

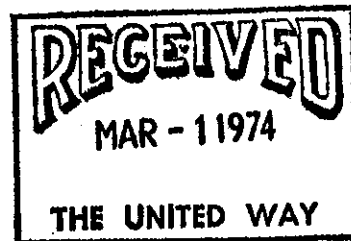
1974
FEB.

EDMONTON SOCIAL PLANNING COUNCIL



NNN

TASK FORCE ON:



WOMEN IN THE ALBERTAN LABOUR FORCE

In October, 1973, a group of concerned citizens came together to examine the position of women in the Albertan Labour Force. The results of the research, based on information from the Alberta Bureau of Statistics, were overwhelming.

The Task Force discovered that women were/are relegated to traditionally "female" jobs and that the wages accompanying these jobs are continually low paying. Even within occupations with both males and females employed, women tend to be the lowest paid individuals.

As a result of its findings, the Task Force came to the conclusion that women, at present, are not fully participating in either the Albertan Labour Force or Albertan society to their fullest extent. In order to ensure full participation of women in the labour force, government must recognize that a concentrated effort is needed so that the vision of "equal pay for equal work" and "equal job opportunities for women" can become a reality.

February 20, 1974.



A PUBLICATION OF
THE EDMONTON SOCIAL PLANNING COUNCIL
10006-107 STREET,
EDMONTON, ALBERTA. T5J 1J2
PHONE: 424-0331

INTRODUCTION

In October of 1973, a group of concerned citizens banded together to prepare a brief which could increase the Alberta public's awareness of the situation of working women in this Province.

It is not a debate on whether women should work or remain in the home. Women are already in the work force in large numbers and the numbers are growing. Instead, we chose to examine the circumstances in which women who do work, find themselves.

It is no myth that women make up over one-third of the Alberta labour force(*). Yet, despite this Province's equal pay legislation, despite the laws which prohibit sex discrimination in hiring, promotional opportunities, fringe benefits, etc... despite all of this, the large segment of the work force that is female is not spread throughout the economy in a balanced way. Nor do they share in relation to talents or potential the responsibilities of decision-making and the rewards of financial benefits that go to the paid labour force. It appears that women generally still work in a few occupations labelled "female", earn less money than men, and rarely reach the top of the occupational ladder.

The Edmonton Social Planning Council in conjunction with Options for Women, set up a task force to investigate women's position in industry (both public and private). We studied wage discrepancies between males and females employed in similarly described occupations. As well, we looked at the level of participation by both sexes in the different occupational strata.

The results of the study astounded even the most skeptical members of the Task Force. Despite the length of time equal pay legislation has been on the statutes, and even though Human Rights legislation exists to guarantee freedom of opportunity ... these ideals are far from being achieved.

We hope that by pointing out some of the common problems of working women, this brief will help to stimulate discussion and action, and point the way to some solutions. In the future, women must be limited in their work only by their capabilities, not by their sex.

(*) Women in the Labour Force: Alberta Research Division,
Department of Manpower and Labour, Edmonton, Alberta, 1972.

METHOD OF RESEARCH FOR TASK FORCE

This Task Force report is primarily based on a yearly survey conducted by the Alberta Bureau of Statistics through the Department of Industry and Commerce. The Survey is called the 16th Annual Report: Salary and Wage Rate Survey - August, 1972, for Alberta and six major cities. The survey represents 341 firms in the province including provincial, federal, municipal and private firms. Within the firms, there is a breakdown of 187 positions as identified by the Canadian Classified and Dictionary of Occupations. The total number of employees accounted for in the survey is 77,297. This represents 10% of the Alberta labour force. The findings from this survey are the most representative study to date, and the findings are highly suggestive of the entire labour force.

Definitions:

