



**HOUSE OF COMMONS
CANADA**

**BUILDING THE PIPELINE: INCREASING THE
PARTICIPATION OF WOMEN IN NON-
TRADITIONAL OCCUPATIONS**

**Report of the Standing Committee on
the Status of Women**

**Hon. Hedy Fry, MP
Chair**

**DECEMBER 2010
40th PARLIAMENT, 3rd SESSION**

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THE STANDING COMMITTEE ON THE STATUS OF WOMEN

has the honour to present its

SIXTH REPORT

Pursuant to its mandate under Standing Order 108(2), the Committee has studied increasing the participation of women in non-traditional occupations and has agreed to report the following:

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BUILDING THE PIPELINE: INCREASING THE PARTICIPATION OF WOMEN IN NON-TRADITIONAL JOBS

Introduction

Although there has been a significant entry of women into the labour force over the past few decades, women continue to face difficulties to accede to certain occupations. Moreover, the occupational groups which are predominantly female are less well paid than those which are predominantly male. The Standing Committee on the Status of Women (hereinafter the Committee) set out to study the reasons why women continue to be under-represented in certain jobs, and to explore with a wide range of witnesses from across Canada solutions which could increase the participation of women in non-traditional jobs. Between October 2009 and April 2010, the Committee heard from over forty witnesses representing employers, professional associations, educational institutions, women's groups, and labour groups from all regions of the country. Witnesses covered a wide range of occupational groups, including the skilled trades, science and engineering, health care, and primary sector occupations such as mining. Over the course of the eleven meetings the Committee held on this question, the Committee had the privilege of hearing from a number of exceptional women who were passionate about the work they do. They described fulfilling, exciting careers which allowed them to do the things they love to do. They expressed an optimism that their lines of work provided wonderful opportunities for women; that it was possible to introduce changes to make these occupations more accessible to women; and that such changes would benefit all employees in their places of work.

Despite their professional and regional diversity, witnesses were remarkably consistent on the challenges and the ways to address those challenges:

- Women and girls are socialized to believe that some jobs are out of reach for them. We need to find the right strategies to allow girls and women to dare to dream of possibilities in a wider range of occupations.
- Women and men face a number of challenges related to training, particularly for the skilled trades. Women are confronted with additional challenges relating to their heavier responsibilities of care-giving for children and other family members.
- Despite legislation to the contrary, some employers continue to discriminate against women in hiring. This is even more problematic for certain groups of women, such as new immigrant and Aboriginal women.
- Women working in non-traditional jobs face a number of challenges in the work-place: lack of washroom facilities, safety gear that does not fit, and lack of child care.

Many of the challenges which women face in non-traditional jobs are a result of the heavier responsibilities for care which women assume for children and other family members. The Committee has heard, however, that younger generations of men are also looking for a greater work-family balance. The entrance of women in non-traditional jobs forces governments, employers, labour organizations, and educational organizations to adapt to this changing labour force. It is the hope of this Committee that these adaptations will lead to a more productive labour force and in turn allow men and women to fulfill their dreams of interesting, rewarding work which allows them to find a healthy balance between their jobs and their family lives.

CHAPTER 1: WOMEN AND WORK—A SNAPSHOT

Unquestionably the most significant labour market change over the last few decades has been the rising educational attainment and increased labour market participation by women. As of August 2009, women represented 50.3% of Canada's paid workforce.¹ Women have also made great strides in educational attainment: “The percentage of female university graduates increased in all disciplines; they now represent over 50% of all graduates in all areas of study, with three exceptions: architecture and engineering; mathematics and information sciences; and personal, protective and transportation services.”²

One field where women have made great strides in accessing non-traditional occupations has been the field of medicine. The Committee heard that “[w]hile there are still more men than women in practice, the percentage of female first-year residents in 2008 was 57%.”³ Even those fields of medicine where women continue to be under-represented are seeing significant increases. “For instance, in general surgery—long held to be a bastion of male physicians—women comprised 18% of the 1993 first-year residents. That's compared to 40% in 2008.”⁴

The Committee heard that although “educated women are advancing nicely in the labour market... other women remain concentrated in a limited number of careers.”⁵ Statistics Canada reported that the types of trades women pick haven't changed very much. Kathleen Lahey, Faculty of Law, Queen's University provided further evidence of this:

The top 10 jobs for women in 1891 were, in order of priority, servant, dressmaker, teacher, farmer, seamstress, tailoress, saleswoman, housekeeper, laundress, and milliner. In 2001 the top ten occupations for women in Canada were clerical worker, secretary, sales clerk, teacher, child care and/or domestic worker, nurse, food and beverage server, cashier, retail food and accommodation manager, and, as a sign of the times, machine operator, in tenth place.⁶

1 Mr. Martin Green (Director General, Workplace Partnerships Directorate, Department of Human Resources and Social Development Canada), *Evidence*, October 28, 2009.

2 Mr. Yvan Clermont (Assistant Director, Tourism and the Centre for Education Statistics Division, Statistics Canada), *Evidence*, October 8, 2009.

3 Dr. Anne Doig (President, Canadian Medical Association), *Evidence*, April 19, 2010.

4 *Ibid.*

5 Ms. Jennifer Beeman (Coordinator, Employment Equity Portfolio, Conseil d'intervention pour l'accès des femmes au travail), *Evidence*, April 19, 2010.

6 Professor Kathleen Lahey (Faculty of Law, Queen's University), *Evidence*, March 29, 2010.

Wage Gap Between Men and Women

Despite the dramatic increase in the labour force participation of women, they continue to earn less, on average than men. There are a number of reasons why women earn less, on average, than men.

1. Women are more likely to work part-time than men, and the reasons for working part-time are different for men than for women. In 2008, among part-time workers, about six times as many women as men cited caring for family and personal family responsibilities as their reason for working part time;⁷
2. Women still take on a far greater share of caregiving for children and other family members;
3. And finally, women are still largely concentrated in the so-called female occupations. A recent TD Bank report on looming labour force shortages noted that women are concentrated in occupations that are generally lower-paying than those of their male counterparts. In 4 of the 10 occupational categories dominated by women (retail salespersons, clerical and administrative positions, and childcare and home support workers), the average wage is just half of the overall national average.

The factors which contribute to the gender wage gap are varied and complex. Some of the witnesses who appeared before the Committee suggested that one of the factors which could help address this gap would be to ensure that women have greater access to non-traditional jobs. This report will propose a number of possible policy recommendations which will facilitate the access of women to these jobs. Ultimately, it is the hope of the Committee that “as women move into what have traditionally been male occupations, and assuming that they are paid the same as their male counterparts, the wage gap should begin to close”.⁸

7 Mr. Martin Green (Director General, Workplace Partnerships Directorate, Department of Human Resources and Social Development Canada), *Evidence*, October 28, 2009.

8 Ms. Sue Calhoun (President, Canadian Federation of Business and Professional Women’s Clubs), *Evidence*, March 17, 2010.

CHAPTER 2: WHAT ARE NON-TRADITIONAL JOBS FOR WOMEN?

A Word About Definitions

The definition of “non-traditional work” is dynamic, changing over time as women make strides in new occupational areas, catching up with and sometimes surpassing their male counterparts. Ten years ago the definition might have included the medical profession, for example, but a 2007 study found that women now make up more than a third of the physician workforce in Canada, and nearly half of all medical doctors under 40 years of age.⁹ Despite encouraging trends in some areas of work, women continue to be under-represented in a number of occupational groups.

