



# REALity

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## GOVERNMENT WANTS WOMEN IN THE WORKPLACE, NOT THE HOME

The international women’s organization, Women of the World (WoW), of which REAL Women is a member, conducted a survey of Spanish women in 2018-2019 to determine to what extent they experienced discrimination in the workplace because they are mothers.

The reason for the survey was to determine what legislation would be in the best interests of mothers, a reflection of the Spanish culture’s high regard for motherhood.

Similar studies, with a focus on motherhood and maternity, cannot be found in Canada. The only official concern in Canada is to ensure that women continue to work in paid employment before and after pregnancy. This is due to the fact the government regards this as a source of tax revenue and it increases the Gross National Product (GNP).

As a result, generous accommodation for women before and after birth is provided at four levels: application for employment, during employment, during maternity leave, and when the mother returns to work. Pregnancy and child birth discrimination fall under sex and gender discrimination under Canadian law which encourages women to remain in the paid workforce.

Although Canada’s laws rightly attempt to end discrimination based on maternity, this has led to other forms of pressure on mothers who are torn between their employment and family responsibilities. Many women would like official recognition of the importance of their role as mothers as well. The *Canadian Human Rights Act* only mandates that there be accommodation for the needs of pregnant women in the workplace.

### GENDER SAMENESS: A GOVERNMENT PREOCCUPATION

The Royal Commission on the Status of Women, created in 1967, was intended to ensure equality of opportunity for women in all aspects of Canadian life, but that has not occurred. It seems, instead, that women in the workplace is the only concern for the government. To this end, it has become obsessed with equality of outcomes in the workplace, regardless of the fact that men and women have different work patterns and dominate different areas of employment. This obsession is also based on the false assumption that all women are primarily concerned with power advancement in the labour force, the promotion of gender sameness, and

elimination of micro-aggressions such as demeaning comments and feeling less included.

### WORKING MOTHERS AS ENGINES OF ECONOMIC GROWTH

In effect, the federal Liberal government regards women only as engines of economic growth. To further this notion, it has applied the recommendations of the McKinsey Global Institute, a global management consulting firm, to form the basis for its policies on women.

The McKinsey Global Institute believes that equality can be achieved by:

- Increasing women’s labour force participation, already the highest in Canadian history
- Increasing the number of hours women work [in the labour force]
- Raising women’s productivity by adding them to high productivity [male] sectors

The institute claims that reducing the gender wage gap could add an enticing \$150 billion to Canada’s economy by 2026. Closing the wage gap entirely would add \$420 billion.

To justify this agenda, Justin Trudeau’s 2018 feminist budget claimed the male-female wage gap in Canada is 31% but more refined calculations used by Statistics Canada calculates the gap as closer to 6%.

### THE GOVERNMENT’S SOLUTION TO CLOSE THE WAGE GAP

The government believes that gender sameness (that is, gender equality) can be achieved by the cumbersome and discredited feminist policy of *Equal Pay for Work of Equal*

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*Value*. This policy differs completely from the 1956 *Female Employees Equal Pay Act*, which provided that women be paid the same wage for doing the same work as men and which prevents discrimination in the workplace. Feminists, however, do not find this sufficient, and demand that their policy called Equal Pay for Work of Equal Value be implemented. Under this policy equal wages would be paid for work carried out in different jobs. This policy is based on the misconception that occupations in which women dominate, such as teaching and nursing, are underpaid but have equal value to the work dominated by men such as in the construction industry. Another area of comparison is secretarial work, which would be regarded as equal to the work carried out by parking attendants. This feminist policy will allow women to be paid for the value of their work. Determining the “value” of different jobs is difficult and is based more on a subjective analysis according to the views of the assessor. Because of this, it is an inaccurate and impractical policy, although enthusiastically adopted by the federal Liberal government.

The latter believes that increasing women’s participation in traditionally male-dominated occupations (higher income) and encouraging men to work in traditionally female-dominated occupations (lower income) will not only lower the perceived wage gap but also increase women’s participation in the workforce and grow the economy.