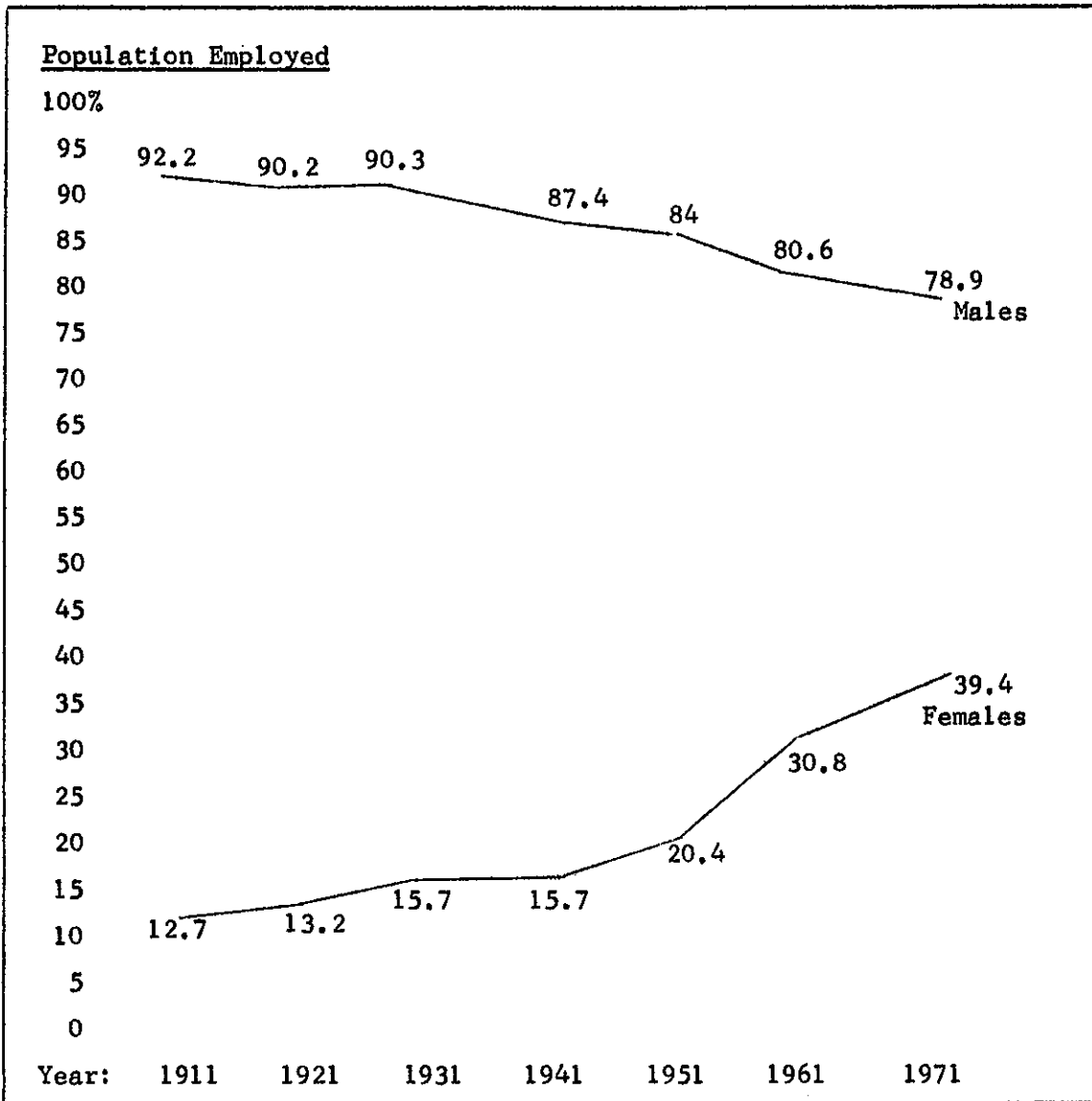
The median is that point on a scale such that one-half of the observations fall above it and one-half below it. In this report we frequently refer to median salary. This refers then to the salary value which divides the graduated series of salary rates in such a manner that one-half of the employees in the series are paid at equal or lower rates, and one-half at equal or higher rates than the median.

All statistics, unless otherwise noted, have been taken from the Salary and Wage Rate Survey.

FOR WOMEN: MORE JOBS BUT----

Emerging is hard statistical evidence that women are moving into a key role in the economy of Alberta. Today, more women in all age groups over 14 years and under 65 years are working or are looking for work, than ever before.

