

# NATIONAL STATUS OF WOMEN COMMITTEE

REPORT 2017–2020

Three priorities have guided the Committee's work on the status of women:

- Using gender-based analysis (GBA) to raise awareness among, inform, and train affiliated organizations and unions;
- Fighting systemic discrimination, particularly when it comes to harassment and violence; and
- Achieving gender parity on all committees and other bodies in the CSN, our affiliated organizations, and in our unions.



This report is an overview of the major accomplishments made by the CSN's Status of Women network,<sup>1</sup> the National Status of Women Committee, and the members of the Coordination de la condition féminine in six areas of action that guided the Committee's work: the struggle for equality in fact between genders and between women; job quality and family-work-study balance; systemic discrimination and women's access to occupations predominated by men; standing up for feminisms and women's rights; the World March of Women and international solidarity; and lastly, women, the environment, and climate change. At the end of this report, we will highlight some issues that we plan to focus our efforts on for the Committee's next mandate.

## Gender equality in fact and equality in fact among women

**The Committee has been promoting Gender-based analysis (GBA)** by developing a training session aimed at incorporating the practice within the movement. The training session focuses on providing unions with tools to let them better understand the causes of inequalities. This is done by taking into account the different needs and realities of women and men with regard to their social relationships and based on their socioeconomic realities. GBA also allows for identifying structures and policies that create various forms of inequality, which allows us to avoid replicating them and to propose measures to remedy them.

**We held one training session** on GBA for instructors and about 10 training sessions for union activists—mostly women and a few men—in central councils. Leaflets to raise awareness about GBA have been distributed to unions, and we also produced a short video for these training sessions and posted a shorter version on the CSN's Web platforms and on Facebook.

**The Committee feels that the *Government Strategy for Gender Equality* vision of GBA** is a step backwards because it presents the following symmetrical vision of gender relations: women and men are victims of gender stereotypes and suffer in the same way and to the same extent. In 2012, the Conseil du statut de la femme (CSF) had already sounded the alarm about possible problems with the implementation of GBA in various Quebec ministries. At the next Forum des partenaires du gouvernement pour l'égalité (the Québec government's forum of partners for gender equality), the CSN will inform the government of the dangers of taking this step backwards.

**When it comes to pay equity**, at the end of 2019 the Status of Women network was asked to sign a petition put forward by several labour and civil society organizations.

The goal of the petition is to challenge three legislative amendments made by the Quebec government to the *Pay Equity Act* which would contribute to perpetuating inequality and discrimination against women. These amendments are related to the retroactivity of pay adjustments by means of a lump sum instead of the adjustment of wage structures and would impose a complaint settlement on other complainants. The CSN, the FTQ, and the CSQ have brought suit to appeal these amendments before the Superior Court so that women can finally receive fair remuneration.

**The Committee took part** in a press conference with other organizations to ask that gender parity be taken into consideration in potential changes to the voting system. We also contributed to the discussion on this issue by submitting a brief during the parliamentary committee's work on Bill 39 on a new voting system.<sup>2</sup>

**Internally, achieving the fair representation of women** on decision-making bodies has been a constant focus throughout the Committee's work. We have been working closely on this with the Groupe Femmes, Politique et Démocratie (GFPD), which works to achieve gender parity in various decision-making spaces. We were part of the panel for their conference, "La parité, ça change le monde" (parity changes the world) and they also provided us with training during a National Status of Women Committee meeting.

**We have determined the proportion of women on executive committees of local unions** and updated the proportion of women and men on the executive committees of affiliated organizations; the proportion of women who are presidents of the executive committees of CSN organizations has increased. For an overview, see the appendix.

**We put forth arguments and proposals** urging unions to appoint status of women representatives in their union structures in a text sent to those responsible for the status of women in central councils for their 2019 convention.

**The CSN developed a research project** in partnership with the Service aux collectivités de l'UQAM and the Observatoire des diasporas of the Centre de recherche interdisciplinaire sur la diversité et la démocratie. This

allowed us to carry out a survey of unions on the presence of women on executive committees and their participation in union life via a form distributed at federation conventions in 2018. While the results were relatively satisfactory, respondents felt that the major barrier at the top of their lists was family-work-school balance. The results also indicated, however, that when union executive committees had no women members, they took significantly fewer actions to combat the barriers to women's participation in union life. The study was presented at a Confederal Council meeting, and a summary sheet was distributed.