## **MATERNAL BEHAVIOUR CONFOUNDS EQUALITY [SAMENESS] POLICIES**

In reality, maternal priorities continue to show through in the Canadian census, and in labour and employment statistics.

Statistics Canada reports that 19% of women who left jobs voluntarily did so for personal and family reasons, compared to 8.9% of men who left for the same reasons.

In 2015, according to Statistics Canada’s *Women and Paid Work*, of women who received employment benefits when they were out of work, 45.6% did so under the category of maternal, paternal or compassionate care. Only 3% of men who received these benefits fell into this category.

Twenty-five percent of women worked part-time voluntarily because of children compared to 3.3% of men. Overall, 18.9% of women worked part-time compared to 5.5% of men.

Hundreds of millions of tax dollars, therefore, are spent trying to change the work patterns and behaviours of men and women and to track their consistently disappointing results.

A more productive and non-partisan strategy for government would be to acknowledge the contribution that full-time motherhood and volunteer work make to the well-being of society and form policies accordingly. Rather than imposing an egalitarian agenda on Canadian women, such an approach would recognize human nature and the reality that women’s views, like men’s, do not fit neatly into the state’s feminist agenda. †

## **WORLD HEALTH ORGANIZATION ENDANGERS THE HEALTHY FAMILY**

The COVID-19 pandemic has attracted attention to the World Health Organization (WHO). Funded by 194 countries plus philanthropists, WHO’s purpose is to provide public health information and assistance, to set international medical standards, and to coordinate health responses throughout the world. It has successfully carried out these objectives over the years in regard to polio, malaria, tuberculosis, and other diseases. However, WHO has, in recent years, immersed itself in a dark place that is causing human tragedy. WHO has distorted the true meaning of health, contrary to United Nation’s treaties, which protect the unborn and the natural family.

Sadly, WHO is now heavily engaged in the profitable abortion and population control industry, under the guise of progress, equality for women and girls, and children controlling their own bodies. It promotes abortion and timely care for the complications of abortion (thereby confirming abortions are not safe). WHO opposes barriers to abortion access, such as laws which protect the child in the mother’s womb; it wants to eliminate stigma, making abortion acceptable as a good; it opposes conscientious objection for health care providers, thus marginalizing pro-life medical personnel; and is against “third party authorization”, as in parental

consent requirements. WHO has also become involved in promoting a dehumanizing sex education program to be used world-wide. This program is called International Technical Guidance on Sexuality Education.

### **WHO’S EXTREMIST PROGRAMS ON THE SEXUALIZATION OF CHILDREN**

WHO’s sex education program calls for children to respect “diverse” sexual practices, sadly ensuring these are described to innocent children. It teaches the young that their gender identity may not match their biological sex. This is creating a time bomb of confusion and pain. The program also familiarizes unsuspecting children with the homosexual agenda by including the LGBTQ slogan, “All people should be able to love who they want.” It calls young students to “acknowledge that some of their values may be different from their parents/guardians.” WHO’s sex education program refers 9-year-olds to Planned Parenthood to learn about their sexual rights. These poisonous seeds disturb young children and adolescents, psychologically and morally, and are causing division within families. Responsible parents would agree that UN agencies and complicit states have no place subverting the family by the sexualization of school children.

In addition to the above alarming programs, WHO also promotes the legalization and destigmatization (acceptance) of prostitution (what they call sex work) under the guise of preventing HIV infection, ignoring that this is only one of many serious health risks associated with this universally illegal activity, such as violence, exploitation, and human trafficking (modern slavery).

### **WHY HAS WHO CHANGED ITS ROLE FROM PROTECTION TO DESTRUCTION OF SOCIETY?**

The reason for this profound change in WHO is that it has acquired as its partners International Planned Parenthood Federation (IPPF), the UK-based Marie Stopes (abortion) Foundation, which operates world-wide, and Ipas, which promotes abortion access in Africa, Asia and Central/South America. These organizations are only too pleased to use WHO as a tool to further their work—no doubt paying WHO handsomely for doing so.