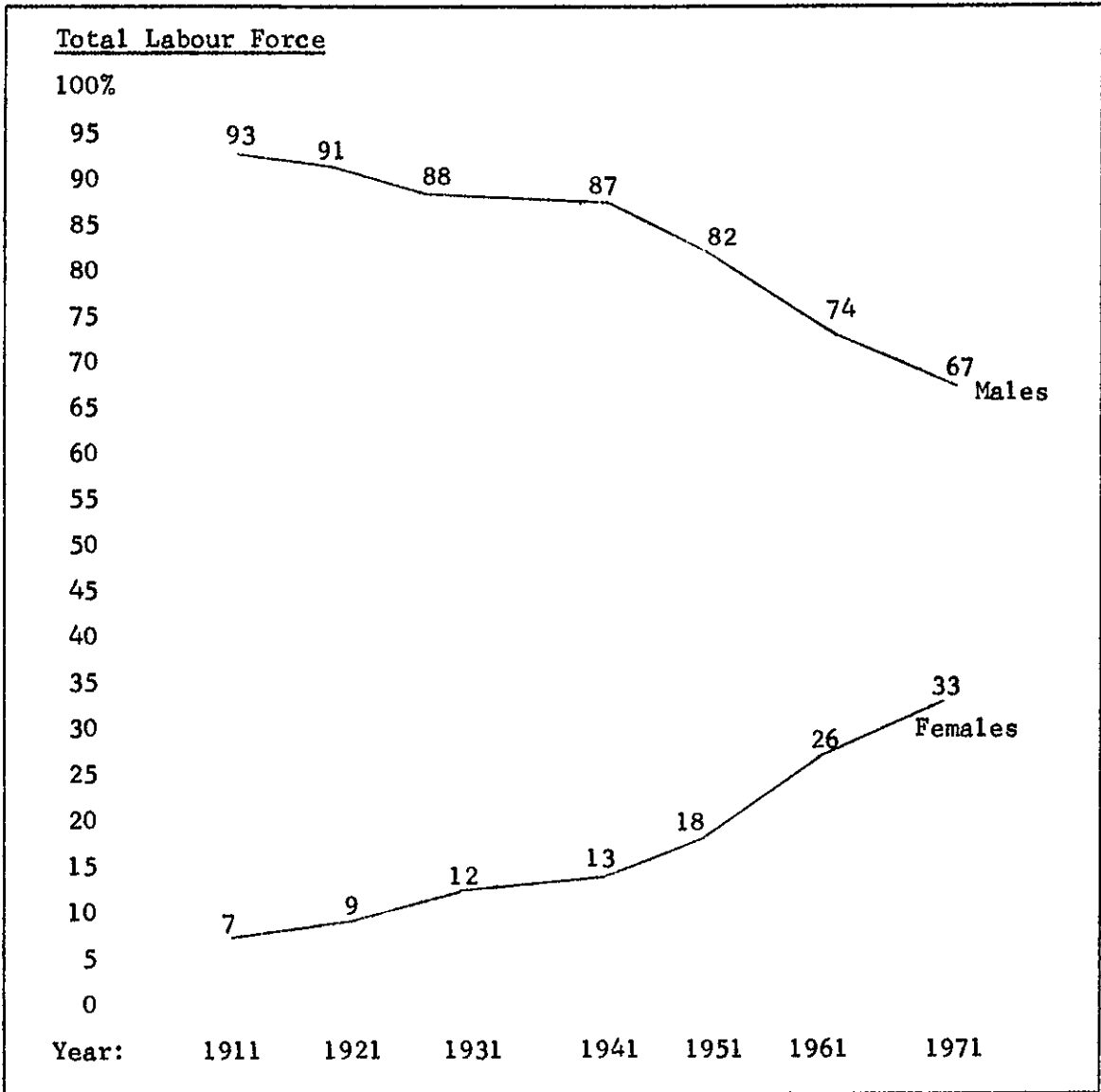
CHART A: PARTICIPATION RATES IN ALBERTA LABOUR FORCE:
percentage of all females and males employed



Source: Women in the Labour Force (Alberta)
Research Division,
Department Manpower and Labour, 1972.

Women are also forming an even larger percentage of the total work force. In 1911, women only made up 7% of the labour force; 60 years later they constituted one-third of the working population.

CHART B: PERCENTAGE OF LABOUR FORCE BY SEX



Source: Women in the Labour Force.

... WOMEN ARE HEAVILY CONCENTRATED IN A FEW OCCUPATIONAL GROUPS

In spite of women's increasing participation in the labour force, there still appears to be a mysterious division between "male" and "female" occupations.

CHART C: TOTAL LABOUR FORCE IN SELECTED OCCUPATIONAL CATEGORIES, BY SEX --- ALBERTA 1971-72

Occupation	Females	Males	% Distribution of all Women Workers	Women As % of all Workers
Clerical, (i.e. clerk)	11,998	2,590	40%	82%
Other Clerical, (i.e. Key punch)	1,422	435	4%	77%
Sales Personnel	1,776	414	10%	81%
Maids & Related Positions	2,366	593	8%	80%
Nurses	3,851	28	16%	99%
Telephone Operators	521	0	2%	100%
Bank Tellers	1,094	0	4%	100%
Hospital Attendants, Aides, Orderlies	3,380	1,127	11%	75%
TOTAL	26,408	5,187	95%	87%

Source: Women in the Alberta Labour Force.