**WE RECORDED THE NUMBER OF TIMES MEN AND WOMEN SPOKE DURING CONFEDERAL COUNCIL MEETINGS, AND THE PROPORTION WAS RELATIVELY SIMILAR TO THE PROPORTION OF MEN AND WOMEN PRESENT IN UNION BODIES.**

**In short, all this work led to exchanges** during meetings of the National Status of Women Committee and the Coordination de la condition féminine, which were in agreement that the Programme pour l'accès à une représentation équitable des femmes (PAREF; program for access to the fair representation of women) be maintained. We also feel, however, that there is a need for affiliated organizations to better assimilate the program, including through adding new measures and ensuring those responsible for the status of women are equipped to implement its measures.

**We have continued our efforts to increase the visibility of analysis and work produced by the National Status of Women Committee and the Coordination de la condition féminine** have and also seek to create a true place for women within the CSN, in workplaces, and in society. Over the past three years, Confederal Councils have been addressing issues that particularly impact women, including secularism, our Fédération des femmes du Québec membership, and women's place in union life. CSN communications have also featured the status of women, thanks in no small part to a number of open letters written by Véronique De Sève, who is responsible for the status of women on the Executive Committee, and through the publication of articles on the CSN website in a section specifically dedicated to the status of women, in *Le Point syndical*, and via posts on the Comité de la condition féminine-CSN Facebook page.

# Job quality and family-work-school balance

The CSN has continued working in collaboration with community groups and other labour organizations as part of the Coalition pour la conciliation famille-travail-études (CCFTÉ; coalition for family-work-school balance) to create an updated policy platform, put pressure on the government, and call for the introduction of framework legislation on this issue. Circumstances have also led to other accomplishments on this matter, including:

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**A CSN brief on the reform of the *Act respecting labour standards*. While continuing to call for framework legislation, the CSN welcomed the changes made to the *Act respecting labour standards* in relation to paid leave for family obligations, a third week of paid vacation leave after three years of service, and the recognition of informal care-giving.**

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**The CCFTÉ's reaction to the announcement of Bill 51, *An Act mainly to improve the flexibility of the parental insurance plan in order to promote family-work balance*.**

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**We compiled an inventory of collective** agreement clauses from our affiliated unions that facilitate family-work-school balance, based on exchanges during a meeting of the Coordination de la condition féminine as well as on research conducted by our union adviser.

**As for how balance affects women's health**, a CHU Sainte-Justine union showed an interest in conducting a study on this matter, but their employer refused to collaborate.

**Job quality in predominantly feminine occupations** was a possible research topic, but the project did not materialize in the end.

**The CSN is a member of the Comité consultatif femmes** pour le développement de la main-d'œuvre (CCF; advisory committee of women for workforce development), which has the mandate of promoting and supporting women's job retention and their integration into the labour market. During our mandate, work was carried out specifically on job integration and retention for immigrant women and women with disabilities.

**The Committee also sent remarks to the International Labour Organization (ILO)** regarding Convention 111 on discrimination and occupational segregation by gender. These remarks are part of the analysis being carried out by the CSN on conditions that allow women to have better access to the labour market and on measures that the federal government should implement to ensure better working conditions.

# Systemic discrimination and women's access to occupations predominated by men

**To continue our struggle for equality in fact,** it is of the utmost importance that women are able to hold jobs and pursue their preferred occupations in all industries. This Committee supported the Fédération de l'industrie manufacturière's (FIM-CSN) Status of Women Committee in preparing a guide aimed at identifying workers' needs when it comes to family-work-school balance. The guide was distributed to FIM-CSN unions during their convention in 2018. Addressing these issues in a ways that is broad and inclusive is a plus for employers when it comes to workforce attraction and retention.

