

SLIDE-TAPE PRESENTATION ON WOMEN IN THE ALBERTAN LABOUR FORCE

	<u>SLIDE</u>	
MUSIC	1 - 8	Task Force Report cover.
Title	9.	Cover with doll.
<u>Narration begins.</u>		
Women in the Albertan Labour Force	10.	Title
Canadian women have always worked.	11.	2 pioneer women dish washing.
In the early days, the women along with the men worked hard.	12.	cabin/horse/women sitting down.
Homesteading and raising a family. As well as doing farm work, many women entered the paid labour force.	13.	women in front of sod house.
Women cleared land, operated mines, were seamstresses, hospital workers or domestic servants.	14.	nurse/doctor team.
Many were employed in early factories.	15.	Girl - man switchboard.
They did this while having babies and doing all the home work	16.	Black woman, child on back - cannery.
needed to keep a family clothed, fed and clean.	17.	Women with varnish on hands.
By World War I, women had entered the business field as telephone operators, office workers, sales clerks and secretaries.	18.	5 women at switchboard.
During this First World War, they flocked to the munitions factories where they were guaranteed equal pay for equal work and given regulated working hours.	19.	Women at munitions factory.
When the war was over, however,	20.	Women in front of plane.
they returned to the same problems many working women face today - low pay, dead-end jobs, inadequate child care, plus the responsibility of keeping house, home and family together.	21.	sewing factory.

Public attitudes to certain jobs had changed, however. Women were accepted as bank tellers, elevator operators and in other jobs which had been considered as "men's work". After World War I, clerical work became the chief occupation of working women.

When the depression hit, women as well as men were often on 'relief', these women who had jobs often kept them because they would work for less pay than men.

But with the coming of the Second World War, women began to contribute actively in all fields of work.

Women were recruited into the war effort, and many became draftsmen, radio operators, mechanics, electricians and truck drivers.

Manufacturing replaced office work and women took up welding, mill work, and machine tending.

During wartime, women maintained productivity.

But after the war, they were encouraged to return home, to 'retire' to marriage and domestic life. Jobs were relinquished to the men, and women's work once again became the essentially unchanged lower-paid service jobs. People viewed women's wartime work as a special circumstance; and by the fifties all the myths of women's incapacity to do men's work had returned to the fore.

Women today are still relegated to traditionally 'female' jobs; with the low pay and low status usually associated with them.

Even when both men and women are doing the same job, women are often paid less. Still, more and more women are entering the labour force each year.

At present, over one-third of the Alberta labour force is made up of women and this number is increasing.

22. women typing in post office.
23. Women in laundry - ironing.
24. Ad - "Are You the Girl He Left Behind?"
25. Women measuring pipe.
26. Ad - "What Can I Do?"
27. Ad - "Me - I Make Shells."
28. Ad - "Back Home for Keeps."
29. Women at cigarette counter.
30. Women selling cigarettes.
31. Doll - 1/3 of labour force.

Because of the rapidly changing economic situation, more and more women must work to support themselves and their families. Just what are the circumstances under which most Albertan women work? To explore this situation,

the Edmonton Social Planning Council with Options for Women set up the Task Force on Women in the Albertan Labour Force. Based on statistics from 1972-73, jobs are looked upon in terms of occupational categories and are compared by the rate of pay.

We were prepared to uncover some surprising statistics and many instances of discrimination, but we were more than surprised, we were shocked and alarmed by what we found out. Although equal pay legislation has been on the statutes for some time,

and although Human Rights Legislation should guarantee freedom of opportunity, these ideals are far from being realized.

Despite laws which prohibit sex discrimination in hiring, promotion and fringe benefits, most women work in a few occupations labelled 'female', earn less money than men and rarely reach the top.

As women working in Alberta today, we all face common problems.

Much Alberta employment is in jobs which we call 'single sex'. This means that at least 99% of the people working in a job category are of one sex only.

This means that some occupations are almost entirely filled by women;

many others are almost entirely filled by men. And in spite of women's increased participation in the labour force,

the occupations usually open to us are so-called 'female' jobs.

