



## Close male-female gap at Dal, says report

#### by Lisa Clifford

Last month Barbara Harris, the President's Advisor on Women released a report on the condition of female employees at Dalhousie University.

Her aim — to improve the situation of women at Dal in a report which deals with many women's issues including pay equity, job training and special parental problems faed by women. These various problems, reports Harris, make the working life of a female employee different from that of her male counterpart.

In an interview, Harris explained that her job is to participate in policy and program developments which effect female employees and to ensure that these policies are properly applied. She maintains that often old hiring policies based on sex and race are still applied and therefore, employees responsible for hiring must be educated to a new way to thinking.

"We shall see " was Harris' only comment on the possibility that her part-time position might become full-time in order to meet an evergrowing need for an advisor on women's issues. Dal's constant lack of funds is hindering this progress and Harris acknowledges that because priorities exist, implementing her many recommendations may be "low priority".

A big gap exists between salaries of male and female employees at Dal. Harris says it would cost three to six per cent of the total salary of a female employee to upgrade that job to the level of a male. Unfortunately, says Harris in her report, "pay equity involves an evaluation of existing job evaluation and classification systems to correct for gender bias.." These processes will entail considerable cost for Dalhousie.

Although pressure from student and employee groups won more campus daycare spaces for 1988-89, Harris says that Dalhousie daycare is still inadequate. She also criticizes the maternity leave system which may allow a woman's entire leave to pass by without the, payment of any benefits. This naturally puts great financial strain on the new mother when she needs it least.

Harris' mandate as the Advisor to the President on female employees does not include dealing with female students. Time restraints do not allow Harris to tackle this issue but she feels that there is a need for a separate position which will deal with the problems of female students. At this time, however, "no official decision" has been made on this recommendation or any others included in the report.

### Co-ordinator says big demand for grads Women's B.A. — yea

#### by Christina Frei

Not many students seem to know of the existence of the new Women's Studies program being offered at Dalhousie for the first time this year. Not only has it taken about five years to get off the ground, but even now there are still a number of obstacles to clear before it can realize it's full potential as an undergraduate major program.

So far a total of three students have enrolled in the program but coordinator Judith Fingard is not discouraged. However she admits a need for raising the profile fo the program through increased advertising.

"Things get buried in the calendar and we want to encourage people to think of us as much as possible. Luckily the calendar entry will be much better next year." Another problem is the fact that students aren't aware of the demand for people with a background in Women's Studies.

Says Fingard, "There are a tremendous number of jobs teaching Women's Studies and with further training, graduates can find work in such areas as consulting, advising, social services or law. Gender is a useful analytic tool."

More and more universities across Canada are recognizing the need for incorporating similar programs into their curriculums. Since Mount Saint Vincent offered the first Women's Studies program in 1984 there are now about a dozen more in other parts of the country.

"Women's Studies has snowballed to such an extent, we are now producing people in these field," explains Fingard. That

— year one

means that "there are now people available to work in these positions and that helps in increasing the number of programs.",

Before the opening of the program here in the fall, there was some hope of expanding the courses offered to include more classes in Science and other departments such as Political Science and Economics which lack women-oriented courses. So far this attempt has been only moderately successful.

"I depends on the budget", says Fingard. "We've got a class now in Political Science but we have no assurance that it will continue."

Fingard remains optimistic. "Some people would find it a nice way to put together their program. There is real meaning in having different disciplines focusing on one particular theme."

# CARAL: no law no good

This is a submission from CARAL.

#### by Kathy Coffin

On January 28, 1989 we celebrated the first anniversary of the Supreme Court Decision on Abortion. The law on abortion was struck down because it provided unequal access to abortion services across the country. One year later we find little has changed, access to abortion services is still a major problem for Canadian women and a very significant problem for women in the Atlantic Provinces.

Women in P.E.I., New Brunswick and Newfoundland have virtually no access to abortion services. Residents of Nova Scotia can obtain an abortion at one of the 10 hospitals which perform them. However, this is not to say Nova Scotia does not have problems with access. Over 80 per cent of all abortions in Nova Scotia are performed at the Victoria General Hospital and it has a quota of 35 abortions each week creating a waiting period of at least two weeks. Also the Victoria General Hospital will not perform abortions on women under 19 years of age unless they obtain the consent of one parent.

Women from the surrounding Atlantic provinces are not eligible for abortions in Nova Scotia. Therefore, many women from Atlantic Canada face a situation of having to travel great distances and having to pay for abortions. One clinic in Montreal reports that at least 451 women from the Atlantic Provinces obtained abortions there in 1988. It is estimated that between 3,000 and 6,000 Canadian-women still go to the United States for abortions annually. Women in Nova Scotia who call the Abortion Information Referral Service (AIRS) state that

their main problem is finding a pro-choice physician who will refer them to a hospital which performs abortions. Many physithat we speak to the need for clinics and that we support a clinic which is made possible by Dr. Morgentaler. This does not pre-



cians are unaware of the services which are available and many others are unwilling to help and often refuse to refer women to physicians who will. The AIRS line receives approximately 500 calls a year from women needing information and/or referrals to supportive physicians.

News of the possibility of Dr. Henry Morgentaler setting up a clinic in Halifax spread quickly throughout the media and the community. Although the politicians are unified in their opposition, others have mixed feelings. Physicians are warning us not to disturb the status quo; some fear clinics in general and Dr. Morgentaler in particular. Others want to wait until women can own and operate these clinics ourselves.

Given the serious barriers to accessible abortions services that women in Nva Scotia and the region face today, it is essential clude the development of other clinics including women controlled health clinics. Clinics in the U.S. and Canada have proven themselves faster, less expensive and safer places for obtaining abortions. The Canadian Abortion Rights Action League (CARAL) supports the concept of free-standing, non-profit, com-munity based clinics providing legal, medically safe, insured health services. We are far from this ideal. It is a crucial time for all of us to pull together to ensure that all women truly have a choice

CARAL Halifax urges you to write to your MLA, the Minister of Health and the Premier of N.S. They need to hear from prochoice women about the need for accessible abortion services throughout the province. If you want to find out more or find out how you can help, please call the AIRS line at 422-4123. We need to act now!

She has also studied Canadian man-husbands are willing to help out Message from the President St International Women's Day Studer March 8, 1989 standi contr must March 8 is being recognized as International Women's Day. On this occasion Dalhousie, as a leading Canadian No university, recognizes and celebrates the major contribu-Sou tions which women have made and continue to make as ma students, faculty and staff to the programs and life of the university. We also recognize and publicly acknowledge F our responsibility in terms of equity and affirmative action to ensure that opportunities are equal for all. Dalhousie News, March 1, 1989 Gee thanks.

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