

Information Division
Department of External Affairs
Ottawa Canada

Canadian Weekly

Bulletin

Vol. 26, No. 50

December 15, 1971

WOMEN UNDEREMPLOYED AND UNDERPAID

The following is a recent address by Miss Sylva M. Gelber, Director, Women's Bureau, Canada Department of Labour, to the Pioneer Women of Canada, Montreal:

There are today in Canada nearly three-quarters of a million (678,035) working women who have over one and one-third million (1,350,000) children under the age of 14. They are the wives of men whose families consist of one or more children under 14, and who have a median income of less than \$6,454 a year. Or they are women without husbands, as in the case of some 60,000 of them.

There are also today in Canada about one-third of a million women who are the sole support of families; the vast majority (206,117) are widows. Consider with these, almost a million single working women, and it may be fair to assume that the vast majority of women, particularly married women with young children who double their own burden by going out to work, are employed because of economic need.

The increasing participation of women in the labour force is a fact of life not only in Canada but in most industrialized societies today. International statistical comparisons of the size of the labour force, of course, may be somewhat misleading, particularly with regard to the developing countries, where definitions appear to be interpreted rather

freely. However, some comparison in relation to developed countries may be meaningful. In many Western European countries, the percentage of women in the labour force is greater than it is in this country.

WOMEN ABROAD

Sweden and France, West Germany and the United Kingdom, as well as the United States of America, all report greater participation of women in the labour force than there is in Canada. This may be due in some part to the availability in other countries of facilities, such as day-care centres, for those working women who have preschool-age children. Be that as it may, the increasing numbers of women entering the labour force abroad appears to be continuing.

In Canada, the percentage of women in the labour force has increased from about one-quarter (25.8 per cent) of the total ten years ago to nearly one-third (32.1 per cent) today. At the same time, the participation-rate of women, that is the percentage of all women of working age who are working outside of the home, also rose from more than a quarter (27.9 per cent) in 1960 to well over a third (35.5 per cent) in 1970. In other words, at least every third woman in Canada of working age is in the labour force.

There are today about one million more working women in this country than there were ten years ago. The most recent figure shows a total of over 2.9 million women who are working. Furthermore, the largest influx of any group into the labour force in recent years has been that of women, and particularly women just beyond the current average childbearing years.

MARITAL STATUS

The marital-status pattern of working women also appears to be undergoing change. Last year, less than half (47.5 per cent) of the female labour force

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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.