Internationally there is no standard definition for non-traditional occupation, however the Committee has heard that the term is generally understood to refer to a representation of between 25% to 33% of an occupational group. Statistics Canada and the U.S. Department of Labor define a non-traditional occupation for women “as an occupation in which fewer than 25% of the workers [are] women”.¹⁰ The Quebec government applies a threshold of 33 ⅓ % to the definition.¹¹

According to the 2006 *Women in Canada* report from Statistics Canada, “the majority of employed women continue to work in occupations in which women have traditionally been concentrated”.¹² In 2004, 67% of all employed women worked in teaching, nursing and related health occupations, clerical or other administrative positions, and sales and service occupations, as compared with 30% of employed men. Moreover, the share of female workers employed in these areas in 2004 was almost exactly the same as that in 1996. In 2004, women made up 87% of all nurses and health-related therapists, 75% of clerks and other administrators, 65% of teachers, and 57% of those working in sales and service.

9 Canadian Institute for Health Information, “Number of physicians in Canada in line with population growth”, October 25, 2007, http://secure.cihi.ca/cihiweb/dispPage.jsp?cw_page=media_25oct2007_e#1.

10 Ms. Christel Le Petit (Chief, Analysis and Special Projects, Labour Statistics Division, Statistics Canada), *Evidence*, October 8, 2009.

11 Ms. Sylvie Émond (Adult education and vocational training commissioner, Commission scolaire de Laval), *Evidence*, October 29, 2009.

12 Statistics Canada, *Women In Canada: A Gender-based Statistical Report*, 5th Ed., 2006, <http://www.statcan.gc.ca/pub/89-503-x/89-503-x2005001-eng.pdf>.

Women Under-Represented in Some Trades and Professions

As women continue to enter the work force, many trades and professions have witnessed a gradual feminization of their work force. Some occupational groups have not changed dramatically, and others have slipped back on earlier progress.

The Committee has heard from employers and employees representing a wide diversity of occupational groups. Witnesses pointed out that 4% of the 550,000 members of the Construction Sector Council are women;¹³ that only 2% of all employed women in Newfoundland and Labrador are working in higher-paying non-traditional occupations such as the construction trades, transportation occupations, and heavy equipment occupations;¹⁴ that women represent only 1% of journeymen in industrial trades in Newfoundland and Labrador;¹⁵ that today in Canada there is a lower percentage of women in computer science than there was 20 years ago;¹⁶ that approximately 10% of licensed professional engineers are women;¹⁷ and that the representation of women in mining and exploration in Canada stands at 14%.¹⁸

These statistics indicate that there is room for much improvement in increasing the participation of women in non-traditional jobs.

13 Mr. Christopher Smillie (Policy Analyst, Government and Regulatory Affairs, Building and Construction Trades Department, AFL-CIO, Canadian Office), *Evidence*, October 29, 2009.

14 Ms. Ashley Turner (Industry and Community Liaison, Women in Resource Development Corporation), *Evidence*, March 24, 2010.

15 *Ibid.*

16 Ms. Wendy Cukier (Associate Dean, Ted Rogers School of Management, Ryerson University, As an Individual), *Evidence*, March 31, 2010.

17 Ms. Marie Carter (Chief Operating Officer, Engineers Canada), *Evidence*, April 14, 2010.

18 Ms. Mary Ann Mihychuk (President, Women in Mining Canada), *Evidence*, April 14, 2010.

CHAPTER 3: WHY INCREASE THE PARTICIPATION OF WOMEN IN NON-TRADITIONAL JOBS?

There are moments when the impetus for change arises simultaneously from a number of different directions, each with its own purpose, but toward a common goal. The increased participation of women in non-traditional jobs is such an issue. This issue is driven by a call to justice and equity for women and by the conviction that women should have equitable access to the best-paying jobs in society. At the same time, the issue is being driven by industry in its quest to secure a competitive labour force advantage in a globalized economy and in light of the looming labour force shortages which will arise from the retirement of the baby-boom generation over the coming decades. Industry can no longer afford to pick the best from among only 50% of the population—it needs access to the full range of the population, regardless of gender, race, or ethnicity. Witnesses made a compelling business case that it makes no sense to exclude half the Canadian population from participation in trades and in technical fields.

A. Equity Argument

As we have seen, women are concentrated in a small number of occupations, and furthermore, these occupations pay less than occupations which are predominantly male. On the one hand, some witnesses identified the need to examine why jobs in predominantly female occupational groups are less remunerated than those which are predominantly male. Pay equity legislation programs and policies provide tools which help to analyze whether jobs of equal value are paid equally. Some witnesses, such as Ms. Patty Ducharme, National Executive Vice-President of the Public Service Alliance of Canada, emphasized the importance of pay equity:

Pay equity, in our opinion, is essential to the full equality of women in our society and ensures that female-dominated jobs, which have historically been undervalued, are paid equally with male-dominated work of equal value.¹⁹

Given this, the Committee reiterates the importance of proactive pay equity legislation.

Ensuring that predominantly female occupations provide equal pay for work of equal value in comparison to predominantly male occupations takes time, however. As a result, most witnesses emphasized the importance of ensuring that women have equal access to the higher-paying, predominantly male jobs. Ms. Rebecca McDiarmid, president of Canadian Construction Women told the Committee that “[s]pecific reasons why more women should join construction include lucrative wages, particularly when compared to

19 Ms. Patty Ducharme (National Executive Vice-President, Executive Office, Public Service Alliance of Canada), *Evidence*, October 22, 2009.

more traditional fields...”²⁰ Ms. Denise Thomas of the Métis National Council told the Committee that increasing the representation of “women in occupations traditionally dominated by men... will lead to higher employment income for women and close the income gap with men”.²¹

Ms. Theresa Weymouth of the Canadian Auto Workers summarized the key point of the equity argument:

If they [women] are going to work 40 hours in a job, they want to get paid maximum benefits for it. It's as simple as that. We're at an economic stage right now where women are doing it for the money and the security.²²

B. The Business Case for Diversity

The looming labour force shortage as the baby-boom generation retires has been well documented. The Conference Board of Canada has predicted a skilled labour force deficit in Canada of 1.2 million by 2025. This is driven in part by the growth of the natural resource and construction sector projects—sectors where women remain dramatically under-represented in non-traditional roles. The Committee also heard that the Chief Economist of the Royal Bank of Canada has identified the under-representation of women as a significant cost to the Canadian economy.²³

The Committee heard from sectors and regions which already are facing serious labour force shortages which are forcing them to explore ways to attract women. Newfoundland and Labrador is predicting skilled labour shortages “in the short term, with upcoming large-scale resource-based projects in our province. When these projects peak in approximately 2015, the demand for workers is expected to far exceed the supply of workers”.²⁴

Although there are now more women in the mining sector, Ms. Mary Ann Mihychuk, President of Women in Mining Canada pointed out the mineral industry is anticipating “a human resources crisis, estimated to be 60,000 workers by 2017. Of this total, potentially 900 positions annually are likely to be filled by post-secondary graduates and immigration.

20 Ms. Rebecca McDiarmid (President, Canadian Construction Women), *Evidence*, March 24, 2010.

21 Ms. Denise Thomas (Vice-President Southeast Region, Manitoba Métis Federation, Métis National Council), *Evidence*, March 22, 2010.

22 Ms. Theresa Weymouth (National Coordinator, Education Program, Canadian Auto Workers Union), *Evidence*, March 29, 2010.