### **WHO IS LEADING WHO?**

The General-Director of WHO is Tedros Adhanom Ghebreyesus Adhanom, who reached the top position at WHO with the backing of the Chinese Communist Party and the African Union, then headed by former dictator and despot, Zimbabwe's Robert Mugabe. Tedros' handlers played the race card quite effectively by suggesting that any opposition to his candidacy for General-Director was racist. He is the first WHO director who is not a physician. (Canada, surprisingly, did not support him in this 2016-2017 campaign.)

It is significant that Tedros was a former member of an Ethiopian communist party—one that the U.S. listed as a terrorist organization in the 1990s.

Tedros' campaign for head of WHO was led by Ethiopian, Dr. Senait Fisseha, a pro-abortion feminist, founder of The Centre for International Reproductive Health (abortion) Training at Michigan University. As his Chief Advisor, Fisseha subsequently recruited Tedros' leadership team at WHO while retaining her job as Director of International Programs at the abortion promoting organization, Susan Thomas Buffett Foundation.

This foundation is a 3-billion-dollar organization funded by billionaire Warren Buffet which, between 2001 and 2014 spent \$1.5 billion on abortion access, with \$442 million of this going to Planned Parenthood. For her efforts, Senait Fisseha was awarded the University of Michigan Alumni Award for her "global leadership in expanding reproductive health services [abortion], especially in developing countries."

During the COVID-19 crisis, Tedros echoed the Chinese Communist Party's narrative that there was no Wuhan virus human to human transmission and that closing China's borders would be xenophobic (the ubiquitous race card.) Meanwhile, China sealed off the Wuhan epicentre, covered up the number of victims, and allowed traffic from China to the rest of the world, spreading the infection.

As a result of Tedros' COVID-19 incompetence, WHO's

top donor, the United States, has halted its annual funding of \$400 million. The second largest donor to WHO, at an annual \$250 million, is the abortion-promoting Bill and Melinda Gates Foundation, whose website announces they are "Guided by the belief that every life has equal value..." The foundation's trustees are Bill and Melinda Gates and Warren Buffett.

### **CANADA'S CONTRIBUTION TO WHO AND OTHER PRO-ABORTION ORGANIZATIONS**

Canadian tax dollars provide WHO with almost \$50 million, plus \$5.8 million to IPPF, \$4 million to Marie Stopes and \$1.8 million to Ipas. The UN Population Program received \$251 million, Plan International \$2.7 million, and Oxfam \$15.5 million. These organizations are using WHO to promote their agendas world-wide. The above funding by Canada does not include the global funding of feminism under Trudeau, which paves the way for abortion.

At the 2019 Women Deliver conference, a \$1.5 billion feminist expansion was announced by Prime Minister Justin Trudeau, half for "sexual health and rights" [abortion]. This will be carried out by payments of \$700 million annually starting in 2023.

Women Deliver, which received \$7 million from the Canadian Department of Global Affairs last year, praised the Director-General of WHO, Tedros Adhanom Ghebreyesus, for being a "champion of gender equality" with a record of "dramatically increasing contraceptive prevalence and legalizing abortion." Sophie Grégoire Trudeau is an official "Influencer" for Women Deliver and is "Global Ambassador" for Plan International.

### **WORLD HEALTH ORGANIZATION IN NEED OF REFORM**

WHO's reputation as a genuine health provider strongly influences its coverage in the media. For example, YouTube CEO Susan Wojcicki recently stated that "Anything that would go against WHO recommendations would be a violation of our policy, and so removing [contrary content] is another important part of our policy." Therefore, no one is allowed to post a video expressing an opinion contrary to the WHO. But if WHO's obsession with sexualization and abortion is not ended, this could mean that defending basic human decency could be prohibited on communications channels. The list of censored information would include protecting children from early sexualization, opposing the prostitution of young women and men, defending the life of the child in the womb, opposing high risk sexual behaviour linked with disease and high levels of suicide, and promoting monogamous life-long marriage between a man and a woman.

The rogue WHO has become so removed from endorsing genuine health for families that defunding it is a logical response.

