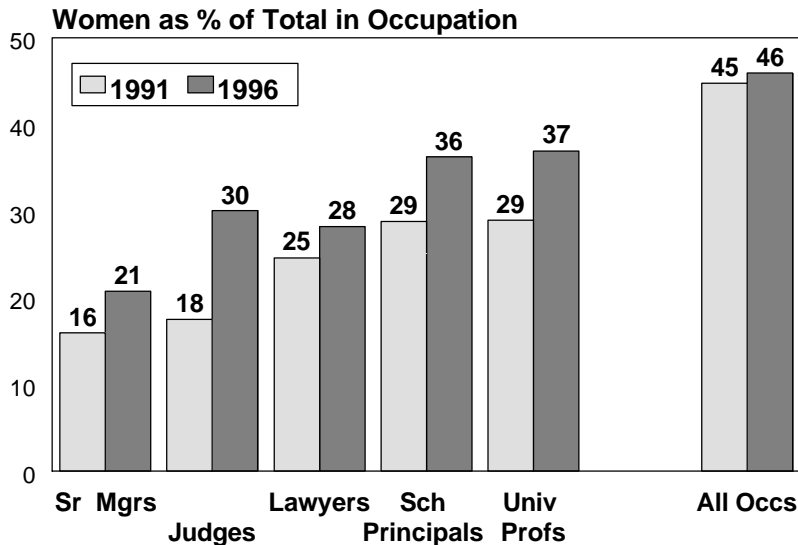


Focus on BC's Labour Market: Integration of the Sexes

BC Women Have Made Major Inroads into Society's Most Influential Jobs



In past decades, one of the most dramatic changes that occurred between Censuses was the increase in women's representation in the workforce. No longer is this the case. The labour force participation rate of women has levelled off so that between 1991 and 1996, women's presence in the workforce nudged up only slightly from 45 to 46 per cent. In recent years, the gender data that is of major interest is the integration of men and women into what were once the traditional occupations of the opposite sex.

Women have made real progress in acquiring jobs in the management and professional categories. The graph above shows some examples of those occupations which are considered "power jobs" in today's society, and how well women have done in the last five years. The number of women in senior management positions, has almost doubled from 2,200 to 4,000. The male domination of School Principals has always been a bone of

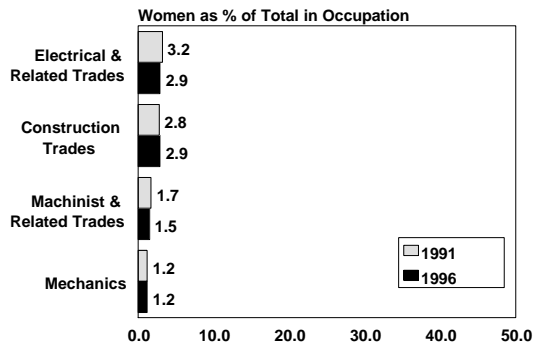
contention for women because they are usually recruited from the female-dominated teaching profession. Although still far from full integration, there has been significant progress in just five years.

A group of professional jobs that women historically stayed away from were the natural and applied science professions such as Geologists, Physicists, Engineers, etc. The 96 Census showed that almost all the occupations in this grouping underwent large increases in the representation of women. For example, Engineers were only 4.3 per cent female in 1991 but that almost doubled to 7.6 per cent five years later. The highest overall growth area in engineering is "Computer Engineers" and women have shared in the growth of this occupation. At the time of the 96 Census, women represented 15.4 per cent, or one in six, of all computer engineers. This is the engineering field where women have integrated the most successfully. (Surprisingly

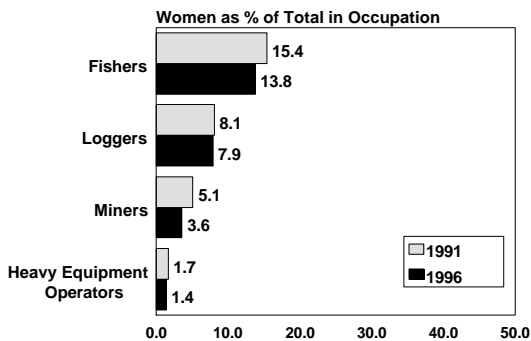
however, among systems analysts and computer programmers, women's representation actually declined, from 27 per cent in 1991 to 25 per cent in 1996.)