23 Ms. Wendy Cukier, *More Than Just Numbers, Revisited: An Integrated, Ecological Strategy to Promote and Retain Women in Technology*, The Diversity Institute for Management and Technology, p. 2.

24 Ms. Ashley Turner (Industry and Community Liaison, Women in Resource Development Corporation), *Evidence*, March 24, 2010.

An increasing number of jobs left by the growing skill shortage in the industry could be filled by women”.²⁵

Faced with increased competition among employers for skilled workers, organizations are recognizing the importance of staying competitive with other employers in order to attract new staff and retain existing staff.

In addition to the demographic and economic arguments above, witnesses noted advantages which had been identified in organizations and sectors which have hired more women. Witnesses noted that diversity policies can result in increased innovation potential as employers access a broader base of talent. They presented research which indicates that companies with the highest representation of women directors outperformed those with the lowest representation.²⁶

Witnesses also provided anecdotal evidence of how the presence of women on the job site provides unanticipated benefits to the industry, pointing out that with women:

[T]here are fewer confrontations on site, fewer incidences of fighting... people seem to be more productive, looking towards resolution-based problem solving as opposed to trying to win. Women tend to have a better safety ethic... Increasing the number of women in an organization will broaden the perspective when it does come to problem solving, just in the different ways that men and women think.²⁷

In summary, effectively addressing diversity provides access to wider pools of labour, increased performance for businesses, and can potentially bring unanticipated benefits to employers.

25 Ms. Mary Ann Mihychuk (President, Women in Mining Canada), *Evidence*, April 14, 2010.

26 Ms. Hiromi Matsui (Past President, Canadian Coalition of Women in Engineering, Science, Trades and Technology), *Evidence*, October 22, 2009.

27 Ms. Rebecca McDiarmid (President, Canadian Construction Women), *Evidence*, March 24, 2010.

CHAPTER 4: WHY ARE WOMEN UNDER-REPRESENTED IN SOME OCCUPATIONS?

The under-representation of women in some occupations is the result of a complex series of factors. There are a number of points in a woman's life, education and career where she will make decisions and choices which affect whether or not she will enter and pursue non-traditional jobs such as those in engineering, technology and trades. In order to increase the participation of women in non-traditional jobs, witnesses identified a variety of strategies which need to be put in place to make it possible for girls and women to imagine themselves in a non-traditional occupation; for them to access and succeed in training for those jobs; and to find and keep jobs in those fields.

A. Making an Occupational Choice: Overcoming Stereotypes

The occupational choices which women make are strongly influenced by factors such as culture, family and school.²⁸ Witnesses consistently emphasized that it takes a deliberate effort to counter societal expectations which are so ingrained in the messages girls and women receive from the media, their families, and other significant persons such as teachers and guidance counsellors.

The toys girls play with and the messages they receive in the media still provide traditional views of the roles of girls and women. The Committee has heard that these messages are powerful and can have significant impacts on the choices they make for their future. Ms. Wendy Cukier, Associate Dean of the Ted Rogers School of Management, Ryerson University, provided a very telling example of the different ways boys and girls assess their skills. Talking about standardized testing in grade three, among seven- and eight-year-old children, she told the Committee that:

Little girls outperform little boys in both mathematics and in English, but when they are asked, "Are you good at mathematics? Are you good at English?", little boys are more likely to say yes. That confidence gap has an enormous impact on the choices that young girls make, that mature women make.²⁹

28 Ms. Wendy Cukier, *More Than Just Numbers, Revisited: An Integrated, Ecological Strategy to Promote and Retain Women in Technology*, The Diversity Institute for Management and Technology, p. 5.

29 Ms. Wendy Cukier (Associate Dean, Ted Rogers School of Management, Ryerson University, As an Individual), *Evidence*, March 31, 2010.

These stereotypes apply to women as well as to girls:

There's this perception and it's holding us back in a lot of ways. I think we have to open our minds. Women can do various physically challenging positions. We've proven that we can do it. I think that's the biggest barrier, changing perceptions...³⁰

The Committee agrees with witnesses that girls and women have to begin to dream and imagine themselves in non-traditional roles before they grow up to pursue those roles. The first step is debunking the stereotypes and communicating to girls and women the true nature of the work in these non-traditional jobs, and providing them with concrete experiences which allow them to see that they have the aptitude to do those jobs.

B. Debunking Stereotypes

While some of the stereotypes are specific to women, the Committee also heard that some professions, such as those in the skilled trades, suffer from a perception that it is better to get a university education.

There's still this whole issue out there that going to university is the thing to do. There's some sort of stigma, almost, about the trades, which is still an issue we're dealing with in terms of getting young men to go into the trades and to complete their education. That's probably even more pronounced for young women in that regard.³¹

Witnesses have identified the need to counter this negative perception of skilled trades. One way of doing this is by exposing students to the benefits of work in the skilled trades, and by exposing them to hands-on activities early in life. Yet, the Committee has heard that in some parts of Canada, trade or shop classes have lost favour and have in many cases been cut altogether, because of cost factors or risk of injury to students. Mr. Christopher Smillie, Policy Analyst, Government and Regulatory Affairs, Building and Construction Trades Department, AFL-CIO told the Committee that “[i]n Austria and Germany, where students have significant exposure to these competencies, the participation rate in apprenticeships is much higher than it is in Canada, the U.S., or Australia”.³²

While there are misconceptions about work in the skilled trades which apply to both women and men, women face embedded gender stereotypes which make it even more difficult for them to consider working in non-traditional areas. Addressing these will require sustained attention and effort by many stakeholders—unions, employers, women’s

30 Ms. Mary Ann Mihychuk (President, Women in Mining Canada), *Evidence*, April 14, 2010.

31 Mr. Martin Green (Director General, Workplace Partnerships Directorate, Department of Human Resources and Social Development Canada), *Evidence*, October 8, 2009.

32 Mr. Christopher Smillie (Policy Analyst, Government and Regulatory Affairs, Building and Construction Trades Department, AFL-CIO, Canadian Office), *Evidence*, October 29, 2009. For a more comprehensive discussion on making vocational training a component of an education and training system for young people, see OECD (2010), *Learning for Jobs*, OECD Reviews of Vocational Education and Training, OECD.

groups, and governments. While it is outside of the purview of the federal government to change all of these images, the Committee has heard that the federal government should lead the way by ensuring that its publicity regarding jobs and training contain images of women in non-traditional jobs. Given the power of advertising and media to shape public perceptions:

- 1. The Committee recommends that all federal government publicity relating to training and jobs undergo a gender-based analysis on an ongoing basis to ensure that women are portrayed in a wide range of non-traditional jobs.**

C. Providing Information and Hands-on Experiences

Women and girls who are aware of the benefits of working in non-traditional occupations are in a better position to make informed choices about their job options. Many witnesses echoed the observation of Ms. Sylvie Émond, Adult education and vocational training commissioner at the Commission scolaire de Laval that “the reasons for which women choose to enter trades which are traditionally male-dominated are not different from those of men”. Witnesses have suggested that:

Many women choose to enter a trade because they prefer manual work, they wish to engage in physical work, they wish to create things with their hands, and they need a job in which they can move around. They are looking for concrete rather than theoretical work and they feel at ease working in a male environment. Other reasons why girls and women choose to enter a trade are relatively short training periods, high salaries and good job prospects.³³

The Committee has heard that too many women and girls are not encouraged to consider non-traditional jobs.