32. Women at cashier.
33. Book cover - 16th Annual Report.
34. Secretarial pool.
35. Waitress at cashier.
36. Women in kitchen.
37. Doll - we are all in the same boat.
38. Doll - single sex occupations.
39. Room full of typists.
40. Man at computer.
41. Waitress with tray.

Women fare very badly in an economic system where single sex occupations predominate. As the income level increases, so do the number of male occupations. Women's incomes in Alberta are consistently leaning towards lower income groups.

The low incomes reflect the limits placed on women's occupations.

Yet our legislation should ensure us that women must be limited only by their capabilities, not their sex.

Let's look at a breakdown of yearly incomes: of those with incomes less than \$5,000 a year, what we would describe as the lowest income level, 97% are women.

Of those with mid-range incomes, 52% are women.

Getting into a higher yearly income now, we find only 10% are women.

And looking at the highest income level we see quite clearly that only 1% of those earning over \$10,000 a year are women.

Exclude teachers from this survey, and it becomes alarmingly clear that almost all women working in Alberta work for the lowest pay.

From such a comparison we can see that this situation reflects the low value placed on women's abilities and capabilities. What is the reason for such discrimination?

Perhaps many of the old myths which were resurrected after the wartime boom, to help keep the women back home, are still in the air today.

Of course the implicit myth of women's role in society, and our socialization in general, all act together to keep us back.

When does it begin? Boys and girls seem to start out relatively equal in education,

42. Doll - typist, steno, nurse.
43. 2 women and man in office.
44. Women at cashier.
45. Dolls - yearly income - \$5,000.
46. Dolls - yearly income \$5,000 - 7,500.
47. Dolls - yearly income \$7,500 - 10,000.
48. Dolls - yearly income over \$10,000.
49. Doll - low income.
50. Women - lab technician.
51. T.V. image of waitress.
52. Magazines.
53. High school - kids standing.

but the division is actually implicit through classes, counselling and stereotyped school materials.

By high school girls and boys have been streamed into male and female interests,

both through their education

and through the influence of society at large.

Although some small changes are taking place in our Alberta education system,

these changes are not occurring fast enough to keep pace with our changing society.

Young women are trained for work which is traditionally 'female'.

When they graduate and enter the labour force, they too will find that the traditionally female work is traditionally low-paying.

Before we can begin to have equal pay for equal work, the opportunity for equal work must be available to us.

This means eliminating the single sex occupation - opening up all occupations to both men and women.

Many people concerned with this issue are helping to make others aware of this situation.

By showing, through media, alternatives others have tried,

people are giving us alternate models of what women are capable of doing.

Not only in the past wartime,

but presently in peace time as well,

women are proving that they can do equal work with men.

Tell me about when you worked in the mill. I had the same job as all of the men, working on production line,

54. Girls - typing class.

55. Girl washing pots.

56. Boy - shop class.

57. Girl carrying dirty dishes.

58. Boy cooking.

59. Girl building.

60. Girls sitting down.

61. Graduation pictures.

62. Women sewing.

63. Women - sales counter - cosmetics.

64. Women - vet.

65. Women - telephone pole.

66. Women - carpenter.

67. Women talking.

68. Women - draftsmen.

69. Men leaving plant.

tending to the machines to see that nothing went wrong with them. It was a man's job, there was no particular discrimination between men's and women's jobs at the mill because in fact,

this particular mill had only begun to hire women on a trial basis for the past six months and apparently they were satisfied with women because they had maintained those women at the mill and were willing to hire more.

My job involved quite heavy work with my arms and standing on my feet most of the day. I had to shift heavy piles of lumber consistently and try to sort them out so that I could run them on various parts of the mill.

How would you say the pay compared with pay you've received at women's work?

The pay was the best I've ever made. It was precisely the same as the men. We all belonged to the Woodworkers' Union and there was no discrimination in pay because of the union.

Many changes are occurring now and more and more jobs are opening up to women than a decade ago. Yet the changes seem to be doing much slower than the increasing need.

For even when equal work is available, women often are paid less than the male counterpart.

In only 13% of the job categories listed by the Alberta Bureau of Statistics do women have the same salary opportunity as men.

So - women's jobs are not only the lowest paid in the work force,

but women also tend to be the lowest paid in a particular job category.

