

CONFEDERAL STATUS OF WOMEN COMMITTEE

2020-2023 REPORT



POUVOIR



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MAINTENANT
PAROLE



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gender-based analysis
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THE COMMITTEE MEMBERS DURING THE LAST TERM OF OFFICE:

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The public health crisis affected women in many ways. Working conditions and living conditions were thrown into disarray.¹ As a number of studies conducted during this period found, women bore the brunt: they suffered more job losses, greater loss of income, escalating domestic violence, more invisible work (bearing more stress and anxiety, greater responsibility for childcare, elder care, care of vulnerable family members, more domestic work, etc.), greater risk of exposure to contamination, and so forth.

REPORT

THE COVID-19 PANDEMIC disrupted every aspect of our society, and the CSN was no exception. We were forced to postpone our 66th Convention until early 2021. This report therefore also covers the period since our last report, i.e., since 2020.

ALTHOUGH THE PANDEMIC HAS HAD AN IMPACT ON THE WORK OF THE CSN'S STATUS OF WOMEN NETWORK,² WE HAVE REMAINED FOCUSED ON OUR FOUR PRIORITIES:

- 1) Ensure that gender-based analysis is used as a lens in all of the CSN's work
2. Fight violence against women in all settings, especially the workplace
3. Establish a feminist union school at the CSN
4. Ensure the visibility of issues relating to the status of women in the CSN.

In addition to these priorities, the Committee worked on current issues related to the status of women and to union, social, and political developments.

Near the end of this document, we discuss some areas on which we aim to focus our energies over the next three years.

1 ENSURE THAT GENDER-BASED ANALYSIS IS USED AS A LENS IN ALL OF THE CSN'S WORK

Gender-based analysis (GBA) is an issue that the CSN's status-of-women officers have been working on for years. In 2012, a training session was offered to union officers, political advisors to the Executive Committee, and Labour Relations Department staff to familiarize them with GBA and how to take into account the impacts on women on the CSN's positions and policies. In 2016, a training session was developed to equip the unions to better respond to their members' differing needs and circumstances. A video on GBA was produced in 2018.

During the last mandate, efforts were made at coordination meetings to document the impacts of COVID-19 upon women, particularly after the CSN Confederal Council adopted directions for future action in September 2020.³ The first discussion, on December 4, 2020, and the second, a little more than a year later, on January 27, 2022, provided a picture of the various realities and experiences of women workers, and the impacts they felt in the workplace and in their activism. These exchanges helped us understand the full extent of the public health crisis for the women and workers we represent.

We were thus able to identify the many difficulties faced by women workers, particularly in relation to working conditions, health and safety, union life, job losses and financial challenges, balancing family responsibilities with work and telework, the post-COVID recovery, and the impacts on women's daily lives (childcare, housing and accommodation, higher levels of domestic violence, etc.).

To prepare the status-of-women officers for the CSN Convention in January 2021 and equip them with information about the issues facing women workers, each was sent a document analyzing the Confederation's positions on women's working and living conditions. Specific issues covered in this document included the CSN's orientations on health and safety, union life and mobilization, labour, and post-COVID recovery.

In 2020, the Québec government embarked on a major occupational health and safety reform, culminating in the passage of the *Act to modernize the occupational health and safety regime* in the fall of 2021. While the CSN opposed the new bill, which made significant amendments to the already existing *Act respecting occupational health and safety* and the *Act respecting industrial accidents and occupational diseases*, it did include one welcome new legal provision, namely the obligation for the employer to take the necessary measures to protect employees exposed to situations of physical or psychological violence, including spousal, family, or sexual violence. At the same time, mobilization by civil society groups, including labour organizations, forced the government to back down on some of the regressive measures it sought to introduce into the "For a Safe Maternity Experience" program. We will need to monitor the application of the Act in the years to come, in order to analyze its advantages and disadvantages in terms of protecting the health and safety of workers in non-prioritized sectors.