At the high school level guidance counsellors play a key role in helping young women set directions for their future, yet the Committee has heard that there are too few guidance counsellors in schools, and that too few of them make efforts to encourage girls to consider non-traditional jobs. Although the federal government has a very limited role in this area, the Committee nonetheless identifies the need for more guidance counsellors as a part of the puzzle to address the participation of women in non-traditional occupations. The Committee urges governments to consider how they can contribute to building awareness among teachers, parents and guidance counsellors about the full range of career opportunities available to girls.

While outreach to high school aged girls is important, several witnesses suggested that women need support later in their work-lives to help them make the transition to non-traditional jobs. Women often do not choose non-traditional jobs as their first career

33 Ms. Sylvie Émond (Adult education and vocational training commissioner, Commission scolaire de Laval), *Evidence*, October 29, 2009.

choice; rather, it is more typical to find “women who have decided to explore their interests and their ability to leave unstable low-paying employment, to follow their dream and to take training that will help them qualify for gainful employment” .³⁴

Hands-on experience has been identified as key to allowing women to see that they can enter non-traditional occupations in the trades. Programs across the country have been developed by schools, unions, and employers to provide girls and women with a hands-on exposure to non-traditional jobs. In Laval, Quebec, the “Défi touche à tout” is a hands-on laboratory in a vocational training centre that allows grade nine students to become interested in occupations taught at the vocational training centre through a series of mini-laboratories.³⁵ The Quebec Government sponsors a program called “Femmes et métiers gagnants” which allows women to take stock of their personal and professional situations and explore job opportunities and training in male-dominated professions. Women visit a vocational training centre, where they can then register for a one-day placement if they are interested in pursuing training.³⁶ In Newfoundland and Labrador, Women in Resource Development Corporation offers a variety of hands-on training programs to allow women to explore trades and technology occupations. The Canadian Council of Technicians and Technologists has a national outreach campaign to educate and inform girls about jobs in applied science and engineering technology. This includes one-day, hands-on technology camps for girls and their parents. The Committee heard that the construction trades in Nova Scotia donate three cents per hour of work to a group called Texploration, which promotes careers in the sciences, trades, and technical and technology-related occupations among young women in grades nine to twelve.³⁷ The Status of Women Council of the Northwest Territories offered five-week exposure courses, mainly in the evening, around carpentry.³⁸ The Canadian Auto Workers partnered with the Saugeen First Nations to put on a three-day, skilled trades and technology awareness program for girls and their mothers.

As the examples above demonstrate, responsibility for increasing the participation of women in non-traditional jobs is one which is shared among many different partners: schools, universities, employers, unions, professional organizations, and sector councils. A number of pilot projects have been developed, often with funding from federal government departments. The Committee heard from witnesses that “[m]any groups are doing grassroots work to integrate women, but their experience is really scattered in geographic

34 Ms. Jacinthe Guay (Liaison Officer, Dimension Travail), *Evidence*, March 17, 2010.

35 Ms. Sylvie Émond (Adult education and vocational training commissioner, Commission scolaire de Laval), *Evidence*, October 29, 2009.

36 Ms. Sylvie Émond (Adult education and vocational training commissioner, Commission scolaire de Laval), *Evidence*, October 29, 2009.

37 Mr. Christopher Smillie (Policy Analyst, Government and Regulatory Affairs, Building and Construction Trades Department, AFL-CIO, Canadian Office), *Evidence*, October 29, 2009.

38 Ms. Lorraine Phaneuf (Executive Director, Status of Women Council of the Northwest Territories), *Evidence*, March 22, 2010.

terms, and this expertise is not being pooled”.³⁹ Witnesses highlighted the need for integration of efforts to promote the entry of women into non-traditional jobs:

[T]here have been a lot of programs and a lot of good ideas but they've been very fragmented and there hasn't been the follow-up to say, okay, three years later, where are we? People will say we had brochures, we had events, we had people do this and that, but where are we in terms of our goals? I think that really, to move us forward on these issues we need not only the strategy, but we need the teeth and the commitment to follow through.⁴⁰

While hands-on exposure and targeted initiatives are an important part of making non-traditional jobs more accessible to women, the Committee has heard that “[t]he biggest impediments are the systemic barriers: exclusion from the informal networks; people saying you don't want to work in the oil industry because it's dirty and your hair will get messed up. The informal and systemic barriers are actually tougher to address because they're harder to see”.⁴¹

Breaking down these barriers will require all partners to work together to identify and systematically address these barriers. The federal government can play an important leadership role in this.

- 2. The Committee recommends that the federal government develop, in partnership with provinces, territories, trade sectors, NGOs and other stakeholders, a proactive, integrated, sustainable strategy and commit the necessary funding to increase the participation of women in non-traditional jobs such as those in trades, technology and engineering.**
- 3. The Committee recommends that the federal government continue to promote the trades by continuing the apprenticeship grants and incentives both to the employer and apprentice to encourage young people, both male and female, to increase the number of women in non-traditional roles.**

39 Ms. Jennifer Beeman (Coordinator, Employment Equity Portfolio, Conseil d'intervention pour l'accès des femmes au travail), *Evidence*, April 19, 2010.

40 Ms. Wendy Cukier (Associate Dean, Ted Rogers School of Management, Ryerson University, As an Individual), *Evidence*, March 31, 2010.

41 *Ibid.*

D. Re-training Programs Funded Through Human Resources and Skills Development Canada (HRSDC)

The Government of Canada provides transfers to provinces and territories, which design and deliver labour market programming specific to the needs of their populations. Labour Market Development Agreements (LMDAs) provide funding to provinces and territories for skills development and training programs for clients who are eligible for Employment Insurance (EI). Through these agreements, the federal government enters into contracts with individual provinces and territories to assign responsibility for the design and delivery of labour market training programs. Departmental officials told the Committee that there are 250,000 to 300,000 women who are supported through LMDA agreements each year.

LMDAs are complemented by Labour Market Agreements (LMAs), which provide funding for provincial and territorial labour market programs and services particularly for low-skill workers and unemployed individuals who are not eligible for EI benefits. The Committee has heard that the agreements negotiated with provinces and territories under these LMDAs and LMAs differ in how they address the training needs of women. For example:

The Ontario labour market agreement tracks the number of women served, while the Nova Scotia labour market agreement will target service at unemployed and low-skilled employed Nova Scotians who are not EI-eligible, including women.⁴²

The Committee has heard that there is a need for careful attention as to how the training programs provided through these LMDAs and LMAs prepare women for the labour force:

Our experience, the experience of the people responsible for programs, counsellors at Emploi Québec or employability groups funded by the government, is that there have been systematic cuts, because it is expensive to support a woman in non-traditional occupations. It's an investment, these are long-term changes. Based on purely economic calculations to determine what is cost-effective, there has been a complete change of direction to give preference to rapid re-employment. Women are being sent overnight into secretarial jobs, and the groups were having to achieve a high placement rate quickly. That meant not giving women new training, and not reintegrating them elsewhere, where they had a chance of really improving their living and working conditions.⁴³

The Committee has heard that, in the coming years the federal, provincial, and territorial governments will be renegotiating the terms of some of the LMDAs and LMAs. Witnesses have suggested that the federal government set targets and reporting requirements in these agreements to ensure that these funds are being used to provide

42 Mr. Martin Green (Director General, Workplace Partnerships Directorate, Department of Human Resources and Social Development Canada), *Evidence*, October 8, 2009.

