

"In certain subjects terms have to be employed which certainly could not be used before women without great embarrassment. Of course if they want to endow a separate college, I have not the smallest objection. They may be useful in some departments in medicine, but in difficult work, in surgery for instance, they would not have the nerve. And can you think of a patient in a critical case, waiting for half an hour while the medical lady fixes her bonnet or adjusts her bustle."

EXTRACT FROM A LETTER WRITTEN BY A MEMBER OF THE MCGILL UNIVERSITY FACULTY IN 1890.

All Is Not Yet Well

As of last March, there were 9,137,000 persons working in Canada and 3,161,000 of them were women.

The number has risen spectacularly — over a million women entered the work force in the last decade. Many women have found jobs in the higher paid sectors, but the percentage, in some cases, actually declined.

In 1962, 11.2 per cent of persons classified as managers were women. By 1972, the percentage had climbed slightly, to 14.3. But during the same decade the proportion of women in the relatively well-paid field of communications declined from 55.4 per cent to 49.3, and the percentage of women holding professional or technical jobs went down from 41.6 to 41.2. (These percentages tend to exaggerate the status of women, since women dominate the lower paid professions — nursing, teaching and social work, but are few in the higher paid professions — law, medicine and engineering.)

The wage gap between men and women doing the same work has actually increased in many cases. In 1962, for example, there was a 6.7 per cent differential between the wages paid men and women operating cigarette-making machines. By 1972 the differential had gone up to 14 per cent.

The average full-time woman worker is now paid about 60 per cent of the wage paid the average man. By 1973 the dollars gap had gone from \$2,694 to \$4,719.

Income Differences by Sex

[NATIONALLY AND BY REGIONS]

	avg. income men	avg. income women	diff- erence
1965			
Atlantic	\$3,497	\$1,397	\$2,100
Québec	4,347	1,881	2,466
Ontario	5,094	1,952	3,142
Prairies	4,210	1,802	2,408
B. C.	4,749	2,019	2,730
Canada	4,551	1,857	2,694
	avg. income men	avg. income women	diff- erence
1973			
Atlantic	6,306	2,936	3,380
Québec	7,755	3,682	4,073
Ontario	9,093	3,834	5,259
Prairies	7,778	3,197	4,581
B. C.	9,448	3,604	5,844
Canada	8,310	3,591	4,719

Source: *Canadian Forum*, April-May 1975, *Income Distributions by Size in Canada*.

CBC Survey

The Canadian Broadcasting Corporation has surveyed the status of its own working women.

The CBC employs 10,445 persons, a quarter or 2,650 of them women. They constitute most of the secretarial and clerical force and only 7.5 per cent of the management. There is only one CBC woman producer outside Montréal, Toronto and Ottawa.

The average CBC woman employee has about the same level of seniority as the average CBC man, but she earns \$3,683 less.

The six-person survey task force, three men and three women, was headed by Kay MacIver.

They talked to some thousand women employees in group sessions and interviewed 484 individually. Here are some comments:

"I've applied for promotion four times. Each time I've been turned down without a reason being given, and in each case a young man got the job."

"I've been watched over like a three-year-old."

"Men keep you from being promoted if you're clever. They need you to strengthen their own positions."

"What your real job is as a secretary, is to make or get the boss and his cronies coffee."