For further information on WHO, please see "WHO Exposed: Sexual Rights vs. Sexual Health" at [www.familywatch.org](http://www.familywatch.org). †

# TRUDEAU'S UNETHICAL BEHAVIOUR

The red flag should have gone up during the 2015 federal election campaign when Trudeau announced that he intended to decriminalize marijuana. How could this be? Like most other countries around the globe, Canada had signed the UN's drug treaties agreeing to prohibit the use and distribution of drugs, including marijuana. How did Trudeau get around this obstacle? He ignored it, and breached the treaties and international law. Trudeau was apparently unconcerned about any moral or legal impediments to his action.

The decision on marijuana was the first of many controversial decisions made by Prime Minister Trudeau. He continues today, without embarrassment, to breach ethical and legal prohibitions.

With such a cavalier approach, it is not surprising that Trudeau has been investigated on three separate occasions by the federal Ethics Commissioner:

- Trudeau and his family spent Christmas 2016 on a luxurious Bahamian island owned by the Aga Khan. This occurred despite the fact that the Aga Khan Foundation had been the recipient of millions of dollars in federal grants, and was lobbying for further grants. The federal *Conflict of Interest Act* prohibits any public official from receiving a benefit from anyone receiving government grants. Trudeau ignored this. For this, the Ethics Commissioner found him guilty of breaching the conflict of interest laws.
- In the 2019 SNC-Lavalin case, Trudeau interfered in a legal proceeding in order to gain a political advantage for himself in Quebec. In the course of doing so, he removed from his caucus Attorney General Jody Wilson-Raybould and Health Minister Jane Philpott, who resisted his demands to interfere in the legal proceedings. The Ethics Commissioner found Trudeau guilty of another ethical breach.
- In April, 2020, it was announced that a charitable corporation, WE Charity—an organization with which

Trudeau and his wife, Sophie Grégoire-Trudeau, are closely involved—was given a grant of \$912 million. WE charity was to be paid \$43 million for administering this grant. Trudeau's enthusiasm for this charity stems from the fact that he regards it as a platform for political purposes to reach young Canadians, prospective voters. Trudeau and his wife have been frequent speakers at WE Charity's events and she serves as an ambassador for the charity. It was further learned that Trudeau's mother, Margaret, his brother, Alexandre, and Sophie Grégoire-Trudeau received approximately \$322,000 from speaking at WE events. In addition, the daughter of Liberal Finance Minister Bill Morneau was an employee of WE and another daughter has spoken (with pay) at WE events. Mr. Morneau and his family travelled to Ecuador and Kenya to attend WE Charity events. Mr. Morneau did not disclose that the WE Charity paid his travel, hotel and hospitality bills in the amount of \$41,000. In fact, Mr. Morneau did not disclose this information and did not return the \$41,000 until the morning he was to testify before the finance committee which was reviewing the government's grant to WE Charity. Neither Trudeau nor Morneau recused themselves when the \$912 million grant to WE was approved by Cabinet.

This grant was a sole-source (that is, not offered to another bidder), untendered contract which Trudeau claimed could not be carried out by any other organization or by the public service. He did not provide any evidence to support this assertion, even though requested to do so. This nearly billion-dollar contract rescued the WE Charity at a very crucial moment since it, like other charities, was experiencing a loss in donations due to the COVID-19 pandemic. The government's grant was a financial lifeline thrown to the organization. Trudeau's offer allowed WE to rehire staff and operate as usual during the pandemic. It has further been learned that the WE Charity had received a number of other untendered, sole-source government grants worth millions of dollars. Four of the five most recent contracts were paid in the last 15 months. The most recent was paid in January 2020 in the amount of \$40,000. It has also been learned that, in 2017, Trudeau contacted the WE Charity requesting it organize an event on Parliament Hill for the Canada Day celebration. This event was paid for by the federal Heritage Department in the amount of \$1.8 million. Trudeau and his mother, Margaret, spoke at this event. The Ethics Commissioner has commenced an investigation of this latest, alleged breach of ethics by Trudeau.