In advance of the fall 2022 provincial elections, the CSN presented nineteen demands for a greener, more respectful, and more inclusive society.⁴ One of these concerned the importance of preventing systemic discrimination through the use of differential analysis:

PRIORITY FOR PROVINCIAL ELECTIONS: END DISCRIMINATION

"For a healthy democracy, it is important that everyone feel included, without discrimination. It is essential to formalize and systematize the production and publication of differentiated analyses to prevent systemic discrimination in any new bill, regulation, policy, or program. These analyses aim to identify how people with certain identities based on social class, gender, ethnicity, sexual orientation, and many other factors may be affected by the formulation of a bill, public policy, etc. It is high time that the government act on this issue and equip itself with effective tools so that everyone feels included in our society. This is why the CSN is demanding that the government systematize the use of differentiated analyses."

A document containing an analysis of issues related to the status of women issues was sent to status-of-women officers ahead of the provincial elections to inform discussion of these issues.

2 FIGHT VIOLENCE AGAINST WOMEN IN ALL SETTINGS, ESPECIALLY THE WORKPLACE

For decades, the CSN has been addressing issues of violence and harassment in the workplace through the lens of its union values of justice, respect, and dignity. Sexual violence has multiple impacts on the physical and mental health of its victims, most of whom are women, as well as on their personal, professional, and family lives. In addition to these psychological, social, and physical impacts, it can also have significant repercussions on the victim's financial situation.

In Québec as elsewhere, there has been a wave of allegations of sexual assault and sexual misconduct in recent years. There have also been complaints about toxic workplaces, where the atmosphere is poisoned by psychological or sexual harassment. At the same time, many workers face a variety of circumstances, including excessive workloads, a lack of support/recognition, and other problems, which can create fertile ground for violence and harassment. Working from home, the lockdown and restrictive health measures have made these risks and their consequences more apparent than ever.

In the interest of creating a culture of respect and eliminating psychological and sexual harassment inside and outside the workplace, the CSN decided to use its expertise to launch a comprehensive campaign to prevent psychological and sexual harassment at work. The *Make It Stop* campaign, developed jointly by the Health, Safety and Environment Department and the Research and Status of Women Department, includes an array of information, awareness-raising, and training materials designed to help the CSN's 1,600 affiliated unions deal with these issues. The CSN's status-of-women officers applied gender-based analysis in designing the campaign materials. The issue of domestic violence was addressed specifically in a booklet titled *Information Guide: Domestic Violence*, aimed at raising collective awareness of the impact of this kind of violence in the workplace and how to deal with it. Materials produced for the campaign may be found on the campaign webpage.⁵

In addition to sending materials to the unions, we presented the campaign at meetings of CSN bodies. Some member unions approached us about issues of domestic violence and sexual misconduct in their workplaces, demonstrating the need for tools for confronting these sensitive problems. A position paper and a set of proposals were sent to the central councils for their 2021 conventions to encourage councils and unions to organize activities to raise awareness about domestic violence among their members.

We also produced an awareness-raising video on domestic violence, which was presented during the training session on the status of women offered by the central councils. The video discusses various aspects of

domestic violence and the role that unions can play in combating the problem.

Participants at the Review and Outlook meeting, the CSN's triennial event focused on health and safety, held most recently in the fall of 2022, were invited to a workshop to learn more about the recent amendments to the Act respecting occupational health and safety, which includes employer obligations to prevent violence against women. The workshop was also intended to equip participants to understand the issue of domestic violence as it relates to the workplace. Every facet of the issue was considered in light of the amendments to the Act, including the definition of domestic violence, myths and misconceptions, possible manifestations in the workplace, and how to spot signs of domestic violence in its victims' behaviour. The new responsibilities of employers, and measures to be taken in the workplace, were also covered. More than 350 people attended the event, primarily union activists involved in occupational health and safety.

We also joined the 12 Days of Action to End Violence against Women campaign, which was developed by the women's movement. The campaign begins on November 25, the International Day for the Elimination of Violence against Women, and ends on December 6, the anniversary of the brutal mass murder of fourteen women at the École Polytechnique in Montréal, in 1989. The 12 Days of Action aim to draw attention to, and bring to an end, all forms of violence against women. Open letters⁶ from the CSN political officer responsible for the status of women are published each year, together with stickers on our social media accounts, in commemoration of December 6.