Women predominate in the clerical, nursing and sales occupations. Since 95% of all working women are - with the exception of nurses - employed in relatively low paying, "female" jobs, this means that only 5% of the working women remain to fill the wide range of remaining jobs.

This is just a general picture. But within these occupational groupings, there are occupational variations. Some occupations are almost entirely filled by women while others, many more of them, are almost entirely filled by men.

Single Sex Occupations

We will refer to jobs dominated by one sex as "Single Sex Occupations". This means that (99% or more) of the people working in a given occupational category are of the same sex. In Alberta, traditionally female occupations include that of secretary, stenographer, typist, nurse and bank teller.

How do women fare in an economic system where "single sex occupations" proliferate? Very badly it seems. As income increases so do the percentage of "single sex occupations" - but the percentage of these that are female dominated falls.

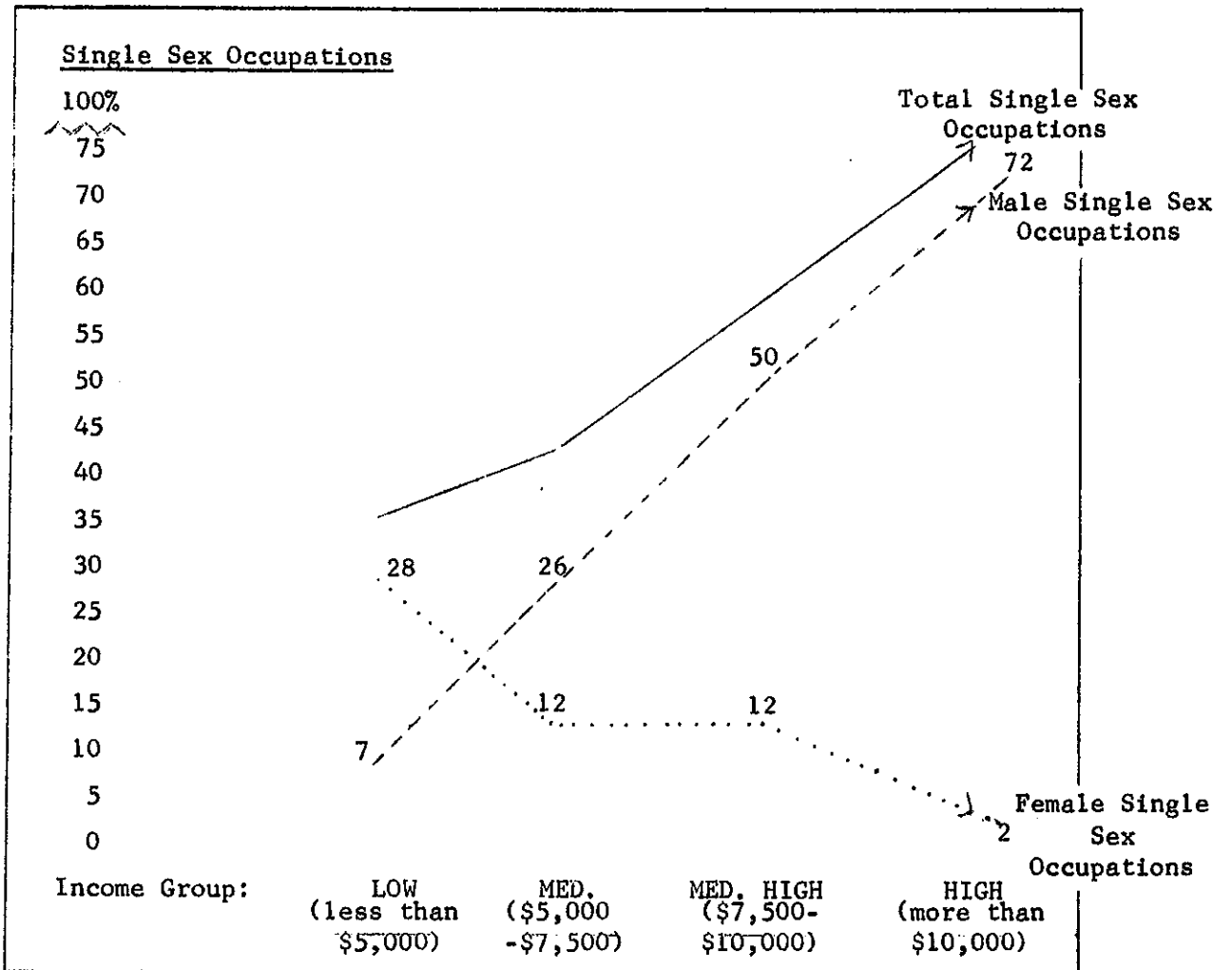
In the low income occupations, that is occupations with a median salary of less than \$5,000, 35% are "single sex" and 80% of these occupations are female dominated.

