

## **8.0 WOMEN IN TRADES**

### **8.1 INTRODUCTION**

Given the low number of women in skilled trades, gender-inclusive analysis becomes crucial in identifying the different issues and understanding their impact on female and male apprentices. The results of such analysis will allow decision-makers to be well-informed in guiding apprenticeship policy.

For the purposes of this report, the definition of non-traditional reflects that which was used in the Federal/Provincial/Territorial Status of Women Ministers' study on "Women in Non-Traditional Occupations" which defines non-traditional occupations as those in which one gender hold less than 35% of the positions. This proportion is the standard estimate of the critical mass necessary to bring about systemic organizational change.

In consultations with the Women's Policy Office, the Women in Resource Development Committee and referred documents (Women's Policy Office, 1991; Ministry of Women's Equality, 1997), the survey instrument was constructed and implemented to be conducive to gender-inclusive analysis. For example, only female surveyors surveyed female respondents to ensure a greater level of comfort with questions relating to discrimination and harassment.

The major issues and findings resulting from this form of analysis are discussed in this chapter, with special emphasis on women in trades.

### **8.2 PROFILE OF WOMEN INVOLVED IN APPRENTICED TRADES IN NEWFOUNDLAND AND LABRADOR**

#### **8.2.1 Survey Response Rate for Female Apprentices**

As of September 1, 2002, there were 1460 female apprentices in Newfoundland and Labrador, representing 17% of the total number of 8741 apprentices. Of this cohort, 604 or 41.4% of the total number of female apprentices were surveyed. The overall lower response rate for women apprentices (41.4% female versus 52.1% male) resulted from a low response rate from the large group of Hairstylist apprentices. There were, however, over 400 Hairstylists surveyed, allowing for good representation for this trade. The response rate for women in industrial trades (excluding Hairstylists or Cooks) was relatively high at over 55%, a result of the priority surveyors gave to attempting to reach women in industrial trades. The response rate for female and male apprentices for each trade is presented in Table 8.2.1a.

**Table 8.2.1a: Response Rate for Female and Male Apprentices by Trade**

Trade	All Female Apprentices	Female Apprentices Surveyed	All Male Apprentices	Male Apprentices Surveyed
Automotive Service Technician	24	13	726	339
Boilermaker	1	0	10	3
Bricklayer	1	1	27	7
Carpenter	19	9	909	409
Construction Electrician	8	6	614	388
Cook	172	87	342	172
Hairstylist	1109	417	59	17
Heavy Duty Equipment Technician	2	2	368	192
Heavy Equipment Operator	25	15	915	483
Industrial Electrician	1	0	137	45
Industrial Instrument Mechanic	3	1	147	86
Industrial Mechanic (Millwright)	11	9	500	262
Machinist	2	1	91	58
Metal Fabricator (Fitter)	16	7	116	78
Mobile Crane Operator	4	1	168	84
Motor Vehicle Body Repairer (Metal & Paint)	5	3	164	80
Oil Bumer Mechanic	2	1	73	33
Painter and Decorator	2	2	5	1
Plumber	4	2	120	68
Residential Electrician	1	1	11	6
Steamfitter/Pipefitter	6	3	318	198
Welder	42	23	1027	538
<b>Total<sup>1</sup></b>	<b>1460</b>	<b>604</b>	<b>7281</b>	<b>3797</b>

<sup>1</sup>Total refers to all apprentices in survey (n=4401).

There are three trade categories with vastly different degrees of representation by female apprentices: Hairstylists, Cooks, and All Other Trades. As shown in Table 8.2.1b, females represent almost 95% of all Hairstylists and one-third of the Cook trade. However, there is only a small fraction of women in All Other Trades (industrial trades), making them a very under-represented group.

**Table 8.2.1b: Number and Survey Response Rate of Female Apprentices in Newfoundland and Labrador by Trade Category**

Trade Category	# Females	Total # Apprentices	% Females	# Female Respondents	Female Response Rate
<b>Hairstylist</b>	1109	1168	94.9	417	37.6
<b>Cook</b>	172	514	33.5	87	50.6
<b>All Other Trades</b>	179	7059	2.5	100	55.9
<b>Total</b>	<b>1460</b>	<b>8741</b>	<b>16.7</b>	<b>604</b>	<b>41.4</b>

### 8.2.2 Average Age of Female Apprentices

On average, female apprentices were about 1.3 years younger than male apprentices. This can be attributed to the younger apprentices in the female-dominated Hairstylist trade (Table 8.2.2).