**The lack of diversification of women's professional choices** is an issue for those with lower education levels. The lower the level of education, the larger the wage gaps between women and men, which is why it's important to support women as they move towards better paying jobs, particularly those predominantly held by men.<sup>3</sup> The CSN is also taking part in the Cultural Community Prizes for the Hats Off to You! Contest, which seeks to encourage young women to make unconventional career choices and broaden their educational and career options; provide role models for women; show how much we valued women who choose professions or occupations traditionally held predominantly by men; promote the academic success of women who are in the minority in groups predominated by men; and reward this hard work. The CSN and three affiliated federations (FNEEQ, FP, and FEESP) will be involved in selecting winners and awarding prizes for the contest.

# Advocating for feminisms and defending women's rights

**This mandate has also been marked by intense debates in regards to our Fédération des femmes du Québec (FFQ) membership.** The FFQ has been in turmoil for a number of years over its positions and governance. We have tried on numerous occasions, particularly through participating in its assemblies in large numbers and meeting with its president during National Status of Women Committee meetings, to understand the new directions the FFQ has taken. After a number of debates between members of the National Status of Women Committee and the Coordination de la condition féminine about the CSN's FFQ membership, the issue was brought before the Confederal Council in March 2019.

**Since many affiliated organizations had already opted to leave the FFQ,** Confederal Council representatives decided to end the CSN's FFQ membership and no longer support the Fédération financially. This decision was made based on a number of factors: differences between the CSN's position on prostitution and the FFQ's position on this matter; the FFQ's interpretation of the feminist struggle which, in our opinion, divides women instead of rallying them in the fight against all forms of violence, discrimination, marginalization and exclusion affecting them; and lastly, the dysfunctional governance at FFQ assemblies, where we have seen a lack of respect for opposing views and unfair democratic weight attributed to individual and group memberships.

**Following accusations against the Hollywood film producer Harvey Weinstein, the #MeToo movement swept through social media in 2017** to support those who were speaking out against the sexual harassment and assault they experience. In this new era, we developed an approach to address sexual abuse and harassment in workplaces. The CSN has also updated its Policy for the Prevention of Violence and Harassment at Work. An

expanded kit was created with the occupational health and safety department and was sent to all unions. Work is underway to develop a massive campaign to prevent psychological and sexual harassment at work, including a series of tools that will provide information, raise awareness, and assist with training. These tools should support our 1,500 unions in addressing these issues.

**Also on the subject of violence against women, several briefs were tabled for Bill 151, *An Act to prevent and fight sexual violence in higher education institutions*,**<sup>4</sup> and remarks were made during days of discussion on how to prevent and counter sexual violence on university campuses and in CEGEPs in Quebec. The CSN also prepared a brief on Bill C-65, *An Act to amend the Canada Labour Code (harassment and violence)*, the *Parliamentary Employment and Staff Relations Act* and the *Budget Implementation Act, 2017, No. 1*.<sup>5</sup>

**According to the World Health Organization,** 35% of women over the age of 15 have experienced sexual or physical violence in their homes, living spaces or workplaces. Véronique De Sève participated in the 3rd International Trade Union Confederation (ITUC) World Women's Conference, where she learned that there was a campaign to adopt a new Convention and submit a Recommendation to the International Labour Organization (ILO). We submitted our remarks to ILO on Report V(1), *Eliminating violence and harassment in the world of work*. The ILO went on to adopt Convention 190 on violence and harassment, and Recommendation 206, which calls for banning and preventing violence and harassment in the world of work at its conference in June 2019. The CSN was also asked to share its stance on conjugal violence in the workplace. Members of the National Status of Women Committee participated in two conferences on the issue: one organized by the Canadian Labour Congress in Toronto, and the other by the Regroupement des maisons pour femmes victimes de violence conjugale.

**At the initiative of the CSN working group on Indigenous realities,** Indigenous women's issues were discussed during meetings of members of the Coordination de la condition féminine. A panel of distinguished guests were also in attendance at these meetings, including Viviane Michel, Annie O'Bomsawin-Bégin, and Melissa Mollen Dupuis. We also screened the documentary *Quiet Killing*, directed by Kim O'Bomsawin.

These past few years saw a number of 30th anniversaries. We were present at the numerous December 6th events in 2019, to commemorate the assassination of fourteen young women at École Polytechnique de Montréal in 1989. It has taken 30 years for this to be recognized as an anti-feminist attack, a fact that is now acknowledged on a commemorative plaque at Place du 6-décembre-1989, about one kilometre from the site of the massacre in Montréal.