43 Ms. Jennifer Beeman (Coordinator, Employment Equity Portfolio, Conseil d'intervention pour l'accès des femmes au travail), *Evidence*, April 19, 2010.

women with the full range of training possibilities, including training for non-traditional occupations.

4. The Committee recommends that the federal government negotiate clear targets and reporting requirements in its Labour Market Development Agreements and Labour Market Agreements, to ensure that training and apprenticeship programs funded through these agreements provide a choice of higher entrance and completion rates for women in non-traditional occupations.

Gender-based analysis is a tool which helps to identify the gendered life patterns, needs and interests of both women and men so that there might be more equitable results. Although the federal government has accepted to ensure a systematic application of gender-based analysis, a 2009 report by the Auditor-General of Canada identified that there is still room for improvement.

Acknowledging that there are gender differences between women and men, and girls and boys, does not mean that all women are the same nor that all men are the same. Aboriginal women who appeared before the Committee were careful to note the importance of incorporating the needs and interests of Aboriginal women, as these may be different from those of other women. The Native Women's Association of Canada has led the development of a culturally relevant gender-based analysis tool, which provides a holistic policy perspective on where aboriginal women stand on issues and is particularly relevant to identify desired outcomes and measures of performance.⁴⁴

Ms. Wendy Cukier, Associate Dean of the Ted Rogers School of Management at Ryerson University, told the Committee that "re-embracing gender-based analysis and mainstreaming gender when you're looking at innovation, at sectoral policies, and at economic development policies, is absolutely fundamental to creating an environment in which all women can succeed".⁴⁵

Departments currently can exercise discretion about whether a gender-based analysis is appropriate or relevant in the development of programs and policies.

The Committee urges the federal government to consistently apply a gender-based analysis to all initiatives relating to employability and jobs. Consistent application of GBA will ensure that the Government of Canada does not inadvertently exacerbate gender stereotypes and inequalities in all its interventions, ranging from its promotional materials to the design of its economic development and training programs.

44 Ms. Carey Calder (Manager, Labour Market Development, Native Women's Association of Canada), *Evidence*, March 22, 2010.

45 Ms. Wendy Cukier (Associate Dean, Ted Rogers School of Management, Ryerson University, As an Individual), *Evidence*, March 31, 2010.

- 5. The Committee recommends that the Department of Human Resources and Skills Development Canada continue to develop its capacity for gender-based analysis, including the application of culturally relevant gender-based analysis.**

The federal government has a particular responsibility related to training of Aboriginal persons. The Government of Canada works with employers to target training to Canada's aboriginal population, and funds aboriginal governments to provide labour market programs and services under what was formerly known as the Aboriginal Human Resources Development strategy, and are now known as the Aboriginal Skills and Employment Training Strategy. The Committee heard from Ms. Denise Thomas, Vice-President of the Southeast Region of the Manitoba Métis Federation, that funding levels to aboriginal organizations under this program had remained static for over 10 years.⁴⁶

- 6. The Committee recommends that the federal government sustain funding for the Aboriginal Skills and Employment Training Strategy, and that it encourage its partners to use these funds to propose stronger orientation for preparing women for non-traditional occupations.**

E. Wrap-around Services

The Committee has heard about the importance of supporting the multiple needs of women as they train for, and then work in, non-traditional jobs. Ms. Lorraine Phaneuf, Executive Director, Status of Women Council of the Northwest Territories, identified some of the barriers and challenges confronted by women in the north as they try to take advantage of training to prepare for job openings in occupations which are typically male. These include "lack of appropriate education and skills; sometimes the only primary caregiver; limited training opportunities; financial restrictions; perception and traditional perspective that trades occupations are not for women; and social issues around abuse and addictions".⁴⁷ Many of these challenges were identified by other witnesses as well.

Witnesses have emphasized the importance of providing a full range of services to support women who are training to enter non-traditional occupations. These are often referred to as wraparound services, and can include components such as help with child care, personal counselling, housing advocacy, mentorship and transportation. For women who have had limited labour force attachment, these services are crucial. Increasing the participation of women in non-traditional jobs requires a serious effort to identify and

46 Ms. Denise Thomas (Vice-President Southeast Region, Manitoba Métis Federation, Métis National Council), *Evidence*, March 22, 2010.

47 Ms. Lorraine Phaneuf (Executive Director, Status of Women Council of the Northwest Territories), *Evidence*, March 22, 2010.

address the barriers which women face in their training and on the job, and to provide a range of supports to encourage them to continue.

The importance of mentoring has been repeatedly identified as one of the key contributors to success for women in non-traditional occupations, as the following example about the Toronto Region Immigrant Employment Council demonstrates:

[T]here's really good evidence that programs like the ones offered by the Toronto Region Immigrant Employment Council and groups that offer internship and mentoring kinds of formal programs have interesting results. Immigrants who go through those programs get jobs less quickly, so other immigrants get jobs faster, but the immigrants who go through the mentoring and the internship programs get better jobs, are paid more, and spend less time trying to get back to the level at which they entered. There's huge research to support the incredible impact of having those kinds of internship and mentoring programs available.⁴⁸

Given the apparent success of mentoring programs, the Committee urges the Government to continue supporting mentoring initiatives throughout Canada.

48 Ms. Wendy Cukier (Associate Dean, Ted Rogers School of Management, Ryerson University, As an Individual), *Evidence*, March 31, 2010.

CHAPTER 5: ENCOURAGING EMPLOYERS TO HIRE WOMEN

The Committee has heard that moral suasion can be helpful in increasing the proportion of women considered for a job. An example is the Canada Challenges issued by Equal Voice to report on the number of women candidates being fielded by political parties during elections. This campaign invited “federal leaders to demonstrate their political leadership so that in anticipation of a federal election they actually commit to working hard to improve the numbers within their own parties in terms of the numbers of women nominees”.⁴⁹

Several witnesses have suggested that it is not enough to provide information and encourage change, noting that more proactive measures are needed to increase the participation of women in the skilled trades. A number of witnesses identified the need to ensure that the federal government use its purchasing power to promote the integration of women into non-traditional occupations, pointing out that most of the funding in building and infrastructure spending flows into the creation of traditionally male-dominated jobs. They suggested that infrastructure moneys should be tied to employment equity requirements or the development of gender equity plans.

The Committee has heard that this is being done in some cases. For example, Ms. Ashley Turner, Industry and Community Liaison, Women in Resource Development Corporation told the Committee:

Our government in Newfoundland and Labrador, as well as the federal government, has recognized the importance of having gender equity requirements in relation to large-scale projects in order to increase the participation of women on these projects. In relation to our offshore oil and gas industry, the Atlantic Accord Implementation Act, under subsection 45(4), states that the Canada-Newfoundland and Labrador Offshore Petroleum Board, CNLOPB may require that any Canada-Newfoundland benefits plan include provisions to ensure that disadvantaged individuals or groups have access to training and employment opportunities...⁵⁰

Women in Resource Development Corporation has “found this to be very effective in that many contracting companies now have gender equity plans, which don't necessarily have quotas in terms of targets, nor have they necessarily been firm; however, they do have criteria for supporting programs such as the ones we run in encouraging

49 Ms. Nancy Peckford (Executive Director, Equal Voice), *Evidence*, April 19, 2010.

50 Ms. Ashley Turner (Industry and Community Liaison, Women in Resource Development Corporation), *Evidence*, March 24, 2010.

young girls and providing information to young girls and women about opportunities in non-traditional occupations and opportunities in their companies”.⁵¹

While the incorporation of gender equity requirements in projects funded through federal government funding was supported by several witnesses, others objected to the implementation of gender equity requirements, concerned that this could perpetuate the backlash against women in those non-traditional jobs.