**Table 8.2.2: Average Age of Apprentices by Trade Category and Gender**

Trade Category	N	Average Age
<b>Hairstylist</b>	<b>434</b>	<b>28.4</b>
Female	417	28.4
Male	17	26.7
<b>Cook</b>	<b>259</b>	<b>31.0</b>
Female	87	30.3
Male	172	31.3
<b>All Other Trades</b>	<b>3708</b>	<b>30.6</b>
Female	100	31.9
Male	3608	30.6
<b>Total</b>	<b>4401</b>	<b>30.4</b>
Female	604	29.3
Male	3797	30.6

### 8.2.3 Labour Market Status Prior to Registration

Overall, a lower percentage of female (42%) than male (55%) apprentices reported that they were employed immediately prior to their registration as apprentices (Table 8.2.3). This is particularly true of apprentices in the All Other Trades category where there was a 16 percentage point difference between the male and female employment rate while smaller differences were noted in the Hairstylist and Cook trade. Further to this, female apprentices reported a higher rate of unemployment than males.

A higher proportion of females (11%) than males (8%) entered apprenticeship directly out of high school, particularly those entering the Cook trade. While there was a similar percentage of males and females with post-secondary entering apprenticeship overall, 10% of females compared to 4% of males for All Other Trades categories reported entering the trade directly from post-secondary. Given the higher percentages of females entering apprenticeship directly out of high school and post-secondary education, it could be argued that more emphasis should be placed on marketing apprenticeship to females in these locations.

**Table 8.2.3: Labour Market Status Immediately Prior to Registration as an Apprentice by Trade Category and Gender**

Trade Category	Status Immediately Prior to Registration as an Apprentice															
	Employed		Unemployed		High School		Post-Secondary		Out of Labour Market		Seasonal		Other		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>Hairstylist</b>	<b>185</b>	<b>42.6</b>	<b>165</b>	<b>38.0</b>	<b>49</b>	<b>11.3</b>	<b>13</b>	<b>3.0</b>	<b>20</b>	<b>4.6</b>	<b>0</b>	<b>0.0</b>	<b>2</b>	<b>0.5</b>	<b>434</b>	<b>100.0</b>
Female	177	42.4	159	38.1	47	11.3	13	3.1	19	4.6	0	0.0	2	0.5	417	100.0
Male	8	47.1	6	35.3	2	11.8	0	0.0	1	5.9	0	0.0	0	0.0	17	100.0
<b>Cook</b>	<b>129</b>	<b>49.8</b>	<b>81</b>	<b>31.3</b>	<b>26</b>	<b>10.0</b>	<b>16</b>	<b>6.2</b>	<b>5</b>	<b>1.9</b>	<b>0</b>	<b>0.0</b>	<b>2</b>	<b>0.8</b>	<b>259</b>	<b>100.0</b>
Female	41	47.1	22	25.3	14	16.1	6	6.9	3	3.4	0	0.0	1	1.1	87	100.0
Male	88	51.2	59	34.3	12	7.0	10	5.8	2	1.2	0	0.0	1	0.6	172	100.0
<b>All Other</b>	<b>2020</b>	<b>54.5</b>	<b>1193</b>	<b>32.2</b>	<b>275</b>	<b>7.4</b>	<b>150</b>	<b>4.0</b>	<b>39</b>	<b>1.1</b>	<b>20</b>	<b>0.5</b>	<b>11</b>	<b>0.3</b>	<b>3708</b>	<b>100.0</b>
Female	38	38.0	35	35.0	6	6.0	10	10.0	7	7.0	2	2.0	2	2.0	100	100.0
Male	1982	54.9	1158	32.1	269	7.5	140	3.9	32	0.9	18	0.5	9	0.2	3608	100.0
<b>Total</b>	<b>2334</b>	<b>53.0</b>	<b>1439</b>	<b>32.7</b>	<b>350</b>	<b>8.0</b>	<b>179</b>	<b>4.1</b>	<b>64</b>	<b>1.5</b>	<b>20</b>	<b>0.5</b>	<b>15</b>	<b>0.3</b>	<b>4401</b>	<b>100.0</b>
Female	256	42.4	216	35.8	67	11.1	29	4.8	29	4.8	2	0.3	5	0.8	604	100.0
Male	2078	54.7	1223	32.2	283	7.5	150	4.1	35	0.9	18	0.5	10	0.3	3797	100.0

A higher percentage of female (5%) than male (1%) apprentices also reported that they were out of the labour market prior to registration. This difference was accentuated for the All Other Trades category, with 7% of females and 1% of males out of the labour market.