On April 2, 2021, in the midst of the pandemic and following a series of shocking femicides, the leading advocacy groups for victims of domestic violence in Québec held rallies across the province to call on the government to reinforce the safety net to protect women and children who are victims of domestic violence. The CSN answered the organizing committee's call to help organize the Montréal march, and a large CSN contingent was present in a show of solidarity. Members also participated in other gatherings held across Québec.

The revelations of sexual misconduct and sexual assault in Québec's cultural sector, published on social media in the summer of 2020, were met with widespread outrage, and with good reason. In the wake of these allegations, the CSN's status-of-women officers, the Fédération nationale des communications et de la culture-CSN (FNCC-CSN) and the Service aux collectivités (Community Projects Unit) at UQAM launched a research project to better understand and document the specific and little-known problem of sexual harassment of self-employed workers and workers on short-term contracts in the cultural, communications, and media sectors. This ongoing project aims to make recommendations on how to prevent sexual harassment at work and better support both victims and witnesses.

The *Rebâtir la confiance* report, published in December 2020 by the committee of experts on support for victims of sexual assault and domestic violence, identified a broad range of mechanisms available to the government and made 190 recommendations on how to improve the psychosocial and legal supports provided to victims, as well as on how to improve their access to justice. Deeming it essential to push the government to take action, the CSN and Annick Charette, an FNCC-CSN member and a plaintiff in the case against Québec's former "king of comedy," wrote an open letter,⁷ published in the media, calling for implementation of all the *Rebâtir la confiance* report recommendations as well as for support from frontline workers.

In collaboration with the CSN's Health, Safety and Environment Department and Legal Department, we submitted a *brief to the Committee of experts tasked with analyzing the remedies available to victims of sexual harassment and sexual assault*. This committee was created in response to one of the recommendations in the *Rebâtir la confiance* report. In our testimony before the committee, we underlined the importance of developing a culture of prevention at work and addressing the lack of knowledge about the different forms of sexual violence. We also recommended some additions to the Act respecting labour standards, in particular with regard to providing training for all employees, the availability of support for those affected, and the importance of ensuring that persons designated by employers to receive complaints have knowledge, training, and experience in these types of issues.⁸

Finally, we took part in the online consultation conducted by Québec's Status of Women Secretariat on the renewal of the 2016–21 Government Strategy to Prevent and Counteract Sexual Violence. Our recommendations included campaigns to raise awareness of sexual violence to support these among other measures: encouraging of witness intervention; analysis of the systemic causes of the lack of formal mechanisms to deal with sexual harassment in the workplace for specific groups of workers; documentation of the connections between the lack of regularization of the immigration status of migrants and the specific issue of sexual violence against migrant women; and new research on cyberbullying in the context of telework.

3 ESTABLISH A FEMINIST UNION SCHOOL AT THE CSN

Work on this project was slowed down by the pandemic. As a result, the objectives of the feminist union school were not defined until late 2021. These include equipping members to build their capacity to analyze issues related to their conditions of living, working, and activism, as well as highlighting the role of the CSN in improving women's

working and living conditions. The school is a space for mentoring to support union activism by women, to create a larger place for women, and to draw union attention to feminist issues.

Work was also carried out on subjects to be developed in the future. Among the many issues that relate to women, the following were selected: the history of feminist struggles in the CSN; women's place in the public arena; sexual exploitation; reproductive justice; women, work and retirement; pay equity; and the domestic violence component of the CSN's Make It Stop campaign.

At the time of writing, the feminist union school has not yet been held, as it is scheduled for late March 2023. The results will be included in the Committee's report to the next Convention.

4 ENSURE THE VISIBILITY OF ISSUES RELATING TO THE STATUS OF WOMEN IN THE CSN

Over the past three years, we have worked to highlight the issues that are specific to women in general and to women workers in particular, and to promote the status of women inside and outside the CSN so that women can participate fully within the union, in the workplace, and in society.