**Abortion rights also celebrated the 30th anniversary** of the decriminalization of abortion, a milestone that went largely unmarked in 2018, despite repeated attacks from the religious right and a growing anti-abortion movement in the United States. We saw the influence of these reactionary forces with the resurgence of the abortion debate during the 2019 federal election campaign. It was also the 30th anniversary of Chantal Daigle's 1989 win before the Supreme Court, a decision which refused to grant pro-genitors the right to stop a pregnant woman from having an abortion.

**For March 8th,** which, needless to say, is a particularly important date for the status of women, several projects are organized each year by the Collectif 8 mars<sup>6</sup> to determine the demands of the women's movement and design material to distribute across Quebec. The CSN developed its own March 8th tool, which has taken different forms over the years. The CSN coordinated the Collectif's work in 2018 with the theme "Feminists until things change!"

**Following exchanges at a meeting of the CSN's Coordination de la condition féminine,** in 2019 the Collectif 8 mars changed the event's name from March 8th to "International Women's Day." This change is give the day an activist and feminist lens, a reminder that it's an opportunity to denounce the various forms of discrimination and violence and different forms of inequality experienced by women. It's also a day for recognizing how far women have come, and this year's theme is "Respect—It's your right." In 2020, "Feminist with all our might" makes the link between all struggles for women's rights.

# The World March of Women and international solidarity

**Our involvement with the Coordination du Québec de la Marche mondiale des femmes (CQMMF)** has increased since it became a non-profit organization.<sup>7</sup> Patricia Rivest, member of the National Status of Women Committee, is part of the CQMMF coordinating committee that is preparing for the next international action, which will take place in the Lanaudière region in 2020. We also made sure to attend all of the the CQMMF's ten assemblies.

**As for our international union ties,** in addition to participating in the 3rd ITUC World Women's Conference, Véronique De Sève also took part in the 2019 Trade Union Confederation of the Americas (TUCA) women's conference that addressed equality and equity at work as well as democracy within unions.

**A visit from the Basque union,** Eusko Langileen Alkartasuna (ELA), to Québec allowed us to discuss similarities between feminist tendencies in our respective regions, as well as the ELA's work towards greater representation of women within its union structures.

**We also participated in the 2018 session of the United Nations Commission on the Status of Women in New York. Its 2020 session has been cancelled due to COVID-19.**

# Women, the environment, and climate change

**Our analysis of feminist issues related to the environment is progressing slowly.** The agenda of a joint meeting between the Coordination de la condition féminine and the Confederal Committee on the Environment and Sustainable Development included a training session on endocrine disruptors, which particularly affect women's health. Our work to disseminate articles on this subject through our Facebook page has sparked interest from members, who want to know more about this issue. We also joined hundreds of thousands of people at the climate march on September 27, 2019.



# Outlook 2020–2023

The past few years have been marked by both the #been-rapedneverreported movement in 2014, which started as a way for sexual assault victims to make their voices heard, and the #MeToo tidal wave that hit three years later over almost the entire planet. Although we are at the start of a new decade, a number of battles must still be fought to improve conditions for women, whether as workers or members of the public.

Since women who work are also members of the public, it's only right to list some current issues related to the status of women in 2020:

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**Mental load, i.e. the responsibility of organizing household, family, and budget-related responsibilities;**

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**Objectification of women and of women's bodies (sexist ads, hypersexualization of girls, cosmetic surgery and body contouring, frequent subordination of women and girls on television and in films, in which they are generally heterosexual, white, thin, and beautiful, with impeccable makeup, and so on);**

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**Rape culture (cyber-harassment, street harassment, sexual harassment, sexual assault, sexual exploitation, and so on) and the lack of recognition of perpetrators' offences;**

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**Space that is completely occupied by men: *mansplaining* (the action of a man explaining something to a woman that she already knows); *manspreading* (the action of a man who takes up all the space on the metro, etc.); and *manspacing* (the action of a man who takes up space in areas of power, when making statements, etc.);**

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**Threats to the existence of certain rights and lack of access to services, particularly when it comes to reproductive justice (threat to the right to abortion); and**

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**Persistent gender inequalities and discrimination at work.**

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# A long history of women's struggles