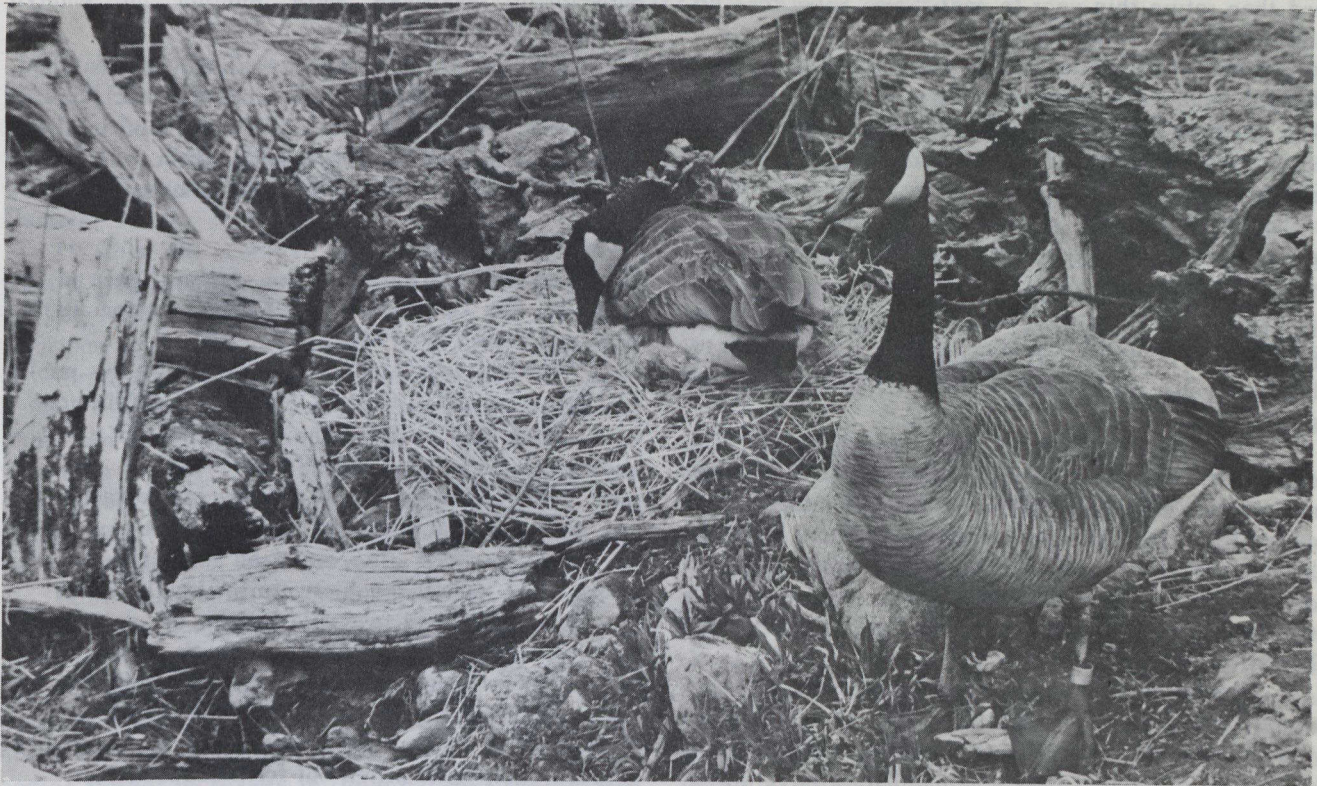
Other examples of differentials in average wage-rates an hour for similarly described occupations are to be found in the case of assemblers in motor-vehicle parts and accessories trade, where the men get a rate that is 68.3 percent greater than that paid to the women for doing the same job; or machine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

* * * *

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



A GANDER AT THE GIANT CANADA GOOSE

The following article by Jerome J. Knap is reprinted from the Ontario Hydro News:

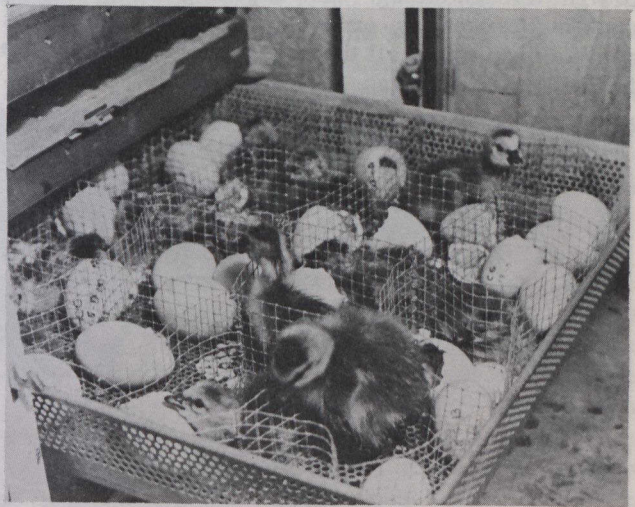
No group of birds stirs the imagination as much as waterfowl. This is probably a vestige of ancient times when man was a hunter and water birds meant food. Even persons whose senses have long been dulled by city and civilization will instinctively look skyward when they hear the honking of wild geese.

The welfare of waterfowl has been of concern to many men, from the great khans of Cathay to modern businessmen. This concern shows itself in many ways. The Ontario Waterfowl Research Foundation, formed in 1961 by a group of businessmen under the chairmanship of W.C. Harris, a Toronto investment dealer, is one such manifestation.