Caroline Senneville was elected CSN President in June 2021. For the second time in the CSN's hundred-year history, a woman now serves as the head of the Confederation. It is also noteworthy that the CSN Executive Committee has equal male-female representation, with three women and three men (although this is not a first in its history). Aside from our committee, which is all female, all the confederal committees have equal numbers of men and women.

The first woman president of the CSN, Claudette Carboneau, had the honour of having a room named after her at the Maison Parent-Roback (MPR),⁹ in Montréal, in the fall of 2021. As part of a collaboration with the CSN, which grew out of an effort to support the MPR's mission financially, three panels were installed to pay tribute to the woman who led the Confederation from 2002 to 2011. Claudette Carboneau's career, which spanned more than three decades, was punctuated by a number of key struggles. Among other things, she fought for the establishment of a true educational childcare network and for recognition of the work of the thousands of women who work in it, for adoption of the *Pay Equity Act* in 1996, and for important pay-equity regulations in the public sector in 2006. In 2015, on the fortieth anniversary of the *Québec Charter of Human Rights and Freedoms*, she was honoured for her commitment to winning better living and working conditions for all.

We have been compiling statistical data on the role of women in the CSN for years. For example, we keep an up-to-date list of the gender composition of the executive committees of affiliated organizations (see the Appendix). We continue to keep track of the number of women who speak at Confederation Council meetings. The statistical record, interestingly, reveals persistent inequalities in women's active participation and speaking in mixed gender settings. Social roles and gender stereotypes are among the barriers that limit full participation by women. Training in public speaking was offered to members of the Confederation Status of Women Committee and the Coordinating Committee on the Status of Women, as well as some central councils, to prepare women to speak in assemblies and meetings of decision-making bodies.

In order to deepen the reflection on women's participation, we undertook a research project under the inter-union protocol of UQAM's Service aux collectivités, first to document the issues related to women's participation and speaking in union bodies, and then to propose better ways to promote their participation. This project is still in progress.

Over the past three years, the Confederation Council has dealt with various women's issues, including the history of women's struggles within the CSN, on the occasion of the Confederation's hundredth anniversary.

Status-of-women issues also received media exposure, including numerous open letters¹⁰ signed by the political officers responsible for the status of women (Caroline Senneville, from January to September 2021, and Nathalie Arguin, since September 2021), *articles on the CSN website* on various feminist issues, and the *CSN Status of Women Committee's Facebook page*.

5 CURRENT ISSUES RELATING TO THE STATUS OF WOMEN

The question of de facto equality between women and men, and among women, is central to status-of-women concerns.

International Women's Rights Day is an opportunity to highlight this issue. It goes without saying, therefore, that March 8 is an important event for the CSN. Every year, the *Collectif 8 mars*¹¹ undertakes considerable work to define the demands of the women's movement and to produce materials for distribution throughout Québec. The collective also develops themes in response to current realities: for example, in 2021, the theme "Let's Listen to Women" pointed to the need to consider the experiences of women in the midst of the pandemic. The 2022 edition, coordinated by the CSN under the theme "The Future Is Feminist," led to a *political discussion* in which women MNAs from the four political parties in the National Assembly shared their perspectives on women's rights in the run-up to that year's provincial election. The

theme for 2023, "Feminist Resistance," is a response to persistent inequality and rising gender-based violence.

Due to the pandemic, the CSN's March 8 activities were organized virtually in 2021 and 2022, and included a talk by Annick Charette, a plaintiff in the trial of Québec's former comedy mogul. These events were well attended, as many CSN union members and staffers were present.

In the summer of 2021, the CSN submitted a series of recommendations for the public consultations held by Québec's Status of Women Secretariat on the renewal of the Government Strategy for Gender Equality Toward 2021. The recommendations addressed issues such as the fight against women's poverty, universal access to educational childcare, differentiated analysis to counter inequalities in women's health, implementation of a just, feminist energy transition, the undervaluation of predominantly female occupations, legislation to ensure gender parity in the National Assembly, and accessibility of obstetric and gynecological services for all women in Québec.

