

VOIR LOIN, VISER JUSTE

# CONFEDERAL COMMITTEES EXECUTIVE SUMMARIES

2014-2017 MANDATE

National Youth Committee

National Status  
of Women Committee

Confederal Occupational  
Health and Safety Committee

Confederal LGBT  
(Lesbians, Gays, Bisexuals  
and Trans) Committee

Confederal Intercultural  
Relations Committee

Confederal Committee  
on the Environment and  
Sustainable Development



65<sup>th</sup> CSN Convention  
Montreal – 2017

# NATIONAL YOUTH COMMITTEE

**THE NATIONAL YOUTH COMMITTEE HAS BEEN VERY ACTIVE IN THE PAST THREE YEARS, BOTH ORGANIZING TRAINING ACTIVITIES, YOUTH REPRESENTATION, AND PROVIDING THE CSN WITH SUPPORT IN ITS POSITIONS ON ISSUES CONCERNING YOUNG PEOPLE.**

Most of the objectives the committee gave itself were therefore achieved, and committee members are very satisfied with the work done. The committee held a 6<sup>th</sup> *Rassemblement* of young people in November 2016, focusing on inter-generational challenges. The meeting resulted in a “call for commitment” that provided guidelines for the committee’s future work and actions. The National Youth Committee also organized seven training sessions at the École de la relève syndicale (School for new union activists), including a first winter session in February 2017. These unique training activities are invaluable times, and they were all a success.

The main topics on which the committee worked included unequal treatment and increasingly precarious forms of work, inter-generational solidarity, work-family-studies balance, young people’s voice in unions and political parties, and the Youth Forums. In terms of representation, committee members were very active, using multiple opportunities to make the voice of young people in the CSN heard here and abroad, in discussions and concerted work as well as various kinds of events (social forums, colloquia, conferences, debates, day-long discussion sessions with political parties, etc.). A joint media response with the FTQ when the Québec government tabled

its Youth Action Strategy in the fall of 2016 was one of the highlights for the committee. Inter-union work is important for the committee, and it maintained a strong presence in these places for concerted work on building strategic alliances.

The committee’s outlook and plans for the next three years are certainly ambitious, but the dynamism with which it tackled its work from 2014 to 2017 suggests that these new objectives for the 2017-2020 term will be achieved.



Brochure : École de la relève syndicale, winter 2017

# NATIONAL STATUS OF WOMEN COMMITTEE

## THE STRUGGLE FOR EQUALITY BETWEEN WOMEN AND MEN

Developed an information-awareness leaflet on gender-differentiated analysis; made known and promoted the implementation of the PAREF program (Programme pour l'accès à une représentation équitable des femmes – Program for access to fair representation of women); assessed the effects of austerity measures on women's economic autonomy.

## QUALITY OF EMPLOYMENT AND FAMILY-WORK-STUDIES BALANCE

Developed a political platform (Coalition pour la conciliation famille-travail-études – Coalition for family-work-studies balance); participated in the work of the advisory committee on women in labour-force development (Comité consultatif Femmes en développement de la main-d'œuvre (CCF)).

## WORLD MARCH OF WOMEN AND INTERNATIONAL SOLIDARITY

Participated in organizing the 4th international action of the World March of Women in the fall of 2015 and did follow-up on the work of the Québec Co-ordinating Committee of the World March of Women; took part in the sessions of the UN Commission on the Status of Women.

## WOMEN IN MAJORITY-MALE TRADITIONAL TRADES

Provided support for the 2<sup>nd</sup> Forum of CSN Construction women held in 2015 and for status of women committees in the private sector.

## WOMEN AND THE ENVIRONMENT

Began work on coming to grips with and assimilating various concepts and recent studies, including ones on the effects of climate change on women.

## DEFENDING FEMINISM AND WOMEN'S RIGHTS

Disseminated the CSN's abolitionist position on prostitution; continued the various struggles against violence against women; raise the profile of the national committee, its work and positions; supported the mission of women's groups, in particular at the Fédération des femmes du Québec (FFQ); organized March 8, International Women's Day.



Leaflet : L'analyse différenciée selon les sexes (ADS)

# CONFEDERAL OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

**THIS BRIEF PORTRAIT PRESENTS THE WORK OF THE CONFEDERAL COMMITTEE FOR THE 2014-2020 TERM. THIS TERM UNFOLDED IN A SOCIAL AND POLITICAL CONTEXT THAT CAUSED AN EXPANSION OF PRECARIOUS WORK, MORE LACK OF SAFETY AT WORK AND HEAVIER WORKLOADS, IN BOTH THE PUBLIC AND PRIVATE SECTORS.**

These conditions can contribute to an increase in the frequency of various psychological problems. As well, overwork can increase the number of work accidents and exposure to unhealthy chemicals.

This context makes the themes tackled by the Confederal Occupational Health and Safety Committee during this last mandate all the more significant: a major action plan on psychological health, consideration of the best way to support our unions and promote a proactive approach to prevention, and finally, preventing exposure to chemicals.

As well as contributing to occupational health and safety events like the International Day Commemorating Death and Injury of Workers in the Workplace (April 28<sup>th</sup>) and the National Health and Safety Week, the committee did follow-up on proposed legislative changes to occupational health and safety and work-related accidents and occupational diseases, as well as the work of CNESST committees (Commission des normes, de l'équité, de la santé et de la sécurité du travail – Labour standards, equity and occupational health and safety board) on changes to noise standards and exposure values for chemicals and dust.