In the income bracket of \$5,000 - \$7,500 (median) per year the percentage of single sex occupations rises slightly from 35% to 38%, but the rate of solely female occupied jobs decreases from four-fifths (in the less than \$5,000 per year category) to less than one-third. On the other hand, the number of solely male occupied jobs increases by more than three times, from 20% in the \$5,000 or less category to 69% in the \$5,000 - \$7,500 category.

In the medium high income group of \$7,500 - \$10,000 (median) per year, the number of "single sex occupations" rises drastically. 62% of the occupations are dominated by one sex, and over 80% of these are "male occupations" - just the reverse of the situation in the low income category.

In the high income category - where the median salary of an occupation is over \$10,000 as many as 74% of these occupations are "single sex", and 97% of these are male and only 3% female.

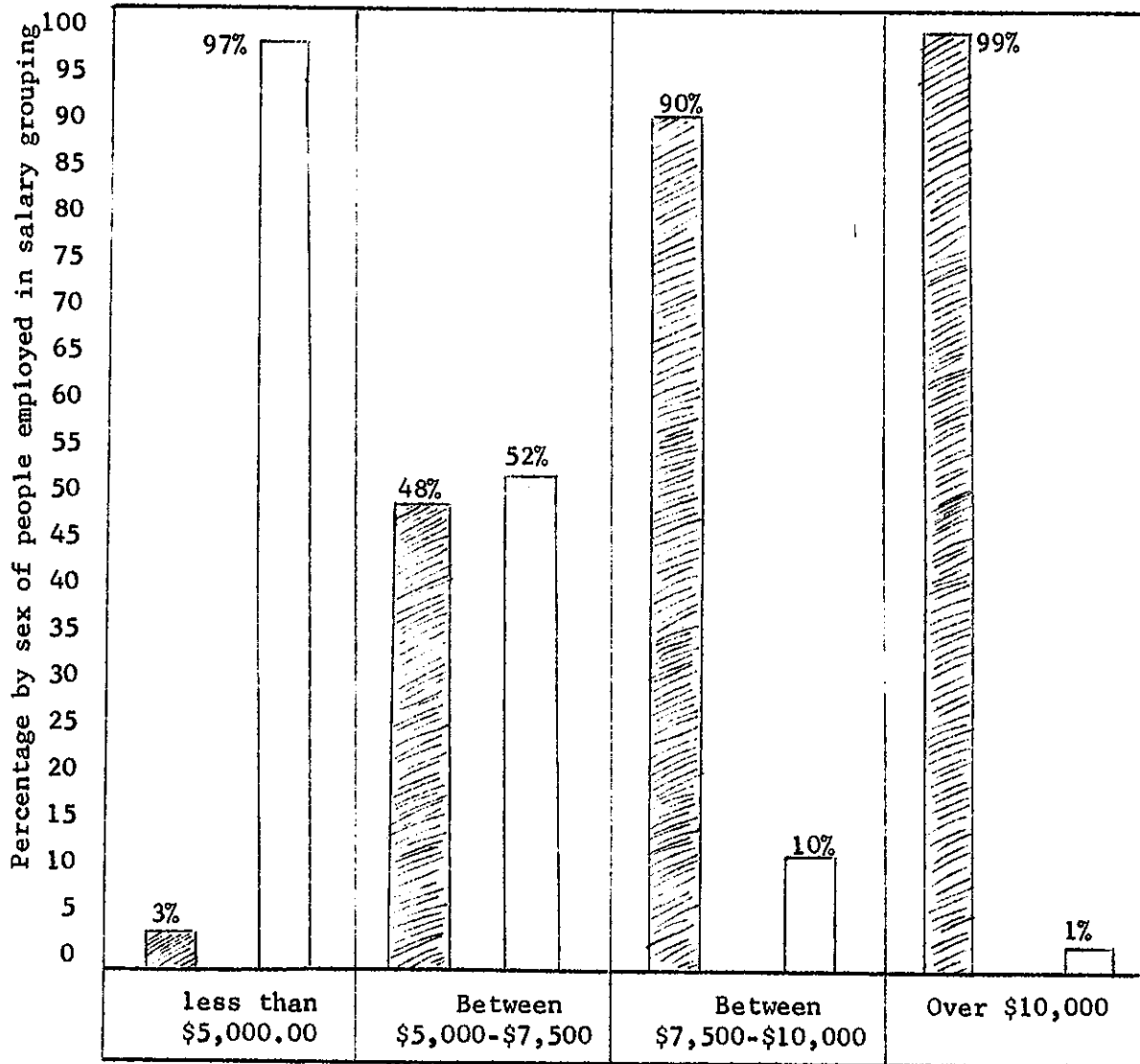
CHART D: PERCENTAGE OF OCCUPATIONS THAT ARE SINGLE SEX