Pride of the foundation, which is a non-profit organization, is the Kortright Waterfowl Park, part of a 100-acre wildlife sanctuary on the outskirts of Guelph. William H. Carrick, a noted wildlife photographer and naturalist, is its manager. The sanctuary incorporates both a research station and a public waterfowl park.

The Niska Waterfowl Research Centre provides field training for wildlife students. Currently, four Ontario universities are using the Niska facilities to conduct research on subjects ranging from mercury poisoning in ducks to nesting behaviour in snow geese.

The Ontario Waterfowl Research Foundation, with the Department of Lands and Forests, is also re-establishing the giant Canada goose in Southern Ontario. Many of the free-flying geese from Niska disperse into the surrounding countryside to nest. In addition, 45 pairs of two-year-old birds were released last year on ponds of private landowners, in the hope that they would nest, migrate south with their young



Ducklings are hatched out in electric incubators at Niska, breeding ground of some rare species including the whistling swan.

and then return this year to nest. Some have done so and the plan is being expanded.

Niska staff also conduct research on the reproduction and maintenance of waterfowl in captivity. The station has bred several species which have been hard to propagate in captivity, including the majestic whistling swan.

HATCHING PROBLEMS

The Niska research facilities include modern electric incubators and brooders, the bulk of the hatching being done in seven large incubators, each having a holding capacity of about 2,500 duck eggs or 720 goose eggs.

Hatching waterfowl is not a simple matter. The eggs have to be kept slightly moist at all times, just as if they were in contact with the moist feathers of a female duck. Consequently, the incubators at Niska have specially-designed electric humidifiers which drip water from the top and spray a fine mist from the bottom so that the eggs incubate at the proper humidity.

Another problem is that the large eggs of geese and swans generate a surprising amount of heat, and too much heat will kill the gosling and duckling embryos. To prevent this, the incubators have small, thermostatically-controlled solenoids which automatically allow cold water to enter the incubator cooling coils when the temperature rises to 100 degrees.

The incubation period varies among the different species of waterfowl. The tiny bluewinged teal egg hatches in 23 days, while the trumpeter swan egg takes 35 days. An egg from a Canada goose takes 28 days to hatch. As the eggs are incubating, they are "candled" periodically by the Niska staff. The candling process involves holding the egg against an electric "candler" which projects a strong beam of light through the egg, thus exposing the developing duckling or gosling embryo. The first candling is done to ensure that all the eggs in the incubators are fertile. Infertile eggs are immediately discarded.

Subsequent candlings show whether the embryo inside is alive and growing.

After the duckling and goslings are hatched, they are brooded in electric brooders, each having five tiers. The young waterfowl are kept in these brooders for three to four weeks, after which they would no longer need to be brooded in nature.

WATERFOWL PARK

The research station, however, is only part of the work of the foundation. The other portion is the Kortright Waterfowl Park.

"The waterfowl park was opened to the public in 1967," says Bill Carrick. "It was named in honour of Francis H. Kortright who, as founder of the Canadian National Sportsmen's Show, must rank as one of Canada's outstanding conservationists. Mr. Kortright, the author of *Ducks, Geese and Swans of North America*, also ranks as one of this continent's most knowledgeable waterfowl authorities."

Kortright Waterfowl Park has on exhibit the finest collection of wildfowl in North America. The collection, which numbers about 2,000 birds of more than 60 species from all parts of the world, attracts thousands of visitors every year, ranging from ardent bird-watchers to families out for a casual stroll.

The park also offers unrivalled opportunities for photographing ducks and geese at close range. During the spring and early fall, natural history classes from many schools make field trips to the park. Last year, over 200 such classes visited Kortright.