- 7. The Committee recommends that the federal government promote the integration of women and other disadvantaged groups into non-traditional occupations by requiring gender equity provisions in federally funded building and infrastructure agreements.**

51 *ibid.*

CHAPTER 6: WOMEN WORKING IN NON-TRADITIONAL OCCUPATIONS

Many of the witnesses who appeared before the Committee were women who work, or have worked, in non-traditional jobs. The Committee heard from women who were firefighters, engineers, in construction trades, in information technology, and police officers. They spoke with enthusiasm about the careers they had chosen, and were passionate about encouraging other women to enter into those fields of work.

Witnesses were also realistic about the barriers which made it challenging for women to pursue those lines of work. This chapter will explore some of those barriers and propose recommendations which witnesses brought to the Committee's attention.

A. Not Everyone Faces the Same Barriers

Witnesses cautioned against using a one-size-fits-all approach to increasing the participation of women in non-traditional jobs. Some of the obstacles identified by witnesses are particular to certain groups of women. The Status of Women Council of the Northwest Territories, for example, talked about the challenges faced by women in the north who have to leave their families behind to pursue training. Aboriginal women's organizations talked about the high levels of racism which Aboriginal people still face on the job. In addition, immigrant women, like immigrant men, face the challenge of having their credentials recognized to practice their professions in Canada. The diversity of experiences makes it necessary to put in place a comprehensive strategy to increase the participation of women in non-traditional occupations, and to provide organizations and individuals with flexibility to adapt programs to their local environments. The Committee urges governments and other stakeholders to share their best practices and strategies for increasing the number of women in non-traditional occupations.

B. Obstacles Vary Between Occupations

There is a wide variety of occupational categories in which women are under-represented. Some of these are in the skilled trades, in occupations such as construction work. Others are professional occupations, like engineering and computer sciences. Women continue to be under-represented in politics at all levels in Canada, and at the top executive levels of large companies. While there are a number of commonalities in the obstacles confronted by women in all of these occupational groups, there are also barriers which are unique to each occupation. For example, women in professional occupational groups such as law, medicine, and engineering noted that "workaholic cultures... make it challenging to juggle professional and child rearing responsibilities".⁵²

52 Ms. Wendy Cukier, *More Than Just Numbers, Revisited: An Integrated, Ecological Strategy to Promote and Retain Women in Technology*, The Diversity Institute for Management and Technology, p. 6.

The Committee heard that the dramatic entry of women into the medical profession was gradually shifting this culture to be more responsive to a work-life balance—a shift which was equally appreciated by both men and women in that profession. Witnesses from a number of different occupational groups told the Committee they are largely excluded from “old boys’ networks”, which, compounded with workaholic cultures, leave women worrying that “they’re going to have to choose between career and family, or that they will not be able to continue to enjoy the respect of their peers when their family responsibility collides with their practice or forces them to modify it in some way”.⁵³

Some occupations require extended periods on remote job sites. For example, the Committee heard that the biggest issue with the mining in the Northwest Territories is that employees have to leave their homes to be on a remote job-site for two-week periods. Ms. Lorraine Phaneuf, Executive Director, Status of Women Council of the Northwest Territories pointed out that “if mothers are single parents, it’s often very challenging for them to find a place for their youngsters”.⁵⁴ Witnesses held out hope that it is possible to develop innovative solutions to address these working conditions which pose challenges to women. As Ms. Mary Ann Mihychuk, President, Women in Mining Canada told the Committee, “[f]or an industry that can cope with the vagaries of metal prices and supply and demand through advanced schedule optimization, it seems we should be better able to cope with more variability in the workforce”.⁵⁵ She urged the Committee to recommend that the issues of concern to women in mining—including, greater flexibility, achievement recognition, and analysis of pay practices—be made a priority at the meeting of mines ministers and on the agendas of all departments that deal with the minerals industry.⁵⁶

While most witnesses suggested that direct harassment is probably less a reality for women in the workplace today than it had been in the past, the Committee nonetheless heard about some workplaces where women continue to face harassment and discrimination. In its discussion with union and employer representatives of the ports of Vancouver, for example, the Committee was provided with details on intimidation and harassment which women experience on the job. Ms. Hiromi Matsui, Past President, Canadian Coalition of Women in Engineering, Science, Trades and Technology, told the Committee that she has “sat in meetings very recently where managers have said that if they get a stack of applications from women and some from men, they’ll put the ones from the women aside and they’ll look at the ones from the men”.⁵⁷ This points to the constant need to educate employers about their legal obligations under the *Canadian Human Rights Act* as well as under their respective provincial labour codes.

53 Dr. Kathleen Gartke (Past President, Federation of Medical Women of Canada), *Evidence*, April 19, 2010.

54 Ms. Lorraine Phaneuf (Executive Director, Status of Women Council of the Northwest Territories), *Evidence*, March 22, 2010.

55 Ms. Mary Ann Mihychuk (President, Women in Mining Canada), *Evidence*, April 14, 2010.

56 *Ibid.*

57 Ms. Hiromi Matsui (Past President, Canadian Coalition of Women in Engineering, Science, Trades and Technology), *Evidence*, October 22, 2009.

The barriers to the participation of women were sometimes as fundamental as access to toilet facilities and to proper safety equipment.⁵⁸ Witnesses told the Committee about women who were sent on job sites with clothing and safety gear that did not fit properly, or that had no washroom facilities. Women in these situations are constantly innovating:

One of the most common barriers is there are no washroom facilities... I was just the volunteer to go and get the coffee, and I would use the facilities then. It was a very simple solution. It was not that I shouldn't work in a particular area. It was just that you had to adapt a little.⁵⁹

Individually, these barriers are not insurmountable, but the Committee heard that the combination of barriers over time become burdensome on women:

When it comes to women who are already in non-traditional jobs, if they ever leave the job for good, it is due to a buildup of all the little pitfalls along the way. One is okay, but when something happens every day, eventually, the women cannot take it any more.⁶⁰

C. Work-life Balance—a Key Consideration for Women, and Increasingly, for Men

The need to balance work and caregiving roles is a key consideration for women in their choice of work and in their decisions to stay on the job. Witnesses from all sectors, professional and in the skilled trades, highlighted how women were more likely than men to make choices which take into consideration their ability to balance their work and family lives.

Women continue to take on a disproportionate share of unpaid work. Statistics Canada reports that in 2005, women aged 25 to 54 averaged almost two hours more per day on unpaid work activities than their male counterparts.⁶¹ This confirms evidence heard by the Committee. For example, Dr. Kathleen Gartke, Past President, Federation of Medical Women of Canada told the Committee that “[m]en who have younger dependants work longer hours, which is the reverse for women who have younger dependants; they work shorter hours. If you look at the group of physicians who don't have dependants, men and women work the same hours”.⁶²

58 These issues are generally covered within provincial labour codes.

59 Ms. Theresa Weymouth (National Coordinator, Education Program, Canadian Auto Workers Union), *Evidence*, March 29, 2010.