#### 8.2.4 Union Affiliation

A much lower percentage of female (10%) than male (32%) apprentices reported that they were affiliated with a trade union. This was influenced by two factors: the low percentage of apprentices in the female-dominated Hairstylist trade affiliated with a union; and, the higher percentage of male apprentices in the All Other Trades category affiliated with a union. However, within the trades, there was comparable representation of males and females in a union.

Union affiliation can have important implications for apprentices, especially female apprentices. Overall, a lower percentage of apprentices have difficulty finding employment (33% in union versus 37% not in union), a higher percentage of apprentices have logged on-the-job hours (83% in union versus 73% not in union) and have higher average hourly wages (\$17.18 in union versus \$11.97 not in union) if they are affiliated with a union versus if they are not.

**Table 8.2.4a: Number of Female and Male Apprentices Affiliated with a Union by Trade**

Trade	Females		Males		Total		
	Surveyed	In Union	Surveyed	In Union	Surveyed	In Union	% Union
Automotive Service Technician	13	0	339	43	352	43	12.2
Bricklayer	1	0	7	3	8	3	37.5
Carpenter	9	2	409	169	418	171	40.9
Construction Electrician	6	1	388	121	394	122	31.0
Cook	87	29	172	52	259	81	31.3
Hairstylist	417	16	17	0	434	16	3.7
Heavy Duty Equipment Technician	2	1	192	40	194	41	21.1
Heavy Equipment Operator	15	1	483	126	498	127	25.5
Industrial Instrument Mechanic	1	1	86	49	87	50	57.5
Industrial Mechanic (Millwright)	9	1	262	112	271	113	41.7
Machinist	1	0	58	17	59	17	28.8
Metal Fabricator (Fitter)	7	1	78	18	85	19	22.4
Mobile Crane Operator	1	0	84	39	85	39	45.9
Motor Vehicle Body Repairer (Metal & Paint)	3	0	80	16	83	16	19.3
Oil Burner Mechanic	1	0	33	6	34	6	17.6
Painter and Decorator	2	0	1	0	3	0	0.0
Plumber	2	1	68	22	70	23	32.9
Residential Electrician	1	0	6	1	7	1	14.3
Steamfitter/Pipefitter	3	1	198	95	201	96	47.8
Welder	23	5	538	125	561	130	23.2
<b>All Trades<sup>1</sup></b>	<b>604</b>	<b>60</b>	<b>3797</b>	<b>1206</b>	<b>4401</b>	<b>1266</b>	<b>28.8</b>

<sup>1</sup>"All Trades" refers to all apprentices in survey (n=4401).

The average hourly wage for females and males in all three trade categories was higher for apprentices affiliated with a union than those who were not. The difference for female apprentices was substantial with those in a union commanding \$13.00/hour compared to only \$7.77 /hour for those not in a union. For female apprentices in the Cook and All Other Trades categories, a lower percentage of those affiliated with a union had difficulty finding employment (27%) than did those with no union affiliation (44%). Likewise, 82% of union-affiliated female apprentices in these two trade categories logged hours compared to only 57% of those not in a union. This was not the case for female Hairstylist apprentices, however, where 31% with union affiliation had difficulty finding employment compared to only 19% of apprentices not in a union. This same trend was found for logging hours - a higher percentage of non-union female Hairstylist apprentices had logged hours (74%) than did those in a union (50%).

In comparison wages for male apprentices in a union averaged \$17.37/hour while wages for those not in a union averaged \$12.86. Just over one-third (34%) of male apprentices in a union cited difficulty finding trade-related employment compared to 61% of those with no union affiliation. And finally, 84% of unionized male apprentices reported logging hours compared to 73% of those not in a union.