Over the next few years, with the CSN celebrating its upcoming centennial, we'll have an opportunity to look back on key moments in our union history. In this context, it's interesting to note that the National Status of Women Committee gave itself a mission<sup>8</sup> in 1976 that still seems relevant today. Although certain issues have evolved, mobilization and struggles have continued to drive social change. Below is the mission as it was worded at the time:

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**a) Continue studying oppression specific to women and prepare special files;**

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**b) Oversee the development of collective agreements on issues specific to the status of women;**

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**c) Encourage the creation of status of women committees in local unions, federations, and central councils;**

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**d) Coordinate with these committees and provide them with the support they need to conduct their activities;**

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**e) Ensure that the CSN, its departments, and its bodies contribute and participate in the women's struggles by, among other things, encouraging the organization of training sessions, disseminating information, preparing special files on various aspects of oppression specific to women and on which struggles to take on, and encouraging the creation of regional committees, in order to continue the struggle against the oppression of women.**

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**f) Ensure the undertaking of struggles related to women's specific demands; and**

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**g) Ensure that particular efforts are made in the National Status of Women Committee's activities to reach and raise awareness among workers in the industrial sector.<sup>9</sup>**

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# Key priorities

The status of women network at the CSN bases its demands and action on certain key priorities related to defending and expanding the rights of women: promoting models of equality and egalitarian behaviour, economic autonomy and empowerment, balancing professional and family responsibilities, addressing issues related to women's health, safeguarding the integrity and safety of women in all communities, and the increased participation of women on decision-making bodies.

With this in mind, the Committee's next mandate will focus on the following areas of action:

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**Promoting the involvement of women in the CSN and its affiliated organizations;**

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**Fighting violence against women in all environments, including workplaces;**

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**Continuing the struggle against systemic discrimination in workplaces, with an approach that integrates the varying realities women face;**

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**Working to ensure that GBA is designated as an analytical tool in CSN interventions, particularly when it comes to issues such as socio-demographic transition, technological transition, and ecological transition;**

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**Providing organizational support and actively participating in the World March of Women's 5th action;**

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**Organizing and holding activities for International Women's Day;**

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**Establishing a "Feminist School" offering a variety of training sessions and organizing conferences to equip activists and those responsible for the status of women in unions and affiliated organizations to develop their ability to analyze issues related to their living and working conditions;**

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**Continuing to reflect on the role of the National Status of Women Committee and the Coordination de la condition féminine and improving their operations;**

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**Continuing to analyze the impacts of climate change on women;**

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**Continuing the political role the Status of Women network plays within various coalitions;**

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**Ensuring the visibility of the CSN Status of Women network; and**

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**Monitoring issues that affect women.**

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# Conclusion

Activists in the CSN's network of women are a pillar of strength for feminist union activity in our organization. The members of the National Status of Women Committee and the Coordination de la condition féminine are making lasting contributions to union life by fighting for the recognition of the value of women's work, for an end to discrimination in employment and on decision-making bodies, and by striving for gender equality and equality among women. We would like to thank all those involved in the work of the National Status of Women Committee and the Coordination de la condition féminine. Through its network of feminist, committed, strong women the CSN is able to broaden its reach across Quebec.



# Members of the committee

## PAULINE BÉLANGER

Secretary-Treasurer,  
Conseil central du Bas-Saint-Laurent CCBLS-CSN

## NANCY BOUCHER

Syndicat des travailleuses et travailleurs  
des stationnements de Québec-CSN

## VIOLAINE DAMPHOUSSE

Syndicat des enseignantes et des enseignants  
du Collège Shawinigan-CSN

## MICHÈLE DELSEMME

CSN Employee Representative, Office Worker,  
Conseil central du Montréal métropolitain-CSN

## NICOLE DUPUIS

Secretary, Conseil central des syndicats  
nationaux de l'Outaouais-CSN

## PATRICIA RIVEST

President,  
Conseil central de Lanaudière-CSN

## VÉRONIQUE DE SÈVE

Vice-President, CSN

## MIREILLE BÉNARD

Assistant, comité exécutif de la CSN

## JOSÉE DESROSIERS

Office Worker, Service de recherche  
et de condition féminine de la CSN  
(Union Adviser from July to December 2019)