The purpose of the Kortright Waterfowl Park is to arouse public interest and support for waterfowl management and conservation by means of the display of wild waterfowl. It ensures that the legacy provided by the sight of wild ducks slanting into a marsh against a summer sunset, the very act of life expressed in a skein of migrating geese silhouetted against the spring sky, or the grandeur of the distant swans' voices softly penetrating the evening mists of autumn, will not be given up by our generation or by those who follow us.



Kortright Waterfowl Park, Guelph, part of a 100-acre wildlife sanctuary, incorporates a research station and (left) the beautiful waterfowl park, which is open to the public.

CANADA-COLOMBIA TRADE PACT

A new trade agreement was signed last month between Canada and the Republic of Colombia by Mr. Jean-Luc Pepin, Minister of Industry, Trade and Commerce, and Brigadier-General Luis Ernesto Ordonez Castillo, the Ambassador of Colombia to Canada.

"Within the context of the Canadian Government's broad foreign policy review, Canada has been seeking to broaden and deepen its trade and economic relations with the countries of Latin America," Mr. Pepin said. "Since early in this century, trade between Canada and Colombia has been carried out under an extension to Canada of the 1866 U.K.-Colombia Treaty of Friendship, Commerce and Navigation. The present agreement provides a more formal and direct basis for our bilateral trade and economic relations with Colombia."

In his remarks at the signing ceremony, Mr. Pepin recalled the hospitality that had been extended to him and his colleagues during the visit of the Canadian ministerial mission to Colombia in 1968. He congratulated that country on its outstanding economic progress and said that he looked forward to seeing further increases in trade between Canada and Colombia.

Colombia, to which Canada exported \$24.6 million last year, is an important market for Canadian newsprint, asbestos, plastics and synthetic rubber and a wide range of manufactured products. During the last decade, Colombian exports to Canada have

almost doubled, reaching a total value of \$26 million in 1970. Colombia, well known as a supplier of high-quality coffee to Canada, also provides other products, including petroleum, which last year amounted to \$14.2 million.

With the support of the Export Development Corporation, Canadian exporters are devoting increasing attention to the Colombian market. Canadian consulting firms in Colombia are providing engineering services and technical supervision in several areas including mining.

DEVELOPMENT AID

In development assistance, the Canadian Government, through the Canadian International Development Agency, has identified several areas of the Colombian economy in which Canadian expertise can assist Colombian industry. The projects that have been chosen in forestry and woodworking will help develop non-traditional exports from Colombia, thus supporting the efforts of the Colombian Government to decrease the dependency of the Colombian economy on coffee as a single major export commodity.

The Alto-Anchicaya hydro-electric project represents one of the major Canadian contributions to the development programs in Colombia. A loan amounting to \$16.74 million has been approved and made available by the IADB from the Canadian funds managed by the Bank.

PUBLIC SERVICE LANGUAGE-TRAINING

During 1964, 42 Canadian public servants and five teachers embarked on a new experiment — language-training in the public service.

Now, seven years later, the Public Service Commission of Canada is training about 9,000 persons a year, employs about 400 language teachers and has schools operating across Canada.

The phenomenal growth in language-training is a result of the Federal Government's aim of creating a functionally bilingual public service. The Chairman of the Public Service Commission, John J. Carson, says that the goal is "a public service that is capable of offering services in both languages where necessary and a public service in which both *francophones* and *anglophones* can enjoy an equal opportunity to fulfil their career aspirations".

The Commission's largest language-training operation is in the national capital region; schools are also located in Montreal, Quebec City and Winnipeg. In Ottawa the main language-school consists of nine buildings, which, along with a school in

Hull, employ nearly 300 language instructors and will admit about 5,500 students to day-classes during the academic year and up to 500 during the summer. The main school can handle 1,400 language students, with about ten in each class, in its some 150 classrooms and language laboratories. Last year, for example, 5,881 English-speaking students were enrolled in French courses, 679 of whom were at the advanced levels, while 1,037 French-speaking students were learning English, 582 of whom were taking advanced courses.

