

---

### *Earnings*

In 1986, average earnings of women who were employed full-time were 66 per cent of those of full-time male employees: \$19,874 for women compared with \$30,131 for men. Progress towards closing this gap has been slow. In 1967, the ratio between women's and men's earnings was 58 per cent, in 1971, 60 per cent and in 1985, 65 per cent. Nevertheless, as more women continue to move into better-paying jobs, this gap is expected to close more rapidly.

### *Services*

The service sector has seen the most rapid employment growth in the last decade. Service jobs have increased by 2.1 million, almost 10 times the employment growth in the manufacturing sector. Of these new jobs, 1.4 million have gone to women. As a result, women's share of service sector employment rose to 51 per cent in 1986, up from 45 per cent in 1975. Women made up 73 per cent of Canada's part-time service labour force in 1986, a proportion that remained relatively constant over the decade. During the same period, women's full-time employment in services increased from 41 per cent in 1975 to 45 per cent in 1986.

In 1986, 56 per cent of women in the service industries worked primarily in community, business and personal services. This category of services includes accommodation and food, accounting, management consulting, advertising, recreation,

education and health services. Another 21 per cent of women in the service sector worked in retail and wholesale trade.

Table 3.2 shows the areas within the service sector where women are most heavily concentrated. For example, although only seven per cent of women in the service sector work in personal service industries, women account for fully 84 per cent of all employees in these industries. Women also constitute a majority in health and welfare services making up over 78 per cent of all employees in this subsector and in the finance, insurance and real estate industries with 60 per cent of all employees.

Table 3.4 shows the areas within the service sector which are growing most rapidly in terms of women's employment. The largest percentage increases in employed women occurred in health and welfare, retail trade, and accommodation and food services. Under the Agreement, construction industries are included in the services chapter. Although their numbers are relatively small, women's employment in construction has grown rapidly in recent years. Table 3.3 shows that the number of women in construction occupations almost tripled from 4,000 in 1975 to 11,000 in 1986.