## EMMANUELLE PROULX

Union Adviser, Service de recherche  
et de condition féminine de la CSN

*Other members during the mandate:*

## DIANE DAVID

General Secretary,  
Fédération du commerce-CSN

## GENEVIÈVE DESPRÉS

Syndicat des employé-es  
de magasins et de bureaux de la SAQ-CSN

## NANCY MATHIEU

General Secretary,  
Fédération du commerce-CSN

## CAROLINE QUESNEL

President, Fédération nationale des enseignantes  
et des enseignants du Québec-CSN

## SYLVIE TREMBLAY

Vice-President/Treasurer,  
Fédération des employées et employés  
de services publics-CSN

## ANNE PINEAU

Assistant, CSN Executive Committee

## DIANE DWYER

Union Adviser, Service de recherche  
et de condition féminine de la CSN

## LOUISE LAFONTAINE

Office Employee, Service de recherche  
et de condition féminine de la CSN

# Appendix

## Percentages of Men and Women on the Executive Committees of the Confederation, Affiliated Organizations, and Local Unions

	Women	Men	Not identified <sup>10</sup>
Percentages of men and women on the CSN Executive Committee	33,33%	66,67%	—
Percentages of men and women on the executive committees of CSN-affiliated organizations (including UCCO-SACC-CSN)	38%	62%	—
Percentages of men and women on the executive committees of local CSN unions (including dual roles)	47,39%	51,40%	1,21%

## Percentage of Women on the Executive Committees of Federations From 1995 to 2019

FEDERATIONS	1995	1997	2006	2009	2014	2016	2018	2019
FC-CSN	43%	50%	25%	25%	25%	25%	25%	<b>50%</b> of federation presidents were women (4/8).
CSN-Construction	0%	0%	20%	0%	25%	33%	20%	
FEESP-CSN	25%	25%	50%	50%	50%	5 %	50%	
FNEEQ-CSN	50%	75%	50%	75%	60%	60%	20%	
FNC-CSN	43%	43%	29%	29%	50%	66%	40%	
FIM-CSN	0%	0%	0%	0%	0%	16%	0%	
FP-CSN	20%	75%	33%	50%	50%	75%	50%	
FSSS-CSN	50%	50%	57 %	57%	57%	50%	80%	

### Percentages of Men and Women at CSN Conventions

CSN Convention	Official delegates		Fraternal delegates	
	Percentage of women	Percentage of men	Percentage of women	Percentage of men
1999	36	47	10	7
2002	39	42	9,3	9,3
2005	37	47	11	5
2008	42	44	6	7
2011	32	49	9	10
2014	35	47	7	11
2017	35	49	7	9

### Percentage of Women on the Executive Committees of Local Unions in 2019

FEDERATIONS	2019	2019
FC-CSN	48%	<b>37%</b> of local union presidents were women (546/1487).
CSN-Construction	3% (the entirety of the federation's active women members)	
FEESP-CSN	49%	
FNEEQ-CSN	51%	
FNC-CSN	51%	
FIM-CSN	10%	
FP-CSN	69,5%	
FSSS-CSN	76%	

**Percentage of Women on the Executive Committees  
of Central Councils From 1997 to 2019**

CENTRAL COUNCILS	1997	2006	2009	2010	2014	2016	2019	2019
Abitibi-Témiscamingue-Nord-du-Québec	38%	50%	50%	40%	60%	60%	20%	<b>54%</b> of central council presidents were women (7/13).
Bas-Saint-Laurent	40%	50%	40%	50%	60%	60%	50%	
Cœur-du-Québec	40%	60%	60%	80%	80%	50%	25%	
Côte-Nord	50%	60%	60%	20%	40%	60%	50%	
Estrie	20%	25%	20%	20%	40%	50%	50%	
Gaspésie-Îles-de-la-Madeleine	50%	43%	50%	29%	0%	0%*	20%	
Lanaudière	25%	43%	57%	43%	57%	57%	40%	
Laurentides	50%	29%	66%	50%	33%	50%	50%	
Montréal métropolitain	22%	50%	50%	50%	25%	38%	40%	
Montréal métropolitain	33%	40%	60%	60%	80%	60%	75%	
Outaouais	60%	60%	40%	40%	40%	40%	40%	
Québec-Chaudière-Appalaches	60%	60%	40%	40%	60%	60%	40%	
Saguenay-Lac-Saint-Jean	0%	50%	25%	25%	25%	25%	50%	

