

consisted of single women; the majority were married, widowed, divorced or separated. Ten years ago the picture was slightly different. At that time, more than half of the working women were single, the married women accounting for less than one-fifth (19.2 per cent) of the total, as compared to almost one-third (32.0 per cent) ten years later.

The occupations in which women are employed have not changed very radically in the last few years. Almost a third (32.2 per cent) are employed as clerical workers, making up well over two-thirds (71.0 per cent) of all persons employed in that occupation. Almost a quarter (22.6 per cent) of the female labour force is in non-managerial jobs in service industries.

Although women comprise over 32 per cent of the total labour force, less than 4 per cent of the female labour force are employed in managerial positions. During the last few years, in spite of the increasing numbers of women entering the labour force, the percentage of women in managerial or executive jobs has hardly changed.

WOMEN AND THE PROFESSIONS

And what is the picture with regard to professional jobs? The percentage of women who are reported to be in professional and technical occupations, amounting to...17.5 per cent, is somewhat misleading, for within this group are those who are working in the so-called "female" professions, such as teachers, nurses and librarians. While these occupations are certainly professional, they have never attained recognition in the economic sense when compared with male-dominated professions.

There are some male-dominated professions in countries with which Canada has a close association that are at long last beginning to report a relatively reasonable participation of women - such as the medical and legal professions. Unfortunately, Canada still lags behind these. For example, in the medical profession in Britain in 1964, almost 25 per cent of the doctors were women. In Canada, only 12 per cent of the profession consists of women doctors. In the legal profession in France in 1969, 20 per cent of the lawyers were women; in Canada the figure was 2.6 per cent in 1961. This ratio, one hopes, will now improve, since women comprised 8.7 per cent of the undergraduate law enrolment in 1968-69.)

There are other professions too in which Canadian women are sorely lacking in representation, compared to other countries. Over 20 per cent (21.9 per cent in 1964) of the dentists in France are women, compared to Canada's 3.0 per cent in 1970. Almost 50 per cent of the pharmacists in France are women, whereas they account for less than 15 per cent in Canada.

The general picture, therefore, of the Canadian

female labour force portrays women as clerical and office workers, sales clerks and waitresses, telephone operators, and stewardesses on airlines. But there is a dearth of planners, executives and managers in the total scene.

WOMEN'S WAGES LOWER THAN MEN'S

And what about the earnings of the women in the labour force? Quite obviously, workers, male or female, who are employed in the menial tasks in the economy, are paid at rates which match the menial occupation. The difference so far as women are concerned, however, is that, in spite of legislation forbidding such practices, women workers are still being paid at rates consistently lower than those of men even in the same menial occupations.

A survey of average wage-rates per hour in selected industries for selected occupations, showing male and female rates for similarly described occupations, reveals a consistent pattern - male rates exceed female rates all down the line. The amount of the differential in many instances is considerable.

For sewing-machine operators in the women's clothing trade, for example, the male rate is 74 per cent greater than the female rate. Why should a spinner in the synthetic textile trade who is a woman receive an hourly wage-rate that is 41.6 percent less than that of the male worker doing the same job? The same question can be asked with regard to the inspector of finished goods in certain rubber-products industries, where the differential is equally as great.

Other examples of differentials in average wage-rates an hour for similarly described occupations are to be found in the case of assemblers in motor-vehicle parts and accessories trade, where the men get a rate that is 68.3 percent greater than that paid to the women for doing the same job; or machine operators in the same trade, where the difference is 64 per cent. And on and on.

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But if different rates of pay apply to women doing the same job as men in the industrial sector, it might have been expected that, where brain-power was involved, there would be more justice in rates of remuneration. The facts, unfortunately, reveal the same conditions among the professional workers and academics as among the rest of the female labour force.

The annual earnings of women engineers and scientists are lower than those of the men in the same profession by as much as 41 per cent. The same percentage differential in median earnings, amounting to \$4,000 annually, applies in the social sciences. An even more revealing statistic is that in the field of social work, where, despite the fact that two-thirds of the profession is made up of women, the men earn \$1,800 annually more than the women.

...Male professors earn almost 8 percent more