**Table 8.2.4b: Union Membership of Apprentices by Trade Category and Gender**

Trade Category	Union Membership							
	Yes		No		Unknown		Total	
	N	%	N	%	N	%	N	%
<b>Hairstylist</b>	<b>16</b>	<b>3.7</b>	<b>418</b>	<b>96.3</b>	<b>0</b>	<b>0.0</b>	<b>434</b>	<b>100.0</b>
Female	16	3.8	401	96.2	0	0.0	417	100.0
Male	0	0.0	17	100.0	0	0.0	17	100.0
<b>Cook</b>	<b>81</b>	<b>31.3</b>	<b>175</b>	<b>67.6</b>	<b>3</b>	<b>1.2</b>	<b>259</b>	<b>100.0</b>
Female	29	33.3	57	65.5	1	1.1	87	100.0
Male	52	30.2	118	68.6	2	1.2	172	100.0
<b>All Other Trades</b>	<b>1169</b>	<b>31.5</b>	<b>2518</b>	<b>67.9</b>	<b>21</b>	<b>0.6</b>	<b>3708</b>	<b>100.0</b>
Female	15	15.0	84	84.0	1	1.0	100	100.0
Male	1154	32.0	2434	67.5	20	0.6	3608	100.0
<b>Total</b>	<b>1266</b>	<b>28.8</b>	<b>3111</b>	<b>70.7</b>	<b>24</b>	<b>0.5</b>	<b>4401</b>	<b>100.0</b>
Female	60	9.9	542	89.7	2	0.3	604	100.0
Male	1206	31.8	2569	67.7	22	0.6	3797	100.0

At 38%, the Newfoundland and Labrador Association of Public and Private Employees (NAPE) was the most commonly reported union affiliation for females. In the industrial trades, a number of unions including the United Brotherhood of Carpenters and Joiners of America (UBC) (17%) and the International Brotherhood of Electrical Workers (IBEW) (16%), are predominant.

### 8.2.5 Factors Which Influenced the Decision to Register as Apprentices

An interest in the trade reportedly prompted high percentages of both males (94%) and females (96%) to register as apprentices. Other factors which were equally influential for both cohorts included family encouragement and the cost of the training program. However, there were marked differences in the responses of males and females with respect to the influence of employment opportunities and sponsorship from HRSD. In fact, 47% of males indicated that HRSD funding was a driving force compared to just 31% of females. Likewise, 87% of male apprentices cited employment opportunities as influential compared to 75% of females.

### 8.2.6 Sources of Information and Prior Knowledge of Apprenticeship Opportunities

Overall, there was little difference noted between males and females in where they found out about apprenticeship. Both cited friends, family and their respective college as primary sources. However, prior to registration, females were less knowledgeable than their male counterparts about the job opportunities available to them in their chosen trade. This was particularly true for those entering the Hairstylist program where 53% of males were very knowledgeable about potential job opportunities compared to only 38% of females. Similarly, 39% of males entering All Other Trades indicated they were very knowledgeable compared to 28% of females.

### 8.2.7 Funding for Trade Training for Female Apprentices

All apprentices were asked to identify their main source of funding for their trade-related training. Overwhelmingly, the most frequently cited source of funding for apprentices (53%) was HRSD. At 29%, the next most common response was government student loans.

When source of funding was examined along gender lines, a striking difference was noted. While 57% of male apprentices cited HRSD as their main source of funding for their training, only 33% of female apprentices made this claim. Furthermore, only 25% of male apprentices cited government student loans as their main source of funding, whereas 52% of female apprentices relied on government student loans to fund their training.

Regardless of trade category, males reported consistently higher usage of HRSD funding than females while females reported higher rates of government student loans usage than males (Table 8.2.7a). However, it is important to note that females and males have more similar source of funding patterns *within* each of the three trade categories than compared to the overall patterns for source of funding between females and males. That is, regardless of gender, Hairstylist apprentices reported lower levels of HRSD funding and higher levels of student loan usage than did apprentices in the other trade categories; Cooks reported a more even split between HRSD and student loans; and the All Other Trades category reported higher levels of HRSD funding and lower levels of student loan usage. Therefore, while males received higher levels of HRSD funding, the largest differences between the main source of funding for various trades seems to be accounted for by different funding allocations for the trades themselves with males dominating the trades with higher HRSD funding.