These low salaries are not because the work that women do requires less skill and effort than males.

70. Oil machinery.

71. Man firing.

72. Men on pipeline.

73. Man mechanic.

74. Doll - 95% of all working women.

75. Women pharmacist.

76. Women at travel counter.

77. 2 women cooks.

78. 2 women cooks.

79. Women cooks and waitresses.

80. The Skillet Restaurant.

Women often are paid less than men - even when they are doing the same work. This discrepancy exists regardless of education or qualifications.

Let's look at kitchen work - an area that could almost be considered 'female'. A male head cook makes an average of \$515 per month, where an equally qualified female cook makes only \$408 per month. A difference of \$107 per month or \$1,284 per year. Thus, here in Alberta, it is common for a qualified female head cook to make only a few dollars more than an untrained kitchen orderly. And a female kitchen orderly makes even less. Women kitchen workers generally can expect to make less than their male counterparts.

With the rising cost of living, more and more women are looking for work.

Women seeking employment will find their choices severely limited. Although the number of women working is increasing, they remain concentrated in only a few occupational groups.

Perhaps some of the myths and generalizations about working women are keeping women back.

They say the turnover rate is higher for female employees. Considering the salary and level of employment offered the majority of women, they have less stake in a career. In all low status and low paying work, the turnover rate is high.

Most women in the labour force are not as well educated as men. The opposite is true - as a group, women tend to be better educated than working men.

People say they prefer men as supervisors and don't want to work under a woman. Those who have actually worked with women managers react favorably.

They say women don't really have to work. They just want extra money

for luxuries, hairdos and extras.

81. Lab technician.
82. Dolls - cooks.
83. Store - vegetables.
84. Woman shopping.
85. Woman clerk.
86. Woman washing face.
87. Woman at theatre booth.
88. Cleaning woman.
89. Woman working at desk.
90. Beauty parlor.
91. Travel posters.

Most women are working because in these times it is increasingly necessary. Many many single mothers support themselves and their families; and an increasing number of families are being supported by the wage of the woman. Women are not cake winners, we are bread winners.

Women only work until they have children, then they stay home. What can we say? Look at yourself and your friends - we all know women who have children and who are also working.

This and other myths about working women have advanced a stereotype no closer to the facts than the images we see on television every day.

We must not look at the myths,

but at the actual situation of the working woman in Alberta today.

Many Albertan women are working, yet women at present are not fully participating in the labour force. Socialization, low pay and the lack of the information and power to better women's working conditions keep us back. In our rapidly changing times, more and more women are entering the labour force.

Women's jobs are still the lowest paid in the labour market and women tend to be the lowest paid individuals in particular job categories. Often women are paid less than men even when doing the same work.

It appears that women form a large supply of cheap labour for public and private industry. The concept of equality exists, but is not implemented.

In Alberta today, equal work is hard to find. And when men and women are doing equal work, equal pay is even rarer. The six stereotyping found in all areas of our society is painfully evident in the labour force.

92. Secretary.
93. Child with bottle.
94. T.V. images.
95. Women singers.
96. Woman at typewriter.
97. Lab technician.
98. Women at potatoe factory.
99. Beautician.
100. Women at counter.

Now, when so many women are working either because they wish to or because they must, the labour force is increasing every year. Many women are single parents, supporting their children on the less-than-adequate salaries given to most women in the labour force.

In this time of economic flux and change, a concentrated effort led by women and supported by government can give true equal pay for equal work.

Equal job opportunities for women can become a reality.

Here are some things you can do about the situation.

Read the Task Force Report, and learn the facts.

Discuss among yourselves and share your experiences as working women; talk to one another and examine where you stand.

Get together with other concerned persons and explore ways of changing the situation.

Pressure the Human Rights Commission to use the Human Rights Act to make sure that employers give women their fair share.

THEME

101. Women at drug store.

102. Woman and man working.

103. Young woman in store.

104. Doll - what can we do?

105. Dolls - the situation.

106. Doll - 95% of all working women.

107. Low income - \$5,000.

108. Individual Rights Protection Act.

109. Edmonton Social Planning Council.

110. Doll - Carol Sill.

111. Women looking at slides.

112. Doll - "we are all in the same boat".