On the other hand, there are male-dominated areas where women have made virtually no progress.

Women show no signs of integrating into the highly-skilled/well-paid trades



Nor the highly-paid, male-dominated Primary Occupations and Heavy Equipment Operators

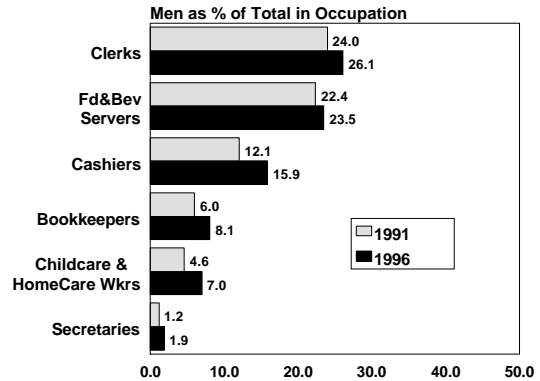


The previous discussion covered women's progress into men's traditional occupations. Now to the men—how are they doing in making inroads into female-dominated jobs.

At last, men are beginning to show signs of integrating into female jobs. "Women's occupations" are generally lower paid than "men's occupations", so in the past there has been no real incentive for men to aspire to women's jobs. Although the pay differential between these groups has not significantly shifted, an economic incentive has developed ... "women's jobs" are currently where there

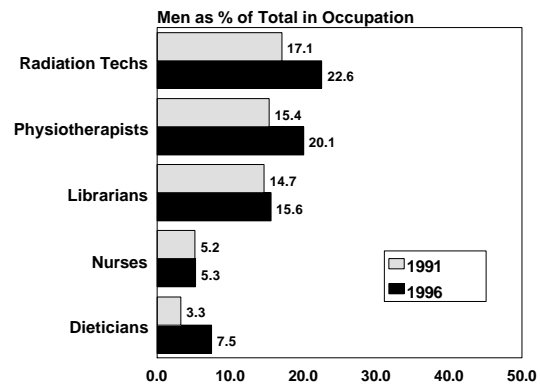
are employment opportunities while "men's job" are difficult to come by.

Men are integrating slowly into the lower paid traditional female occupations



Among the professions, there are only a few that are female-dominated, primarily in the Health and Education sectors. Examples of "women's professions" where men have made progress are shown below.

Men have made some progress moving into the female-dominated professions.



The female professions that men do not seem to be more inclined towards are the social work field (men now represent 25 per cent compared to 31 per cent in 1991) and elementary school teaching (where men's representation is unchanged at 19 per cent).