Poster : April 28<sup>th</sup> 2017

# CONFEDERAL LGBT (LESBIANS, GAYS, BISEXUALS AND TRANS) COMMITTEE

## PARTICIPATION IN THE STRUGGLE AGAINST HOMOPHOBIA AND TRANSPHOBIA

Work in collaboration with key LGBT organizations in Québec continued (Fondation Émergence, UQAM research chair on homophobia, Conseil québécois LGBT, Table nationale de lutte contre l'homophobie et la transphobie des réseaux de l'éducation, etc.).

## INFORMATION-AWARENESS WORK ABOUT DISCRIMINATION AGAINST LGBT PEOPLE IN THE WORKPLACE

The committee provided support to affiliated organizations for coming to grips with LGBT work and issues, taking into account the plans and objectives adopted by LGBT committees in federations (FSSS, FP and FNEEQ) and central councils.

## TRANS PEOPLE

In the wake of major legislative progress (Bills 35<sup>1</sup> and 103<sup>2</sup>), a large part of the committee's activities revolved around trans issues: training committee members on the issue, developing a lexicon.

## GOVERNMENT ACTION PLAN TO FIGHT HOMOPHOBIA AND TRANSPHOBIA

Comments from the committee relating to the framework of consultations on the 2017-2022 government action plan to fight homophobia and transphobia (August 2016).

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1. *An Act to amend the Civil Code as regards civil status, successions and the publication of rights.* The act stipulates that a person whose gender identity does not correspond to the gender given on their birth certificate may, if certain conditions are met, obtain a change to the mention without undergoing medical treatment or surgery.

2. *An Act to strengthen the fight against transphobia and improve the situation of transgender minors in particular.* The act amends the Civil Code to allow a minor child to have the director of civil status change the gender appearing on their birth certificate. It also amends the *Charter of Human Rights and Freedoms* to provide explicit protection against discrimination based on gender identity or expression.



Poster : À la CSN, on est tricotés serrés.

# CONFEDERAL INTERCULTURAL RELATIONS COMMITTEE

## REFORM OF QUÉBEC'S IMMIGRATION SYSTEM

The committee participated in discussions on the briefs presented by the CSN to the National Assembly's Committee on Citizen Relations: brief on the consultation document *Towards a New Québec Policy on Immigration, Diversity and Inclusion*; brief on Bill 77, *Québec Immigration Act*; brief on immigration planning Québec for 2017-2019.

## COLLABORATION WITH VARIOUS STAKEHOLDERS, GROUPS AND ORGANIZATIONS CONCERNED BY IMMIGRATION ISSUES AND THE DEFENCE OF IMMIGRANTS IN QUÉBEC AND CANADA

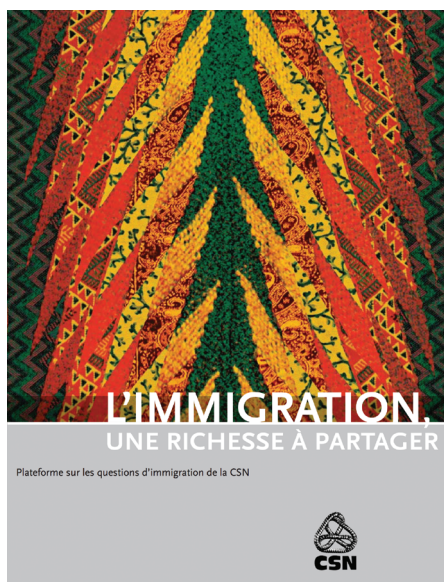
Including the Table de concertation des organismes au service des personnes réfugiées et immigrantes, the Immigrant Workers Centre, le Salon de l'immigration et de l'intégration au Québec and the Commission des partenaires du marché du travail.

## RAISING UNIONS' AWARENESS OF THE ISSUE OF INTEGRATING IMMIGRANTS

The members of the Intercultural Relations Committee received training on "developing closer inter-cultural relations between immigrants and the labour movement".

## RELATIONS WITH CENTRAL COUNCILS AND FEDERATIONS

To promote the economic and social rights of immigrants and greater awareness of harmonious intercultural relations in the workplace.



Publication : L'immigration, une richesse  
à partager

# CONFEDERAL COMMITTEE ON THE ENVIRONMENT AND SUSTAINABLE DEVELOPMENT

## THE INESCAPABLE STRUGGLE AGAINST CLIMATE CHANGE CONFIRMS THE NEED TO GIVE THOUGHT TO A JUST TRANSITION FOR WORKERS.

Transportation, fossil fuel exploitation on our territory, the growing demand for and consumption of unconventional fossil fuels were central in the committee's work. Our thinking on these topics led to our producing a document entitled *Stratégie énergétique durable dans un contexte d'urgence écologique* (Sustainable energy strategy in a context of environmental urgency). The committee also worked on making jobs more environmentally friendly. It met with people in various workplaces to provide support for development an environmental approach, thus improving unions' proactive approach and helping them acquire a better understanding of environmental regulations.

The *Vert la solidarité* (Towards green solidarity) campaign was a tool made available to unions to help workers realize the importance of taking action on the environment. An internal sustainable development policy was also adopted to support the CSN and its affiliated organizations in incorporating the various aspects of this concept. Other themes like social acceptability (social licence) and protection of water were also addressed by the committee.



Poster : Vert la solidarité

To learn more, you are invited to read the full reports available at the committees' respective stands and at the following address:

[WWW.CSN.QC.CA/SUJETS/65E-CONGRES](http://WWW.CSN.QC.CA/SUJETS/65E-CONGRES)



[csn.qc.ca](http://csn.qc.ca)