KINDS OF COURSE

The first courses were closely modelled on those in use in the private sector, but it was soon found that they were inadequate to meet the needs of federal public servants. To solve this problem and to create better courses and teaching methods, the Commission's Language Bureau assembled a group of experts who began developing a language-teaching system that is thought to be one of the best in the world.

One of the results of this development is

"Dialogue Canada", a new French course that is based on an audio-visual teaching method and is intended to meet the peculiar needs of the Canadian public servant.

Other methods include the use of a programmed learning course on cassette tapes, which permits students to progress according to their own abilities, time and requirements.

Video tape is beginning to be used in the classroom to help students correct mistakes and to develop self-confidence. Computers now help to set course schedules, to process test results and to analyze the effectiveness of courses.

In addition, the Commission provides an extension service, specialized courses to meet special learning problems, a bicultural development program and a program to help employees retain their language skills between training sessions.

BRIEF PUSHES CANADIAN PLAYS

A brief was recently submitted to the Advisory Arts Panel and the Canada Council by the Playwrights' Committee of the Association of Canadian Television and Radio Artists (ACTRA) and the Playwrights' Circle.

One of its proposals is that the Canada Council issue a ruling limiting to 50 per cent the foreign content in the repertoire of subsidized Canadian theatres. The brief refers to the success of similar quotas in other media and in other countries.

In denying the "antic notion" that Canadians will not pay to see plays by Canadians, the brief concentrates on facts and figures, detailing theatre schedules with audience percentages. It points out that in recent years, when 19 Canadian plays were produced out of 108, 13 of these Canadian plays were "hits" (defined as a play that placed either first, second or third in box-office standings, or playing to better than 80 per cent of potential, or both).

The brief attacks the "pseudo-mythology, made up of equal parts of misconception, misinformation and outright ignorance, which allows them (Canadian artistic directors) to shirk their responsibilities not only to Canadian theatre, but to the world's dramaturgy, and to posterity". It points out that last year, when more than \$7 million passed through the hands of subsidized English-language theatres, something like \$14,000 came to Canadian playwrights. The brief goes on to say that "as a group, we yield to no-one in our admiration of Canadian artistic directors and the administrators with whom they work;

indeed we cherish them so deeply that we would like to spend most of our working lives with them".

The playwrights' document is part of a continuing campaign to ensure a significant Canadian presence in the Canadian theatre.

WOMEN UNDEREMPLOYED AND UNDERPAID (Continued from P. 2)

than women; assistant professors earn 5 per cent more; while for lecturers and instructors, the difference is almost 9 per cent. In the smaller colleges the percentage difference in men's remuneration over women's is almost half (48.7 per cent).

There are those who endeavour to explain these differentials on the basis of such factors as level of education, experience, sector of employment and work function. Yet studies carried out by the Royal Commission on the Status of Women of the factors accounting for the differential in the remuneration of academics, reveal that a substantial element of the wage differential appeared to be solely on the basis of sex.

This then, in summary, is the pattern of the Canadian female labour force in the early Seventies of the twentieth century. To those who have studied labour-force patterns in other countries, in other social and economic climes, there must be an uneasy sense of *déjà vu* - a sense of having seen somewhere before similar occupational segregation and wage-rate differentials. The affected group may have been a religious one, or a national one, or a racial one, or a political one. But whatever the makeup of the group, the factor which accounted for the peculiar labour force pattern was a common one - discrimination.

The present pattern of the female labour force in Canada today might well be used as the benchmark against which may be measured Canada's forward march in attaining equal opportunity for women. Token appointments of individual women to individual positions will not in themselves affect the pattern of the female labour force. But the removal of the barriers which now exist will inevitably be reflected in a balanced pattern. To this end, economists should be as deeply concerned as those who plead the cause solely on the basis of justice.

For the continuing underemployment and underpayment of one-third of the total labour force, is not only wasteful of human resources; it is detrimental to the Canadian economy.