We attended the meetings of the *Women's Labour Market Advisory Committee*, an integral part of the Commission des partenaires du marché du travail (CPMT) network. We also helped organize a day of discussions on predominantly female occupations, on November 16, 2021, in which several CSN status-of-women officers took part. Among the issues raised were the place of women in the labour market, the role of socialization in education and career choices, lack of recognition of women's skills, women's working conditions, systemically discriminatory policies and practices in the workplace, and the responsibilities of employers in these regards.

Women are over-represented in certain sectors, such as health and social services, and education. However, women's numbers in male-dominated sectors, such as primary industries and construction—jobs that are generally better paid¹²—have changed little in recent years. The CSN also participates in the Indigenous and Cultural Communities Prizes section of the Québec Ministry of Education's "Hats Off to You!" competition, which encourages young women to pursue non-traditional careers, provides female role models, showcases girls and women who choose a traditionally male profession or trade, and rewards their efforts. The CSN and three affiliated federations (FNEEQ-CSN, FP-CSN, and FEESP-CSN) are involved in selecting the winners and awarding the prizes.

The CSN is part of several coalitions, the work of which was naturally affected by the pandemic. Every five years since 2000, the World March of Women has organized an international action, in which the CSN and its components have taken an active part. Unfortunately, the *Québec coordinating body for the March* had to postpone its 2020 activities, although it continued to draw attention to its demands on poverty, violence, climate justice, migrant, immigrant, and racialized women, and Indigenous women, right up to the closing event in October 2021.

In the winter of 2021, the *Coalition en conciliation famille-travail-études* (Work-Life Balance Coalition) conducted an online survey to learn about the impact of the pandemic on Québec society. Not surprisingly, the survey showed that the health crisis has had a number of negative consequences on respondents' work-life balance.¹³

We are also involved on the monitoring committee for the *Fédération québécoise pour le planning des naissances* (the Québec Family Planning Federation, or FQPN), which focuses on women's reproductive rights. In June 2022, the U.S. Supreme Court overturned *Roe v. Wade*, which had guaranteed a woman's right to an abortion since 1973. This ruling is a major setback for women south of the border. On the FQPN's initiative, rallies were held in several Québec cities. Thousands of women turned out, despite sweltering weather. Nathalie Arguin, the CSN's political officer responsible for the status of women, spoke at the Montréal rally in a show of sisterhood with American women. Confederal Council delegates also participated in a demonstration on this issue in Gatineau, on September 28, 2022: International Safe Abortion Day.

The 25th anniversary of the *Pay Equity Act* was marked by an inter-union campaign to remind the government that there is still a long way to go toward ending continuing inequities and ensuring that all women in Québec are paid for the true value of their work.¹⁴

We are also taking part in a coalition against the sexist provisions of the *Employment Insurance Act*.¹⁵ Through this coalition, we are calling on the federal government to amend the legislation to ensure that all working women will be covered should they become unemployed, including mothers who lose their jobs during or after maternity leave.

OUTLOOK FOR 2023-2026

Despite the many advances achieved by working women, and by women in general, in recent decades, it is clear that they continue to suffer inequalities. Many struggles remain to be waged to improve women's living and working conditions.

Because women workers are also citizens, it is appropriate to mention certain current issues related to the status of women for 2023:

- Persistent gender inequality and discrimination at work, especially for marginalized women
- A shortage of tens of thousands of spaces in the educational childcare system, depriving families and women of the opportunity to work
- Failure to recognize the value of predominantly female professions
- Domestic violence issues in the workplace
- Rape culture (cyberharassment and cyberbullying, street harassment, sexual violence and harassment in the workplace, sexual assault, sexual exploitation, etc.) and unwillingness to recognize perpetrators' offenses
- Threats to certain rights and lack of access to services, particularly when it comes to reproductive justice (access to abortion and to obstetric and gynecological services)
- The place of women, particularly marginalized women, in the public sphere, including trade unions
- Mental load, i.e., the responsibility for organizing domestic life, household chores, household budget, etc.