THE LIMITED OCCUPATIONAL DISTRIBUTION OF WOMEN
IS REFLECTED IN THEIR LOW INCOMES

Women's incomes in Alberta are markedly skewed towards the lower income groups. A breakdown of yearly incomes indicate that of those employed in occupational categories which have median incomes of less than \$5,000 a year, 97% are women. Women form 52% of the labour force in those occupational categories where the median incomes range from \$5,000 - \$7,500 and 10% in the \$7,500 - \$10,000 categories. At the other end of the spectrum, in that area where median salaries are \$10,000 or in excess of \$10,000, only 1% of the labour force is female.

CHART E: PARTICIPATION RATE OF MALES AND FEMALES WITHIN SALARY GROUPINGS



Salary groupings based on median incomes per year.

KEY:  = MALE  = FEMALE

EQUAL PAY FOR SIMILAR OR SUBSTANTIALLY SIMILAR WORK

It has been demonstrated statistically that "womens jobs" are generally the lowest paid in the work force. Also we find that women tend to be the lowest paid individuals within a particular job category.

The low salaries of women do not appear to be an indication that women workers are performing jobs that require less skill or effort than males. Women are paid less than men even when they are doing the same work, regardless of their education or qualifications.

In 1971, the mean average salary for cooks, a field where women have no trouble proving their experience and training, was:

	<u>No.</u>	<u>Salary Range</u>	<u>Mean Average Salary</u>
Male	177	\$404 - 635	\$515
Female	227	\$345 - 523	\$408

difference: \$107 per month or \$1,284 per year.

The job is described as follows: Cook - under direction, prepares and cooks soup, meats, vegetables, desserts and other foodstuffs. Assists with the training of kitchen orderlies, measures out food for diets, assists in cleaning equipment.

The wage discrepancy is also found in the categories of kitchen orderly and chief cook (chef).

Kitchen orderly

	<u>No.</u>	<u>Salary Range</u>	<u>Mean Average Salary</u>
Male	190	\$315 - 556	\$435
Female	567	\$323 - 400	\$370

difference: \$64 per month or \$768.00 per year.

Chief cook

	<u>No.</u>	<u>Salary Range</u>	<u>Mean Average Salary</u>
Male	63	\$549 - 900	\$690
Female	38	\$395 - 639	\$472

difference: \$218 per month or \$2,616 per year.

Looking at the above figures, many interesting facts are revealed. Women kitchen workers, on the average, are receiving significantly less pay than their male counterparts. But more telling here, perhaps, is the salary differences between men and women doing different work. Note that the salary range for a male kitchen orderly compares not unfavourably with that of a female cook, and that his mean salary exceeds hers by \$27. And over 50% of the female chief cooks can expect to make less than a male cook.

This same pattern seems to repeat itself in clerical and related occupations. In fact, the differences often increase as skills and responsibility increase.

Occupation	Sex	No.	Salary Range	Mean Average Salary
Clerk (beginning level)	Male	251	\$325 - 582	\$401
	Female	1645	\$300 - 416	\$347
	difference: \$54 per month or \$648 per year			
Clerk General (intermediate)	Male	859	\$445 - 725	\$575
	Female	1953	\$347 - 562	\$429
	difference: \$146 per month or \$1,752 per year			
Principal Clerk (senior)	Male	879	\$539 - 900	\$700
	Female	709	\$417 - 655	\$505
	difference: \$195 per month or \$2,340 per year			

After carefully examining the Sixteenth Annual Report: Salary and Wage Rate Survey, the Task Force concluded that in only about 13% of the occupational categories did men and women earn "equal pay". These categories employ roughly 12% of the Alberta Work Force.

TABLE G

Yearly Salary	\$5,000 or less	\$5,000-\$7,500	\$7,500-\$10,000	\$10,000 or more
No. of job categories	49	79	96	50
% single sex occupations	35%	38%	62%	74%
% of occupations with wage disparities	56%	40%	13%	16%
% of occupations where there is "equal pay"	8%	22%	25%	10%
TOTAL	99%*	100%	100%	100%

* Due to rounding of figures.