60 Ms. Jacinthe Guay (Liaison Officer, Dimension Travail), *Evidence*, March 17, 2010.

61 Statistics Canada, 2008, Catalogue no. 89-630-X, *Are women spending more time on unpaid domestic work than men in Canada?*

62 Dr. Kathleen Gartke (Past President, Federation of Medical Women of Canada), *Evidence*, April 19, 2010.

The heavier burden of unpaid work is also an issue for women in the skilled trades. Statistics Canada recently evaluated why women and men dropped out of apprenticeship programs. While men were more likely to drop out for financial reasons and because they got a better job offer, the top-ranking reason for women was family responsibilities.

Ms. Jacinthe Guay, Liaison Officer, Dimension Travail described how this unpaid work affects the job prospects of women in non-traditional jobs:

Non-traditional jobs work based on the ideal worker model. That ideal worker does not exist. It is someone who is available at all times to work alternating shifts, for example, starting work very early in the morning when day care centres are not yet open or doing overtime hours when necessary. For most women, that is not possible.⁶³

Women opt for employment situations which provide them with the flexibility they need to balance their caregiving roles with their jobs:

I think it's fair to say that any time physicians are able to work in collaborative group settings, whether that's shared practices among the same discipline, or any kind of sharing with other practitioners, clearly there is a less stressful work environment when work can be shared and one knows it's okay to take an afternoon off.⁶⁴

Organizations like the RCMP which have made dramatic progress in attracting women have introduced a number of accommodations to retain women in their jobs:

The RCMP provides a variety of benefits aimed at encouraging a healthy work-life balance for our employees such as parental leave, care and nurturing leave or part-time opportunities. These programs are open and used by all employees.⁶⁵

The Committee has heard that younger generations of men are more concerned than their fathers with achieving greater work-life balance. Ms. Marie Carter, Chief Operating Officer, Engineers Canada noted that among the new generation of people "men are just as interested in work-life balance as are the women".⁶⁶

The need for child care was identified as a significant barrier by most witnesses. This need was identified as being even greater for Métis and other aboriginal people because of the high proportion of single-parent families in their communities. Theresa Weymouth, National Coordinator of the Education Program at the Canadian Auto Workers Union explained that limited access to child care is "a huge barrier for women entering non-traditional occupations. If we don't change our environment for women and start introducing and allowing them the opportunities without putting up huge barriers—and it's

63 Ms. Jacinthe Guay (Liaison Officer, Dimension Travail), *Evidence*, March 17, 2010.

64 Dr. Anne Doig (President, Canadian Medical Association), *Evidence*, April 19, 2010.

65 Superintendent Louise Lafrance (Director, National Recruiting Program, Royal Canadian Mounted Police), *Evidence*, April 14, 2010.

66 Ms. Marie Carter (Chief Operating Officer, Engineers Canada), *Evidence*, April 14, 2010.

a huge barrier when they have to chose between quality child care and a job, or multiple jobs that would pay minimum wage—then everybody loses in that situation”.⁶⁷

In order to increase the participation of women in non-traditional occupations, it will be necessary to ensure that women have the necessary supports to allow them to balance work and caregiving.

- 8. The Committee recommends that the federal government strengthen the special benefits provisions of the Employment Insurance program, to provide greater coverage for caring for family members, and work with its provincial and territorial counterparts to ensure that labour codes and practices reflect the need for work-life balance.**
- 9. The Committee recommends that in consultation with the provinces and territories the federal government fund an affordable nationally coordinated early learning and child care program in provinces and territories where one does not already exist and ensure equal federal funding for early learning and child care programs already administered by a province or territory.**

Such measures would not only make it easier for women to consider non-traditional jobs, but would help all women and men in the labour force. Failure to address these needs makes it extremely difficult to address the under-representation of women in non-traditional jobs.

The Committee was impressed with the number of initiatives which have been undertaken across the country to increase the participation of women in non-traditional occupations.

It is the hope of the Committee that the implementation of the recommendations in this report will introduce greater coherence to these efforts, and will contribute to building a sturdy pipeline of talented women prepared to help Canada confront its labour force demands.

67 Ms. Theresa Weymouth (National Coordinator, Education Program, Canadian Auto Workers Union), *Evidence*, March 29, 2010.

LIST OF RECOMMENDATIONS

RECOMMENDATIONS

- 1. The Committee recommends that all federal government publicity relating to training and jobs undergo a gender-based analysis on an ongoing basis to ensure that women are portrayed in a wide range of non-traditional jobs.**
- 2. The Committee recommends that the federal government develop, in partnership with provinces, territories, trade sectors, NGOs and other stakeholders, a proactive, integrated, sustainable strategy and commit the necessary funding to increase the participation of women in non-traditional jobs such as those in trades, technology and engineering.**
- 3. The Committee recommends that the federal government continue to promote the trades by continuing the apprenticeship grants and incentives both to the employer and apprentice to encourage young people, both male and female, to increase the number of women in non-traditional roles.**
- 4. The Committee recommends that the federal government negotiate clear targets and reporting requirements in its Labour Market Development Agreements and Labour Market Agreements, to ensure that training and apprenticeship programs funded through these agreements provide a choice of higher entrance and completion rates for women in non-traditional occupations.**
- 5. The Committee recommends that the Department of Human Resources and Skills Development Canada continue to develop its capacity for gender-based analysis, including the application of culturally relevant gender-based analysis.**
- 6. The Committee recommends that the federal government sustain funding for the Aboriginal Skills and Employment Training Strategy, and that it encourage its partners to use these funds to propose stronger orientation for preparing women for non-traditional occupations.**
- 7. The Committee recommends that the federal government promote the integration of women and other disadvantaged groups into non-traditional occupations by requiring gender equity provisions in federally funded building and infrastructure agreements.**

8. The Committee recommends that the federal government strengthen the special benefits provisions of the Employment Insurance program, to provide greater coverage for caring for family members, and work with its provincial and territorial counterparts to ensure that labour codes and practices reflect the need for work-life balance.

9. The Committee recommends that in consultation with the provinces and territories the federal government fund an affordable nationally coordinated early learning and child care program in provinces and territories where one does not already exist and ensure equal federal funding for early learning and child care programs already administered by a province or territory.

APPENDIX A LIST OF WITNESSES

40th PARLIAMENT, 3rd SESSION

Organizations and Individuals	Date	Meeting
Canadian Federation of Business and Professional Women's Clubs Sue Calhoun, President	2010/03/17	4
Canadian Federation of University Women Susan Russell, Executive Director, National Office		
Dimension Travail Jacinthe Guay, Liaison Officer		
Métis National Council Monell Bailey, President, Métis Women of Saskatchewan Denise Thomas, Vice-President Southeast Region, Manitoba Métis Federation Wenda Watteyne, Executive Director	2010/03/22	5
Native Women's Association of Canada Carey Calder, Manager, Labour Market Development		
Status of Women Council of the Northwest Territories Lorraine Phaneuf, Executive Director		
Canadian Construction Women Rebecca McDiarmid, President	2010/03/24	6
Women in Resource Development Corporation Mary Clarke, Community Outreach Coordinator, Educational Resource Centre Ashley Turner, Industry and Community Liaison		
As an individual Kathleen Lahey, Professor, Faculty of Law, Queen's University	2010/03/29	7
Canadian Auto Workers Union Teresa Weymouth, National Coordinator, Education Program		

