, Warner Bros. BC 2643. If you like good arrangements, buy the Bonnie Rait album, Warner Bros. #1953. If you like good lyrics and good vocals, buy both. And, a word to the local concert promoters; why not a Bonnie Rait concert, eh? Why not?

- Nancy McLaughlin

## Subscribe

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Windsor, Ontario N9A 5N7

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# LEGAL ABORTION

Recently Health Minister Dr. Richard Potter stated that abortions were costing the taxpayer too much money and that consequently they should be excluded from the list of medical procedures covered by OHIP. In my estimation, Dr. Potter is playing politics to gain public acceptance in a body which has viewed his behaviour as Minister of Health unacceptable.

Since abortion is a legal medical procedure it should not be treated any differently than any other medical procedure. Rather than making a blanket statement such as, "we don't hand out free birth control

devices so why should we hand out free abortion?", Dr. Potter would have done better to delve into the significance of that statement first...he might have realized that by "handing out" free birth control devices, there might be much less need for abortion.

If Dr. Potter is successful in ridding abortion as a procedure covered by OHIP, many more women will be forced to seek expensive care in the

U.S. or throw themselves on the mercy of an illegal abortionist.

Public opinion may help to show the government that Dr. Potter's statement is not supported. The anti-abortion groups are well organized, whereas in many cases the pro-abortion groups are not. It is therefore every woman's duty to write to her Member of Parliament expressing why she disagrees with Dr. Potter's statement.

- Paula.

## the newspaper needs you!

It's fun!  
It's interesting!

Want to learn how to put the WINDSOR WOMAN newspaper together? We need more people to work on editorial collective and lay-out (especially the lay-out). Next newspaper meeting is Wednesday, June 13, 7:30 PM at the W.L. Office. That's when we go over the material that goes into the paper. Next step is to get this material distributed out for 3-column typing. Then on Fri. (June 15), same place, same time, we start the lay-out. For information phone 254-8800 or 256-1603.

## Dear Subscribers

Don't forget--we need your renewed subscription (2.00) to keep the paper going. We have been attaching sub renewal reminders, so please, send us the two bucks soon (and extra donation if you can afford it.)

And, if you have any comments or criticisms, etc., send them along, too. As you know, this paper is for, by and about women. Let us hear from you.

- W.W. Collective.

## Women's Liberation

# MEETINGS

ALL WOMEN'S LIBERATION MEETINGS  
ARE HELD AT THE WOMEN'S PLACE,  
968 UNIVERSITY AVE. W.

EVERY MONDAY NIGHT

7:00 PM - Review and Planning  
8:00 PM - Consciousness Raising  
(or, occasionally, an educational presentation)

NOTE: Everyone is welcome to attend the Review & Planning session

## advertisements

Employment wanted. Willing to sit with older people, do shopping for them, etc. Job needed desperately. Contact Mary Desjardins at 253-8878.

For rent: Attractive bedroom & sitting room. Share bath and kitchen with woman. Located on bus route - Pillette & Seminole. Phone 948-0321, 9:30 - 10:00 PM.

## A.C.C.R.A. (WINDSOR)

ABORTION & CONTRACEPTION  
COUNSELLING & RELATED AREAS

Room 603, University Ave. W.  
Phone 254-8800 (day or nite)