MAJOR POSITIONS

The Confederal Status of Women Committee bases its demands and actions on broad positions related to defending and advancing women's rights: fighting poverty, emancipation and economic autonomy, work-life balance, women's health issues, promoting egalitarian models and behaviours, safeguarding women's integrity and safety in all areas of life, and greater participation by women in decision-making.

In this spirit, the Committee's work will focus on the following priorities during the next three years:

- Continue the fight against systemic discrimination in the workplace, with an integrated approach to the diverse conditions experienced by women.
- Fight violence against women in all settings, especially in the workplace, notably through Phase II of the CSN's Make It Stop campaign against violence and harassment at work.
- Integrate an intersectional perspective into gender-based analysis (GBA+) in all of the CSN's work and actions
- Promote the role of women in the CSN and its affiliated organizations
- Organize a second session of the feminist union school
- Prepare International Women's Rights Day activities
- Document the impacts of climate change on women and develop a feminist analysis to inform our actions on this issue
- Continue the CSN's political role in various coalitions
- Ensure the visibility of issues related to the status of women in the CSN

CONCLUSION

The network of CSN activists is the backbone of feminist union action within our organization. Members of the Confederal Status of Women Committee and the Coordinating Committee on the Status of Women participate fully in struggles for the recognition of the value of women's work, with the goal of ending discrimination in employment and decision-making, and achieving equality between women and men, and among women, at long last. The 2020–23 period, of course, was dominated by the pandemic, which forced us to adjust our work and address issues related to the impact of the health crisis on women workers.

Finally, we wish to mention the arrival of new members of the Confederal Committee and new status-of-women officers at affiliated organizations. We extend our thanks to all the women who contributed to our work during the past three years. Through its network of committed, determined, and strong feminist women, the CSN has made an impact throughout Québec.

APPENDIX

Comparative table: percentages of women on central council executive committees

| Central council | 1997 | 2006 | 2009 | 2010 | 2014 | 2016 | 2019 | 2022 |
|--------------------------------------|------|------|------|------|------|------|------|------|
| Abitibi-Témiscamingue–Nord-du-Québec | 38% | 50% | 50% | 40% | 60% | 60% | 20% | 25% |
| Bas-Saint-Laurent | 40% | 50% | 40% | 50% | 60% | 60% | 50% | 80% |
| Cœur du Québec | 40% | 60% | 60% | 80% | 80% | 50% | 25% | 25% |
| Côte-Nord | 50% | 60% | 60% | 20% | 40% | 60% | 50% | 50% |
| Estrie | 20% | 25% | 20% | 20% | 40% | 50% | 50% | 25% |
| Gaspésie–Îles-de-la-Madeleine | 50% | 43% | 50% | 29% | 0% | 0%* | 20% | 40% |
| Lanaudière | 25% | 43% | 57% | 43% | 57% | 57% | 40% | 60% |
| Laurentides | 50% | 29% | 66% | 50% | 33% | 50% | 50% | 40% |
| Montréal métropolitain | 22% | 50% | 50% | 50% | 25% | 38% | 40% | 20% |
| Montréal métropolitain | 33% | 40% | 60% | 60% | 80% | 60% | 75% | 80% |
| Outaouais | 60% | 60% | 40% | 40% | 40% | 40% | 40% | 40% |
| Québec–Chaudière–Appalaches | 60% | 60% | 40% | 40% | 60% | 60% | 40% | 40% |
| Saguenay–Lac-Saint-Jean | 0% | 50% | 25% | 25% | 25% | 25% | 50% | 75% |

In 2022, 46% of central council presidents (6 of 13) were women, compared with 54% in 2019.