## ETHICS VIOLATIONS PENALTIES HAVE NO TEETH

Trudeau does not seem to have any personal, ethical boundaries. His arrogance and disdain for the taxpayers is unprecedented, even surpassing his father. Also, Trudeau can brazenly breach the *Conflict of Interest Act* because the Act



Cartoon: Steve Nease, Toronto Sun, July 7, 2020

has no teeth. The maximum penalty the commissioner can award is a \$500 fine. Such a fine is meaningless to a wealthy individual such as Trudeau, living off the family trust. The same situation arose with multi-millionaire, Finance Minister Bill Morneau when he breached the *Conflict of Interest Act* by “forgetting” to include among his assets the villa he owned in southern France. For this failure to provide full disclosure of his assets, Mr. Morneau was fined \$200. The commissioner thought \$500 was excessive.

It is gratifying that the present leader of the Conservative Party, Andrew Scheer, has proposed amendments to the *Conflict of Interest Act* which would include a \$20,000 penalty for its violation, among other significant amendments.

Even if, as is highly likely, the Ethics Commissioner concludes that Trudeau has again breached the *Conflict of Interest Act*, Trudeau will continue to remain unconcerned by such a determination because, so far, such breaches do not appear to have harmed his political career. †

## ABORTION NEWS: GOOD AND BAD

Although Canada and the U.S. are separated by an un-protected 5525 mile border, we are definitely two distinct countries. This is apparent on many issues, including abortion. The U.S. has a president who is profoundly pro-life and Canada has a prime minister who is profoundly pro-abortion. COVID-19 has exposed the stark reality of these differences.

### UNITED STATES

Although Planned Parenthood is the largest provider of abortions in the U.S., there are other smaller abortion chains. One is the Abortion Care Network, which represents 125 independent abortion facilities across the country. The other is the abortion chain Whole Women’s Health.

While Planned Parenthood continues to flourish with generous government and private grants, the independent abortion facilities are struggling financially and may have to close because of the coronavirus shutdowns. Some of these independent abortion facilities have already temporarily closed because they do not have enough equipment and cannot afford the massive sanitation and personnel efforts required to work through the pandemic.

These independent abortion facilities perform more than half a million abortions each year.

This shutdown is good news, as women do not need to abort their unborn babies to be healthy or successful. As a result of the closing of independent clinics, millions of women’s and babies’ lives have been saved.

### CANADA

Prime Minister Trudeau has used the coronavirus pandemic as an excuse to provide even more money for international population-controlling abortions. In June 2020, Trudeau announced that he was dedicating \$8.9 million in international aid to ensure that women and girls around the world have access to safe abortions during the COVID-19 pandemic.

According to the Trudeau government, acquiring abortion services and contraception has become more challenging and “Canada wants to do its part and step up”. Of this recent \$8.9 million grant, \$4.9 million will go to the Marie Stopes International abortion organization that op-

erates in 37 countries, but mainly in Africa. It has a very unsavoury record, which includes providing abortions illegally in some African countries. A further \$2 million will go to the organization Ipas, another international body that works with governments to advocate “safe, legal abortion” and to make contraception widely available. The remaining money will go to the United Nations to assist women who are victims of violence.

This latest grant to fund international abortions was preceded by other large grants to facilitate abortions, including the one last June at an international feminist conference in Vancouver where Canada committed to paying \$1.4 billion for this purpose, starting in 2023 until 2030.

In 2017, Trudeau had announced a grant of \$650 million over three years to provide funding for international abortions.

### ABORTION RESTRICTED IN MANY COUNTRIES

Abortion is illegal or severely restricted by law in 125 countries, mostly in Africa, Latin America, South Asia, and the Middle East. But under Trudeau’s generous grants, Canada will be paying for advocacy groups to challenge pro-life laws in these countries.

In 2017, ignoring that abortion is not a right, nationally or internationally, Chrystia Freeland, the former Minister of Global Affairs, stated,

[Our] values include feminism and the promotion of the rights of women and girls. It is important—and historic—that we have a prime minister and a government proud to proclaim themselves as feminists. Women’s rights are human rights. This includes sexual and reproductive rights— and the right to access safe and legal abortions. These rights are at the core of our foreign policy.

