

## Can work be safe? When home isn't?

Help us learn more about the impact of domestic violence in the workplace.

When workers experience domestic violence at home, the workplace is impacted. To date, no Canadian research has been done on the scope and impact of domestic violence in the workplace. A new research study being launched December 6, 2013 will help fill this gap.

The Canadian Labour Congress has partnered with researchers at The University of Western Ontario to conduct the first national survey about domestic violence in the workplace. Our union's role is to encourage workers to take part.

All workers who are 15 years or older can participate, not just those who have personally experienced or witnessed domestic violence.

The results of the survey will be released December 6, 2014, which will be the 25th anniversary of the École Polytechnique Massacre where 14 women were singled out for their gender and murdered.

### **The survey is entirely voluntary and anonymous**

The survey asks a series of questions about domestic violence in the workplace. It can take about 30 minutes, so make sure you fill it out when you have a bit of time.

Fill out the survey online at: [fluidsurveys.com/s/DVatWork](http://fluidsurveys.com/s/DVatWork).



Help us learn more about the impact of domestic violence in the workplace



*Fill out a 10-30 minute, anonymous research survey at: [fluidsurveys.com/s/DVatWork](http://fluidsurveys.com/s/DVatWork)*

In appreciation for your time, you have the option to enter a draw for a tablet computer after completing the survey.

### **Strengthening our approach to domestic violence in the workplace**

How will the survey help your union? The results will help develop workplace policies to respond to domestic violence as well as support workers experiencing domestic violence. Similar research in Australia resulted in over 1,000,000 Australian workers being covered by domestic/family violence workplace benefits, including dedicated paid leave, protection from adverse action and flexible work

arrangements. All of us will benefit from having a safer workplace where workers are supported.

Unions and anti-violence advocates in Canada have worked to pressure governments to pass workplace violence legislation that offers protection for workers experiencing violence in the home. There is an unfortunate lack of political will and commitment to comprehensively address the issue of domestic violence. Important research and advocacy organizations on the issue have been marginalized. This research can be used to make the case to our governments and employers to create measures that help workers experiencing domestic violence stay in their jobs and their homes.

# A portrait of violence against women

A new fact sheet provides a picture of violence against women in Canada. Despite years of research and grass-roots action, violence against women is one of the most obvious illustrations of misogyny and gender discrimination in our society.

## Prevalence of violence against women

**51%** – The percentage of Canadian women who experienced at least one incident of sexual or physical assault since the age of 16.

**582** – The number of cases of missing or murdered Aboriginal women that the Native Women's Association of Canada has documented.

**6%** – The percentage of Canadian women living in marital or common-law relationships who in 2009 reported that they had experienced physical or sexual assault by a partner during the previous five years.

**460,000** – the number of incidents of sexual violence reported by Canadian women by men other than their marital partners during the one-year studied.

## Contexts and contributing factors

We are beginning to know a great deal about the root causes and social conditions of violence against women. Community and social factors such as poverty, sexism, racism, and attitudes that tolerate and excuse violence towards women play critical roles in enabling violence against women.

Some factors interact with gender to raise the risks of victimization such as being a younger woman, being a



Family and friends speak about their missing and murdered mothers, daughters, and friends at the Sisters in Spirit Vigil held at Parliament Hill in Ottawa October 4, 2013

woman with a disability, alcohol and drugs, working in a male-dominated environment, working in the sex industry, being an Aboriginal woman, being an immigrant or refugee woman or being LGBTQ.

## Seeking help

Women assaulted by intimate partners are more likely to seek help from friends and family than from formal sources. At the same time, emergency and longer-term shelters are essential for providing women with housing and immediate safety. Women may also seek help from police-based and court-based victim services and sexual assault centres.

## Addressing and preventing violence against women

Addressing and eliminating violence against women requires commitment, cultural competence, a focus on the diversity of women's lived experienc-

es, and respect for their varied basic values, traditions and beliefs.

Efforts to prevent violence against women have been piecemeal, incremental, and poorly funded. In recent years, the neoliberal context has marginalized feminist voices and caused governments to claw back important feminist gains. For prevention to be effective, violence against women must be recognized as a gender and human rights issue rather than as a problem for individual women.

This article is based on information from *Fact Sheet: Violence against Women in Canada*, 2013, released by the Canadian Research Institute for the Advancement of Women. You can download the short or long fact sheet from <http://criaw-icref.ca/publications/factsheets>.