Comparative table: percentages of women on federation executive committees

| Federation | 1995 | 1997 | 2006 | 2009 | 2014 | 2016 | 2018 | 2022 |
|------------------|------|------|------|------|------|------|------|------|
| FC-CSN | 43% | 50% | 25% | 25% | 25% | 25% | 25% | 25% |
| CSN-Construction | 0% | 0% | 20% | 0% | 25% | 33% | 20% | 20% |
| FEESP-CSN | 25% | 25% | 50% | 50% | 50% | 50% | 50% | 40% |
| FNEEQ-CSN | 50% | 75% | 50% | 75% | 60% | 60% | 20% | 40% |
| FNCC-CSN | 43% | 43% | 29% | 29% | 50% | 66% | 40% | 66% |
| FIM-CSN | 0% | 0% | 0% | 0% | 0% | 16% | 0% | 0% |
| FPPSCQ/FP-CSN | 20% | 75% | 33% | 50% | 50% | 75% | 50% | 60% |
| FSSS-CSN | 50% | 50% | 57% | 57% | 57% | 50% | 80% | 80% |

In 2022, 25% of federation presidents (2 of 8) were women, compared with 50% in 2019.

Percentage of women on the CSN executive committee

| 1995 | 1997 | 1999 | 2002 | 2005 | 2008 | 2011 | 2012 | 2017 | 2022 |
|------|------|------|------|------|------|------|------|------|------|
| 17% | 17% | 50% | 50% | 50% | 50% | 17% | 33% | 33% | 50% |

Delegate breakdown at CSN conventions

| | Official delegates | | | Fraternal delegates | |
|-----------------|--------------------|-------|--------------|---------------------|-------|
| | % Women | % Men | % Non-binary | % Women | % Men |
| 1999 convention | 36 | 47 | | 10 | 7 |
| 2002 convention | 39 | 42 | | 9.3 | 9.3 |
| 2005 convention | 37 | 47 | | 11 | 5 |
| 2008 convention | 42 | 44 | | 6 | 7 |
| 2011 convention | 32 | 49 | | 9 | 10 |
| 2014 convention | 35 | 47 | | 7 | 11 |
| 2017 convention | 35 | 49 | | 7 | 9 |
| 2021 convention | 35.2 | 44 | 0.3 | 10 | 10.5 |

Average attendance at Confederal Council meetings

| | % Women | % Men |
|-----------|---------|-------|
| 2005-2008 | 42 | 58 |
| 2008-2011 | 42 | 58 |
| 2011-2014 | 41 | 59 |
| 2014-2017 | 40 | 60 |
| 2017-2020 | 42 | 58 |
| 2021-2022 | 42 | 58 |