British Columbia Experienced Labour Force By Major Occupation Group - 1996

<u>Occupation Group</u>	<u>Both Sexes</u>			<u>Female</u>		<u>Female as % of Total</u>	
	1996	1991	%Change	1996	1991	1996	1991
All occupations	1,904,510	1,721,690	10.6	874,365	770,320	45.9	44.7
A0 Senior management occupations	19,315	13,780	40.2	4,005	2,195	20.7	15.9
A1 Specialist managers	36,120	34,485	4.7	10,220	8,970	28.3	26.0
A2 Managers in retail trade, food and accommodation services	63,525	64,435	-1.4	26,225	25,355	41.3	39.3
A3 Other managers n.e.c.	63,615	59,515	6.9	18,240	14,990	28.7	25.2
B0 Professional occupations in business and finance	34,280	23,180	47.9	14,275	8,725	41.6	37.6
B1 Finance and insurance administrative occupations	30,385	25,395	19.6	24,185	20,320	79.6	80.0
B2 Secretaries	42,985	49,745	-13.6	42,175	49,125	98.1	98.8
B3 Administrative and regulatory occupations	33,560	26,575	26.3	22,450	18,265	66.9	68.7
B4 Clerical supervisors	11,140	12,930	-13.8	6,605	7,945	59.3	61.4
B5 Clerical occupations	200,305	177,035	13.1	148,085	134,610	73.9	76.0
C0 Professional occupations in natural and applied sciences	43,765	36,060	21.4	7,615	5,410	17.4	15.0
C1 Technical occupations related to natural and applied sciences	47,545	40,915	16.2	7,005	5,420	14.7	13.2
D0 Professional occupations in health	19,465	15,620	24.6	8,790	6,110	45.2	39.1
D1 Nurse supervisors and registered nurses	30,940	29,545	4.7	29,295	28,005	94.7	94.8
D2 Technical and related occupations in health	19,720	19,695	0.1	13,540	13,915	68.7	70.7
D3 Assisting occupations in support of health services	19,250	17,310	11.2	17,245	15,610	89.6	90.2
E0 Judges, lawyers, psychologists, social workers, ministers of religion, and policy officers	37,140	27,830	33.5	18,890	12,320	50.9	44.3
E1 Teachers and professors	71,360	61,105	16.8	44,140	36,820	61.9	60.3
E2 Paralegals, social services workers and occupations in education and religion n.e.c.	17,765	15,980	11.2	13,030	11,380	73.3	71.2
F0 Professional occupations in art and culture	23,515	18,350	28.1	13,070	10,220	55.6	55.7
F1 Technical occupations in art, culture, recreation and sport	31,200	24,760	26.0	15,840	13,305	50.8	53.7
G0 Sales and service supervisors	11,715	11,755	-0.3	6,090	5,975	52.0	50.8
G1 Wholesale, technical, insurance, real estate sales specialists, and grain buyers	54,495	47,675	14.3	18,000	16,175	33.0	33.9
G2 Retail salespersons and sales clerks	80,595	78,815	2.3	49,535	49,600	61.5	62.9
G3 Cashiers	32,710	27,485	19.0	27,495	24,170	84.1	87.9
G4 Chefs and cooks	31,975	30,000	6.6	13,045	13,150	40.8	43.8
G5 Occupations in food and beverage service	44,475	40,095	10.9	34,010	31,120	76.5	77.6
G6 Occupations in protective services	28,555	28,730	-0.6	4,570	3,855	16.0	13.4
G7 Occupations in travel and accommodation including attendants in recreation and sport	21,185	16,825	25.9	13,390	10,475	63.2	62.3
G8 Childcare and home support workers	56,505	39,430	43.3	52,545	37,625	93.0	95.4
G9 Sales and service occupations n.e.c.	166,800	134,805	23.7	90,125	72,020	54.0	53.4
H0 Contractors and supervisors in trades and transportation	21,715	32,140	-32.4	905	1,060	4.2	3.3
H1 Construction trades	57,395	47,080	21.9	1,680	1,325	2.9	2.8
H2 Stationary engineers, power station operators and electrical trades and telecomm. occs.	19,270	18,885	2.0	560	610	2.9	3.2
H3 Machinists, metal forming, shaping and erecting occupations	9,885	9,950	-0.7	150	165	1.5	1.7
H4 Mechanics	43,000	42,430	1.3	530	520	1.2	1.2
H5 Other trades n.e.c.	15,860	14,780	7.3	3,075	3,890	19.4	26.3
H6 Heavy equipment and crane operators including drillers	14,525	14,760	-1.6	210	250	1.4	1.7
H7 Transportation equipment operators and related workers, excluding labourers	60,925	53,585	13.7	4,455	3,415	7.3	6.4
H8 Trades helpers, construction, and transportation labourers and related occupations	44,065	50,250	-12.3	3,985	4,460	9.0	8.9
I0 Occupations unique to agriculture excluding labourers	38,120	35,990	5.9	14,385	12,740	37.7	35.4
I1 Occs. unique to forestry operations, mining, oil and gas extraction, and fishing (excl laborers)	27,135	28,465	-4.7	1,910	2,140	7.0	7.5
I2 Primary production labourers	24,615	24,870	-1.0	5,030	5,385	20.4	21.7
J0 Supervisors in manufacturing	8,995	7,520	19.6	1,130	695	12.6	9.2
J1 Machine operators in manufacturing	53,340	55,410	-3.7	13,310	12,350	25.0	22.3
J2 Assemblers in manufacturing	12,200	11,285	8.1	2,330	2,025	19.1	17.9
J3 Labourers in processing, manufacturing and utilities	27,520	24,405	12.8	6,960	6,125	25.3	25.1

Source: Statistics Canada, 1996 Census
Prepared by: BC Stats