CONCLUSION

The Task Force on "Women in the Alberta Labour Force" has examined the occupational opportunities and salary levels of women who work in this Province. We found that the number of women entering the labour market is growing rapidly - 39.4% of all women are now working and these females form one-third of the labour force in Alberta.

While the number of women working is increasing, we found that they tend to be concentrated in just a few occupational groups. Alberta females often work as maids, nurses, hospital auxiliary staff, sales staff and clerical workers. We also found that these professions are almost exclusively female. 81% of sales staff, 80% of all maids, 82% of all clerical workers and 99% of all nurses - are women!

The Task Force discovered that, as a class, females who work fare very badly in economic terms. Women form 97% of the labour force of those jobs which pay less than \$5,000 per annum, but in the occupations where people are paid more than \$10,000 only 1% of the workers are female. We found too, that in job areas where the pay is low, there are a large number of female single sex occupations, but as salaries increase, the number of female single sex occupations decreases.

It has been demonstrated that "women's jobs" are generally the lowest paid in the labour market. We also found that women tend to be the lowest paid individuals within particular job categories. Females are often paid less than males even when doing the same work. For example, the median salary of male cooks in Alberta is \$515 per month, while that of females is \$408 monthly. In only 20% of the occupational categories listed by the Alberta Bureau of Statistics did women appear to have the same salary opportunities as their male counterparts.

The myth is being perpetrated that women "have come a long way, baby!" In the real world, females form a large supply of "cheap labour" for public and private industry. Only by a concentrated effort, lead by women and supported by the Government, can the visions of "equal pay for equal work" and "equal job opportunities for women" become a reality.

RECOMMENDATIONS OF THE TASK FORCE

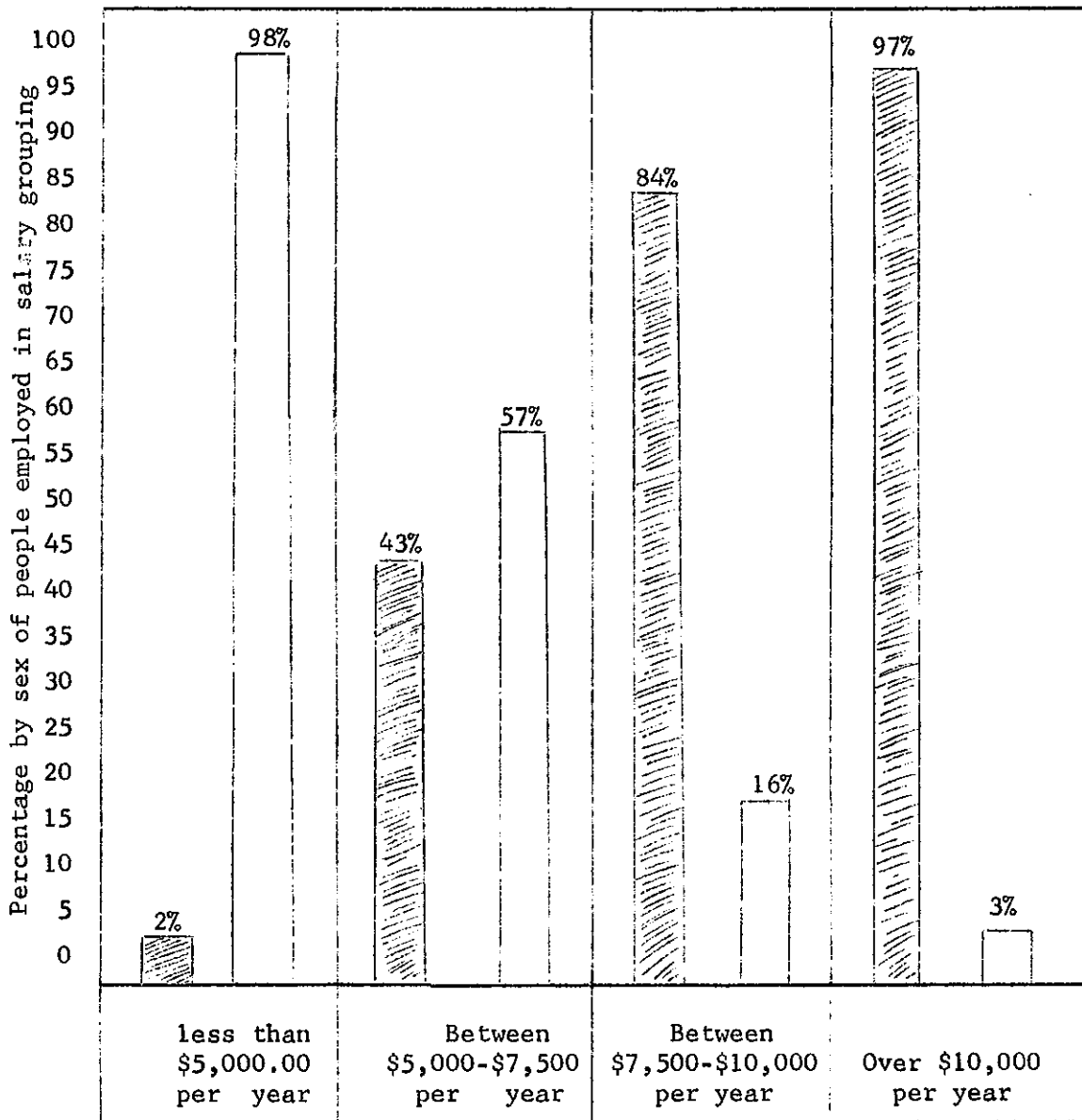
1. The Alberta Human Rights Commission which is responsible for the enforcement of the equal pay laws and which prohibit discrimination against women in employment, should be removed from the Department of Labour and made answerable directly to cabinet.
2. The Alberta Human Rights Commission should initiate investigations into those occupations and industries which employ large groups of women.
3. The provincial and federal governments should withhold purchases, services, grants and funds from those industries which have not shown themselves to be non-discriminatory.
4. The government should offer incentives to industry to initiate affirmative action programmes.
5. The provincial and federal governments should establish centres which would provide women with career counselling and training.
6. Government of Alberta should release the report on "Sex Stereotyping in Textbooks" and eliminate the following: sex-stereotyped and sex segregated classes, programmes, activities and courses of study.
7. Subsidized day-care facilities should be made available for working families.
8. Maternity leave should be made available by statute for all women.
9. The Women's Bureau should assume responsibility for actively forwarding the principles of equal pay and job opportunity for women.

