

2001:04PU REITERATION AND UPDATE OF EXISTING POLICY: EQUAL BENEFITS FOR PART-TIME WORKERS

Whereas: the National Council of Women of Canada's Policy 86.2 stated that there exist in the workforce many employees who will never attain full employment, either by choice or because of barriers to their participation; and now part-time workers are the fastest-growing segment of the labour force receiving considerably fewer benefits than full-time workers; and

Whereas: Policy 86.2 adopted the principle of full protection, rights and benefits to all types of part-time workers and urged the Government of Canada to ensure that the regulations of the Canada Labour Code provide part-time workers with the same protection, rights, and benefits (on a pro-rated basis) as those guaranteed to full-time workers and also urged the Provincial Councils to urge their respective governments to amend their provincial labour standards legislation to offer the same protection; and

Whereas: part-time workers' continuing lack of benefits causes long-term, severe consequences for the individual, the family and Canadian society as a whole; and

Whereas: the majority of part-time workers are women, and Canada and the provinces have agreed to support and implement the UN Convention on the Elimination of All Forms of Discrimination against Women; and

Whereas: the Canada Labour Code covers only federal employees, leaving all other workers to be governed by provincial or territorial labour standards legislation; therefore be it

RESOLVED that the National Council of Women of Canada adopt as its policy:

1. the principle of full protection, rights and benefits to all types of part-time workers; and
2. the principle of women's economic equality as set out in the UN Convention on the Elimination of All Forms of Discrimination against Women, and be it further

RESOLVED: that the National Council of Women of Canada urge the Government of Canada to:

1. define and regulate, in legislation and regulation, the various types of work, including, but not necessarily limited to: full-time, part-time, temporary and contract work; and
2. amend the regulations of the Canada Labour Code and all other relevant legislation and regulations so that all types of part-time workers receive the same protection, rights and benefits (on a prorated basis) as those guaranteed to full-time workers; and
3. honour the 1985 commitment to abide by and implement economic equality for women, renewed at the Conference of First Ministers, 1989 based on the principles of the UN Convention on the Elimination of All Forms of Violence against Women, and be it further

RESOLVED that the National Council of Women of Canada urge Provincial and Local Councils where appropriate to urge their respective governments to:

1. define and regulate, in legislation and regulation, the various types of work, including, but not necessarily limited to: full-time, part-time, temporary and contract work; and

2. amend their provincial labour standards legislation and regulations to ensure that all types of part-time workers receive the same protection, rights and benefits (on a pro-rated basis) as those guaranteed to full-time workers.