On May 6, 2020, Prime Minister Justin Trudeau released a joint statement on behalf of 59 nations promoting global access to abortion during the coronavirus pandemic. The statement is not binding in any way but is meant to influence the resolutions at the UN General Assembly on the COVID-19 crisis. Only seven of 54 African countries have signed this statement. †

# WOMEN DON'T WANT TO BE TOLD WHAT TO DO BY THE STATE

Women don't want to be told what to do. Women are capable of making their own decisions in their own best interest and that of their families.

Yet, the government feminist funding agency, the Status of Women (now called Women and Gender Equality), which was first established under Prime Minister Pierre Trudeau in 1972, has literally wasted billions of tax dollars trying to put all women into the same cubby hole, that is, into full-time paid employment. These feminist bureaucrats are encouraging women to believe that this move will make their lives more fulfilling. They don't actually admit it, but the government wants women to be in paid employment because this would raise the Gross National Product (GNP) and more tax dollars available to the state. For example, Prime Minister Justin Trudeau will inevitably not use the money to reduce the deficit or pay down the debt. Instead, he will use the tax money to fund his favourite projects and individuals, like promoting and paying for abortions in foreign countries and encouraging homosexual advancement both here and abroad. Balancing the budget is the last thing on his mind.

However, the plans contrived by Trudeau and the bureaucrats in Women and Gender Equality have gone awry because women don't necessarily want what the government wants.

Women enter paid employment for a number of reasons, through necessity or perhaps they like carrying out the work for which they have been trained. There are a good many other women, however, who would like to remain at home, especially when their children are young, if they have the financial choice to do so. Advancement in the workplace is not their major concern. What women really want is to have a choice in their lives, such as flexible hours, working from home, working part-time, working full-time or staying home to be the mothers they want to be.

If one thing is certain, it is that women who are in the paid workforce full-time have learned that working and raising their family at the same time is hard, very hard. A price is paid in exhaustion, stress, and guilt. Women differ from most men in that they do not "turn off" their children from their minds when working. They always have them at the back of their minds, wondering how they are doing and worrying about them. Mothers are typically the ones who are the main contact for the children. On the other hand, men are not usually restrained by these concerns while at work because they know their spouse makes their children a priority and is on top of their children's needs. This affords the father more freedom to focus on his work, knowing the children are in good hands. This would not be the case with a single father, as he would be thinking more about his children during the workday since he is the children's main caregiver.

There is no reason that women can't do both—work in the paid workforce and raise their family—but do them separately. Not having to juggle two heavy responsibilities makes for a happy, more enjoyable life. It also gives women the bonus of creating more lasting memories of their children's growing years. Trying to do both at the same time means that too many women are worn out by the effort and responsibility and so can't give either choice their best effort. †

## NEW DATE FOR AGM!

The new date for the **Annual General Meeting** is **October 31** from **1:00 pm to 4:30 pm** at:

**LIBERTY SUITES HOTEL**  
7191 Yonge St., Suite 1201  
(North of Steeles Ave | East Side of Yonge St)  
Thornhill, ON L3T 0C4

The guest speaker will be **Blaise Alleyne** from the Canadian Centre for Bioethical Reform and Toronto Right to Life speaking on physician-assisted suicide in the presentation entitled: "**Changing Hearts and Minds on Assisted Suicide**".

Amendments to this already harmful legislation will be debated after Parliament resumes on September 21, 2020.

*Light refreshments will be provided.*

Because of regulations under COVID-19, we are restricted as to the number of persons allowed in the meeting room. Please **RSVP by October 27** if you would like to attend. You can call **1-905-787-0348** or email [info@realwomenofcanada.ca](mailto:info@realwomenofcanada.ca). If you would like to submit a nomination for the Board of Directors or a resolution, the due date under the by-laws is October 17. (See the initial notice of the AGM in March 2020 REALity for more details on submitting nominations and resolutions). †

## SUPPORT REAL WOMEN OF CANADA

PLEASE MAKE A CONTRIBUTION TO JOIN OUR WORK TO DEFEND & PROTECT LIFE & THE FAMILY

Membership **\$30/year** | Groups **\$50/year** | Donation \_\_\_\_\_

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Send online at [www.realwomenofcanada.ca](http://www.realwomenofcanada.ca) or by mail. Thank you.

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