Organizations and Individuals	Date	Meeting
<p>As an individual</p> <p>Wendy Cukier, Associate Dean, Ted Rogers School of Management, Ryerson University</p>	2010/03/31	8
<p>Canadian Council of Technicians and Technologists (CCTT)</p> <p>Isidore LeBlond, Director, Program Development</p> <p>Yaroslav Zajac, Executive Director</p>		
<p>Carleton University</p> <p>Kim Hellemans, Assistant Professor, Department of Psychology, Institute of Neuroscience</p>		
<p>B.C. Human Rights Coalition</p> <p>Susan O'Donnell, Executive Director</p>	2010/04/12	9
<p>British Columbia Maritime Employers Association</p> <p>Eleanor Marynuik, Vice-President, Human Resources</p> <p>Greg Vurdela, Vice-President, Marketing and Information Systems</p>		
<p>Canadian Labour Congress</p> <p>Barbara Byers, Executive Vice-President</p>		
<p>International Longshore and Warehouse Union Canada</p> <p>Tom Dufresne, President</p>		
<p>Canadian Dental Hygienists Association</p> <p>Judy Lux, Communications Specialist, Health Policy</p> <p>Palmer Nelson, President-Elect</p>	2010/04/14	10
<p>Engineers Canada</p> <p>Marie Carter, Chief Operating Officer</p> <p>Gabriela Del Toro, Manager, Research and Diversity</p>		
<p>Royal Canadian Mounted Police</p> <p>Suzanne Babisky, Director, Executive Development</p> <p>Louise Lafrance, Director, National Recruiting Program</p>		
<p>Women in Mining Canada</p> <p>Mary Ann Mihychuk, President</p>		

Organizations and Individuals	Date	Meeting
<p>Canadian Medical Association Anne Doig, President Mamta Gautam, Expert Physician Advisor, Centre for Physician Health and Wellbeing</p>	2010/04/19	11
<p>Communications, Energy and Paperworkers Union of Canada Josh Coles, National Representative Gisèle Pageau, Human Rights Director</p>		
<p>Conseil d'intervention pour l'accès des femmes au travail Jennifer Beeman, Coordinator, Employment Equity Portfolio Nathalie Goulet, Director</p>		
<p>Equal Voice Giovanna Mingarelli, Communications and Membership Liaison Nancy Peckford, Executive Director</p>		
<p>Federation of Medical Women of Canada Janet Dollin, Past President Kathleen Gartke, Past President</p>		

APPENDIX B LIST OF WITNESSES

40th PARLIAMENT, 2nd SESSION

Organizations and Individuals	Date	Meeting
<p>Department of Human Resources and Skills Development</p> <p>Christina Caron, Director, Labour Market Policy Research</p> <p>Martin Green, Director General, Workplace Partnerships Directorate</p> <p>Amy Mifflin-Sills, Director, Trades and Apprenticeship Division</p> <p>Éric Parisien, Director, Sector Council Program</p> <p>Statistics Canada</p> <p>Yvan Clermont, Assistant Director, Tourism and the Centre for Education Statistics Division</p> <p>Christel Le Petit, Chief, Analysis and Special Projects, Labour Statistics Division</p> <p>Tracey Leesti, Assistant Director, Labour Statistics Division</p> <p>Kathryn McMullen, Chief, Integrated Analysis Section, Tourism and the Centre for Education Statistics Division</p>	2009/10/08	33
<p>Canadian Coalition of Women in Engineering, Science, Trades and Technology</p> <p>Hiromi Matsui, Past President</p> <p>Public Service Alliance of Canada</p> <p>Patty Ducharme, National Executive Vice-President, Executive Office</p> <p>Allison Pilon, Human Rights and Employment Equity Officer, Membership Programs Branch</p>	2009/10/22	35
<p>Building and Construction Trades Department, AFL-CIO, Canadian Office</p> <p>Christopher Smillie, Policy Analyst, Government and Regulatory Affairs</p> <p>Commission scolaire de Laval</p> <p>René Barrette, Vice-Principal, Le Chantier vocational training centre</p>	2009/10/29	37

Organizations and Individuals	Date	Meeting
<p>Commission scolaire de Laval Sylvie Émond, Adult education and vocational training commissioner Bianka Michaud, Education consultant, Le Chantier vocational training centre</p>	2009/10/29	37
<p>Dig-All Construction Ltd. Debra Faye Penner, Office Administrator and Estimator</p>		

APPENDIX C LIST OF BRIEFS

40th PARLIAMENT, 3rd SESSION

Organizations and Individuals

British Columbia Maritime Employers Association

Canadian Auto Workers Union

Canadian Council of Technicians and Technologists (CCTT)

Cukier, Wendy

Federation of Medical Women of Canada

Lahey, Kathleen

Women in Mining Canada

Women in Resource Development Corporation

**APPENDIX D
LIST OF BRIEFS**

40th PARLIAMENT, 2nd SESSION

Organizations and Individuals

Public Service Alliance of Canada

Statistics Canada

REQUEST FOR GOVERNMENT RESPONSE

Pursuant to Standing Order 109, the Committee requests that the government table a comprehensive response to this Report.

A copy of the relevant Minutes of Proceedings for the 40th Parliament, 2nd session ([Meetings Nos. 33, 35 and 37](#)) is tabled.

A copy of the relevant Minutes of Proceedings for the 40th Parliament, 3rd session ([Meetings Nos. 4, 5, 6, 7, 8, 9, 10, 11, 27, 31, 35 and 39](#)) is tabled.

Respectfully submitted,

Hon. Hedy Fry, MP

Chair

Dissenting report by the Conservative Members
of the Standing Committee of Status of Women

The Conservative Party members of the Standing Committee on the Status of Women recognize that the workforce of tomorrow will have an increased presence of women in non-traditional occupations. They also recognize that there will be some difficulty in transitioning to this new equilibrium. This is why certain recommendations of the report raise complex issues of implementation and require asking further questions.

As the measures taken by the Minister of Finance show, the Conservative government is working on growth and employment in several areas, while maintaining the economic strength of Canada. Thus, it was very interesting to meet witnesses and discuss the equality of women in all spheres of activity. It is therefore very important to work closely with all partners including the provinces, territories and civil society of Canada.

Our Conservative government is well aware that women play a leading role in revitalizing the economy, and account for 47.2% of the workforce. Women create twice as many businesses as men. That is why we invest proactively in some projects that encourage the work of women. Many witnesses have explained the importance of mentoring programs. That is why we have already commenced this analysis and have already implemented initiatives in this area.

In addition, in June 2010, our Government co-chaired with Ontario the meeting of Ministers responsible for Status of Women. An important theme of that meeting was the economic security of women, especially those of women entrepreneurs and women in jobs traditionally held by men.

While respecting the jurisdictions of other levels of government, it is important to emphasize that our government is working with partners to find the best solutions to increase the presence of women in non-traditional jobs. It is important to highlight that women want access to these spheres of activity by striking the right work- family balance.

The current Conservative government is sparing nothing in its efforts to help women who want access to non-traditional jobs. It provides mentoring projects that can help women to have role models and extend their education to perform activities traditionally held by men.

The Conservative committee members believe in the importance of looking thoroughly into various aspects of these issues and have certain reservations about the recommendations in this report.

The recommendations interfere in the jurisdiction of the provinces and territories. It is important that the government should ensure it is not careless in overstepping its jurisdiction. It is crucial for our government to respect the different governmental and territorial jurisdictions.

The Conservative members of the Standing Committee on the Status of Women support the government in its efforts to assist women in accessing non-traditional occupations and eagerly await the government's response to this report.