NOTES DE FIN

- ¹ Employment decreased by 12% for women and 9% for men in March-June 2020, compared with the same period in 2019. By 2021, women held 38,000 fewer jobs than they did before the pandemic. During the first quarter of 2022, women recovered more jobs (+5.2%) than men (+3.4%) but these gains were concentrated in part-time employment for women and full-time employment for men. See: [https://cdn.ca.yapla.com/company/CPYMZxfbWTbVKVvSt3IBECIc/asset/files/Rapport_Femmes-et-COVID_Impact_de_la_COVID_sur_la_sante_et_qualite_de_vie_des%20Femmes_au_Quebec\(1\).pdf](https://cdn.ca.yapla.com/company/CPYMZxfbWTbVKVvSt3IBECIc/asset/files/Rapport_Femmes-et-COVID_Impact_de_la_COVID_sur_la_sante_et_qualite_de_vie_des%20Femmes_au_Quebec(1).pdf); <https://ici.radio-canada.ca/nouvelle/1868568/impacts-pandemie-femmes-deux-ans-crise-sanitaires-creuser-inegalites-Quebec>; www.emploiQuebec.gouv.qc.ca/fileadmin/fichiers/pdf/Publications/00-imt-BMT-2022-1T.pdf.
- ² The CSN's Status of Women Network includes the Confederal Status of Women Committee and the Status of Women Coordinating Committee. The Confederal Committee is composed of eleven members: three from the federations, three from the central councils, the CSN political officer responsible for the status of women, the political advisor responsible for the status of women, a CSN staff representative, and the officers responsible for the status of women in the Research and Status of Women Department. The Coordinating Committee is composed of the status-of-women officers at all CSN-affiliated organizations—central councils, federations, and UCCO-SACC-CSN—in addition to the members of the Confederal Committee.
- ³ CSN, *Conjoncture 2020–2021 dans un contexte de pandémie*, Confederal Council, September 23–24, 2020, p. 15. Directions for action adopted: “Carry out a gender-based analysis of the consequences of the crisis and develop appropriate tools [and] document changes in the various forms of social inequalities and their impacts on women, low-wage earners, socio-cultural communities and other minorities.” See: www.csn.qc.ca/wp-content/uploads/2020/09/2020-09-23_conjoncture-20-21_pandemie_csn.pdf
- ⁴ CSN, “19 revendications de la CSN: Élections provinciales 2022.” www.csn.qc.ca/elections-2022/?fbclid=IwAR2xY-HY-mLvNQRjZj4_aDm3Bcqi04SkuliRDyDMnf4VDr7WoX-7ATV5cmPm4
- ⁵ CSN, Make It Stop. www.csn.qc.ca/agir/english/
- ⁶ SENNEVILLE, Caroline. *Les mentalités ont la couenne dure*, December 4, 2020. www.csn.qc.ca/actualites/les-mentalites-ont-la-couenne-dure/; *Féminicide: Et si c'était votre collègue ?*, November 30, 2021. www.lenouvelliste.ca/2021/11/30/feminicide-et-si-cetait-votre-collegue-8d52c2adae-a0443bc918f90b89dea34a; 6 décembre: *Quand la haine perdure*, November 29, 2022. www.csn.qc.ca/actualites/6-decembre-quand-la-haine-perdure/
- ⁷ CSN and FNCC–CSN, *Violences envers les femmes: Il est grand temps d'agir*, May 7, 2021. www.tvanouvelles.ca/2021/05/07/violences-envers-les-femmes-il-est-grand-temps-dagir-1
- ⁸ CSN, *Mémoire présenté au comité chargé d'analyser les recours en matière de harcèlement sexuel et d'agressions à caractère sexuel*, April 4, 2022, www.csn.qc.ca/wp-content/uploads/2022/04/2022-04-04_harcelement-sexuel-agressions-caractere-sexuel_memoire_csn.pdf
- ⁹ CSN, “Une salle en l'honneur de Claudette Carbonneau,” October 3, 2021. www.csn.qc.ca/actualites/une-salle-en-lhonneur-de-claudette-carbonneau/
- ¹⁰ Among these was an op-ed in solidarity with the Iranian feminist revolt, signed by CSN President Caroline Senneville, which appeared toward the end of October 2022 in *Le Soleil*, *La Tribune*, *Le Quotidien*, *Le Nouvelliste*, *Le Droit*, and *La Voix de l'Est*: Caroline Senneville, *Iran, la mère de la révolte*. www.csn.qc.ca/actualites/iran-la-meche-de-la-revolte/
- ¹¹ The collective is made up of representatives of independent women's groups and unions.
- ¹² Ruth Rose, *Les femmes et le marché du travail au Québec : Portrait statistique*, Comité consultatif Femmes en développement de la main-d'œuvre, May 2016, p. 50. https://ccfemme.files.wordpress.com/2018/05/etude_femmes-et-marche-du-travail-au-Quebec_mise-a-jour_2eme-edition_2016.pdf
- ¹³ Coalition pour la conciliation famille-travail-études, “Étude sur la conciliation famille-travail-études des Québécois-e-s en contexte de pandémie,” 2021. <https://ccfte.org/etude-sur-la-cfte/>
- ¹⁴ CSN, “Équité salariale : une campagne pour rappeler qu'il reste encore du chemin à parcourir!”, November 15, 2021. www.csn.qc.ca/actualites/equite-salariale-une-campagne-pour-rappeler-quil-reste-encore-du-chemin-a-parcourir/
- ¹⁵ CSN, “Dispositions sexistes de la Loi sur l'assurance-emploi,” February 11, 2022. www.csn.qc.ca/actualites/dispositions-sexistes-de-la-loi-sur-lassurance-emploi/

Members of the Confederal
Status of Women Committee
and the Coordinating Committee
on the Status of Women participate fully
in struggles for the recognition of the value
of women's work, with the goal of
ending discrimination in employment and
decision-making, and achieving equality
between women and men, and
among women, at long last.