## Percentage of Women on the Executive Committees of Local Unions in 2019

CENTRAL COUNCILS	2019	2019
Abitibi-Témiscamingue-Nord-du-Québec	58%	<b>37%</b> of central council presidents were women (7/13).
Bas-Saint-Laurent	56%	
Cœur-du-Québec	48%	
Côte-Nord	51%	
Estrie	41%	
Gaspésie-Îles-de-la-Madeleine	62%	
Lanaudière	48%	
Laurentides	46%	
Montréal	42%	
Montréal métropolitain	46%	
Outaouais	58%	
Québec-Chaudière-Appalaches	48%	
Saguenay-Lac-Saint-Jean	46%	

\* In 2016, the Conseil central de la Gaspésie et des Îles-de-la-Madeleine appointed two women to assist the vice-presidents of its executive committee.

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The CSN's Status of Women network includes the National Status of Women Committee and the Coordination de la condition féminine. The National Status of Women Committee is made up of eleven members: three members from the federations, three members from the central councils, the person responsible for this issue on the CSN's executive committee, the assistant responsible for this issue on the executive committee, a CSN employee representative, and the two employees responsible for this issue in the Service de recherche et de condition féminine (Research and the status of women department). The Coordination is made up of those responsible for the status of women issue in all CSN-affiliated organizations, i.e. central councils, federations, and UCCO-SACC-CSN.

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The brief can be found here (available in French only): [www.csn.qc.ca/2020-01-22\\_memoire\\_pl139\\_csn/](http://www.csn.qc.ca/2020-01-22_memoire_pl139_csn/).

3  
Rose, R. (2016). *Les femmes et le marché du travail au Québec: Portrait statistique* [Women and the labour market in Quebec: A statistical portrait]. Comité consultatif Femmes en développement de la main-d'œuvre. [50.onedrive.live.com/?authkey=%21APD66h51E9x-lr9Y&cid=EA1680DAF693B091&id=EA1680DAF693B091%21362&parl=root&o=OneUp](https://onedrive.live.com/?authkey=%21APD66h51E9x-lr9Y&cid=EA1680DAF693B091&id=EA1680DAF693B091%21362&parl=root&o=OneUp). [Available in French only].

4  
The brief can be found here (available in French only): [www.csn.qc.ca/2017-11-15\\_memoire\\_pl-151\\_csn/](http://www.csn.qc.ca/2017-11-15_memoire_pl-151_csn/)

5  
The brief can be found here (available in French only): [www.csn.qc.ca/2018-02-28\\_memoire\\_c-65\\_csn/](http://www.csn.qc.ca/2018-02-28_memoire_c-65_csn/).

6  
Made up of representatives of independent women's groups and labour organizations.

7  
Note that the CSN made major contributions to establishing the non-profit by helping draft the letters patent and general by-laws of the CQMMF.

8  
The CSN had recognized gender equality at its 1966 convention, and, based on this position, women activists decided to scrap the Status of Women Committee, believing that all members would work towards making equality in fact a reality. In 1973, women workers and activists decided to ensure the recognition of oppression specific to women in Québec and within our ranks at the CSN. The National Status of Women Committee was re-established in June 1974, and at the following convention, in 1976, the CSN committed to integrating feminist issues throughout the movement while preserving the specific nature of status of women issues.

9  
[Our translation]. CSN. (1992, May 11-17). *La force des femmes : une clé essentielle du progrès* [The strength of women: The key to progress]. Ninth Report of the Status of Women Committee. 56<sup>th</sup> Convention. 70-71.

10  
Not identified: Includes missing data, vacant positions, and people with non-gendered first names whose gender was not in the database.



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## **NOTE REGARDING COVID-19**

**The confederal committee reports were produced in March 2020 for the convention that was to be held in May 2020. These reports include committee actions that were planned for the period between March and May 2020. Please note that said reports have not been modified and that the period from May 2020 to January 2021 will be covered in the next committee reports, which will be presented at the 67<sup>th</sup> CSN Convention.**