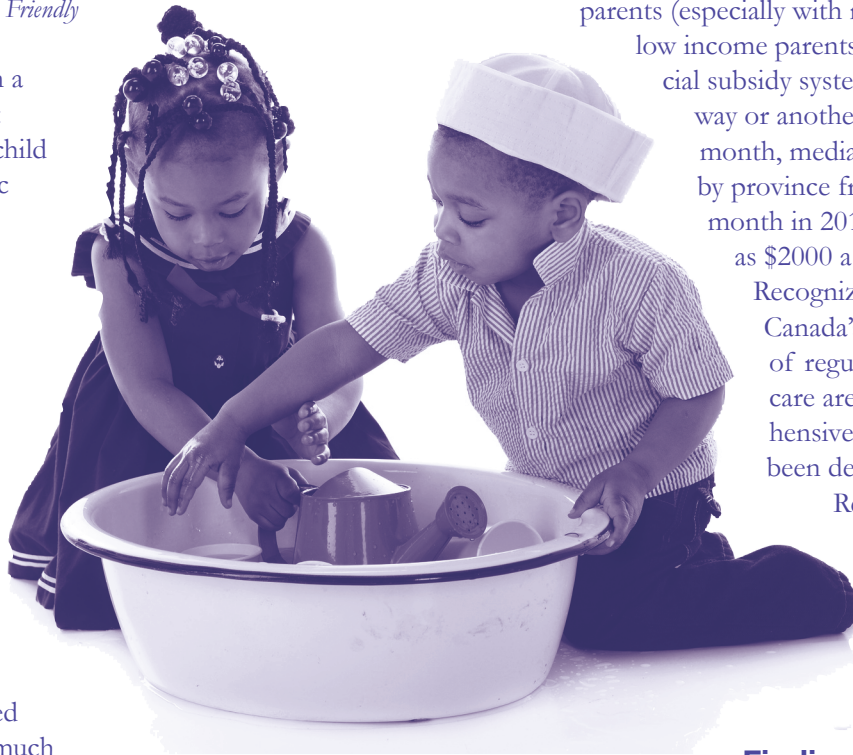


# Buyer beware: What parents navigating Canada's child care market need to know

*Excerpt from a blog post by Martha Friendly  
[childcarecanada.org/blog](http://childcarecanada.org/blog)*

The last year or two has seen a flood of media stories about unregulated (or unlicensed) child care situations with no public oversight in which children have died, were injured, or put at risk.

Two simple realities account for Canadian families' high use of unregulated child care. First, there are nowhere near enough regulated child care spaces, or such child care that is available often does not cover the right ages or work for shift workers or part-timers. Secondly, regulated child care—mostly funded through user fees—is usually much too expensive for ordinary middle income



parents (especially with more than one child) or low income parents for whom arcane provincial subsidy systems often don't work in one way or another. Outside Quebec's \$154/month, median infant centre fees ranged by province from almost \$1200 to \$631/month in 2012 and can even be as high as \$2000 a month.

Recognizing that parents navigating Canada's hit-and-miss patchwork of regulated and unregulated child care are on their own, a comprehensive website for parents has been developed by the Childcare Resource and Research Unit and the Canadian Union of Postal Workers.

The website provides detailed information about child care in each province/territory.

**[Findingqualitychildcare.ca](http://Findingqualitychildcare.ca)**

## Rethink child care visits Fredericton



Despite the rain, a Rethink Child Care information table was set up at the Labour Day picnic in Fredericton.

Lots of workers talked about not working or parents working off-shift so they don't need care from outside the home. People signed up if they were interested in attending a Kitchen Table Conversation.

Send your Rethink Child Care or Kitchen Table Conversation news to [infochildcare@cupw-sttp.org](mailto:infochildcare@cupw-sttp.org)! It's time to rethink child care!

**[www.rethinkchildcare.ca](http://www.rethinkchildcare.ca)**

# You have your union's support

## Special Needs and Moving On projects

The Special Needs and Moving On projects are open to members who have children or adult sons and daughters with special needs or disabilities. It helps reduce the emotional, financial and physical stresses on working parents of children with disabilities.

Parents who are part of the project receive:

- Support from Special Needs Advisors who are familiar with resources and services for children and adults with special needs.
- Financial support for expenses directly related to their child's disability. The funding can be used for such things as respite, childcare, transportation, support workers and uninsured health expenses.
- Information and resources, including a newsletter, Member-to-Member Connection and a website.
- Support from the project office through a toll-free number.

Check out these unique projects through:

website:  
[specialneedsproject.ca](http://specialneedsproject.ca)  
phone: 1-800-840-5465

The projects are funded by Canada Post through our childcare fund and coordinated by Family Place Resource Centre in Baddeck, Nova Scotia.

Heidi, Drew, Tanner and Mike at Disney World



This letter will be published in the December 2013 Member-to-Member Connection: a newsletter for CUPW members using the Special Needs and Moving On projects.

*It has been many years since I have written for the Member-to-Member Connection but I remain grateful for all they have done for myself and my family over the years. It has afforded my son many opportunities that otherwise would have been missed due to cost issues.*

*My son Drew was diagnosed with kidney disease at just two weeks of age and as a result has been left with chronic impaired kidneys and also incontinence. Drew is now 13 years old and is being watched carefully as he goes through puberty. It is a crucial time for him, and doctors and us, of course, are hopeful his kidneys can keep up with all the changes*

*within his body that puberty brings.*

*The Special Needs project has also helped us purchase equipment that is worn at bedtime that is very costly. We could not have done so well with our son without your help and support. I always look forward to the phone calls as well [from our Special Needs Advisor], what a great way to vent! Thanks for all you do Pat MacIntosh, you are truly a saint!*

Heidi Hoegg, Postal Clerk  
Stellarton, NS

## Comments on The Rose?

CUPW  
377 Bank Street  
Ottawa, Ontario, K2P 1Y3  
[feedback@cupw-sttp.org](mailto:feedback@cupw-sttp.org)