ADDENDUM

At the time of completion of the Task Force on Women in the Albertan Labour Force, the 17th Annual Report: Alberta Salary and Wage Rate Survey, August 1973 was released.

Due to the fact that the recent report covers the time in which the "Individual Rights Protection Act" was implemented, we find it necessary to include this information. The recent findings (1972-73) show changes, but they are minimal. The following charts A. "Participation Rate of Males and Females Within Salary Groupings", B. "Total Labour Force in Selected Occupational Categories by Sex", and C. "Rate of Equal Pay for Employed Males and Females" should be used in comparison with the same charts in the text of the report.

CHART A: PARTICIPATION RATE OF MALES AND FEMALES
WITHIN SALARY GROUPINGS August 1972 - August 1973



Salary groupings based on median incomes per year.

KEY:  = MALE  = FEMALE

CHART B: TOTAL LABOUR FORCE IN SELECTED OCCUPATIONAL CATEGORIES BY SEX

ALBERTA 1972-73

OCCUPATION	Females	Males	% distribution of all women workers	Women as % of all Workers
Clerical (i.e. Clerk)	10,424	2,765	37%	79%
Other Clerical (i.e. Key punch)	1,272	344	5%	79%
Maids and Related Positions	1,916	541	7%	78%
Nurses	3,400	35	12%	99%
Telephone Operators	498	0	2%	100%
Bank Tellers	1,134	0	4%	100%
Hospital Attendants Aides, Orderlies	2,942	877	14%	77%
Sales	1,898	478	7%	80%
TOTAL	23,484	5,040	88%	87%

CHART C: RATE OF EQUAL PAY FOR EMPLOYED MALES AND FEMALES

August 1972-73

	\$5,000 or less per year	\$5,000- \$7,500 per year	\$1,500- \$10,000 per year	\$10,000. and more per year
No. of job categories	30	84	91	73
% single sex occupation	40%	39%	51%	68%
% of occupations with wage disparities	57%	37%	38%	25%
% of occupations where there is "equal pay"	3%	23%	11%	7%
TOTAL	100%	99%*	100%	100%

* Due to rounding.

After carefully examining the 17th Annual Report: Salary and Wage Rate Survey, the Task Force concluded that in only about 12% of the occupational categories did men and women earn "equal pay". These categories employ roughly 11% of the Albertan Work Force.