**Table 8.2.7a: Main Source of Funding for Training by Trade Category and Gender**

Trade Category	Main Source of Funding							
	HRSD		Government Student Loans		Other		Total	
	N	%	N	%	N	%	N	%
<b>Hairstylist</b>	<b>113</b>	<b>26.1</b>	<b>255</b>	<b>58.9</b>	<b>65</b>	<b>15.0</b>	<b>433</b>	<b>100.0</b>
Female	108	26.0	246	59.1	62	14.9	416	100.0
Male	5	29.4	9	52.9	3	17.6	17	100.0
<b>Cook</b>	<b>120</b>	<b>46.7</b>	<b>100</b>	<b>38.9</b>	<b>37</b>	<b>14.4</b>	<b>257</b>	<b>100.0</b>
Female	37	42.5	38	43.7	12	13.8	87	100.0
Male	83	48.8	62	36.5	25	14.7	170	100.0
<b>All Other Trades</b>	<b>2061</b>	<b>57.0</b>	<b>898</b>	<b>24.8</b>	<b>658</b>	<b>18.2</b>	<b>3617</b>	<b>100.0</b>
Female	55	55.6	28	28.3	16	16.2	99	100.0
Male	2006	57.0	870	24.7	642	18.2	3518	100.0
<b>Total</b>	<b>2294</b>	<b>53.3</b>	<b>1253</b>	<b>29.1</b>	<b>760</b>	<b>17.6</b>	<b>4307</b>	<b>100.0</b>
Female	200	33.2	312	51.8	90	15.0	602	100.0
Male	2094	56.5	941	25.4	670	18.1	3705	100.0

As stated in Section 8.2.6, sources of information on apprenticeship appear to be dependant on apprentices' funding source. For apprentices who received information from HRSD, 81% also reported HRSD as their main source of funding, compared to only 46% of apprentices who did not receive information about apprenticeship from HRSD. Simply put, apprentices who reported that they received information from HRSD were more likely to have reported that HRSD was their main source of funding. Across gender, a pronounced difference is noted, as is shown in Table 8.2.7b.

A comparable percentage of females (78%) and males (82%) who receive information from HRSD also report HRSD as their main source of funding for their apprenticeship. However, there is a large difference in the percentage of females (24%) and males (49%) who receive HRSD funding when they did not cite HRSD as a source of information about apprenticeship.

**Table 8.2.7b: HRSD Main Source of Funding versus Information Regarding Apprenticeship from HRSD by Gender**

Source of Information	Main Source of Funding							
	HRSD		Other than HRSD		Unknown		Total	
	N	%	N	%	N	%	N	%
<b>HRSD</b>	<b>747</b>	<b>81.4</b>	<b>161</b>	<b>17.5</b>	<b>10</b>	<b>1.1</b>	<b>918</b>	<b>100.0</b>
Female	81	77.9	23	22.1	0	0.0	104	100.0
Male	666	81.8	138	17.0	10	1.2	814	100.0
<b>Other than HRSD</b>	<b>1545</b>	<b>45.7</b>	<b>1818</b>	<b>53.7</b>	<b>21</b>	<b>0.6</b>	<b>3384</b>	<b>100.0</b>
Female	119	23.9	378	75.9	1	0.2	498	100.0
Male	1426	49.4	1440	49.9	20	0.7	2886	100.0
<b>Unknown</b>	<b>2</b>	<b>40.0</b>	<b>2</b>	<b>40.0</b>	<b>1</b>	<b>20.0</b>	<b>5</b>	<b>100.0</b>
Female	0	0.0	0	0.0	0	0.0	0	100.0
Male	2	40.0	2	40.0	1	20.0	5	100.0
<b>Total</b>	<b>2294</b>	<b>53.3</b>	<b>1981</b>	<b>46.0</b>	<b>32</b>	<b>0.7</b>	<b>4307</b>	<b>100.0</b>
Female	200	33.2	401	66.6	1	0.2	602	100.0
Male	2094	56.5	1580	42.6	31	0.8	3705	100.0

Another possible contributor is the labour market status of apprentices prior to registration. A higher percentage of male apprentices (55%) reported they were employed immediately prior to their registration than did females (42%). Furthermore, a higher percentage of men than women indicated that this employment was in the trade for which they were now engaged in apprenticeship (27% compared to 18%, respectively). And finally, a lower percentage of both employed (18%) and unemployed (19%) female apprentices indicated they had received information from HRSD compared to 21% of employed and 26% of unemployed male apprentices. Taken together, females' poorer labour market attachment prior to their registration may have influenced their eligibility for and awareness of HRSD funding.

While many of the differences in funding may be attributed to the trades themselves, the fact remains that women generally reported government student loans as their main source of funding for their

apprenticeship training while men generally cited HRSD funding, which is generally not a loan but a grant. This finding is supported by the Follow-up Study of Newfoundland and Labrador Post-Secondary Graduates of 2000, which showed that government student loan usage was higher for female registered apprentice entry-level graduates (58%) than it was for males (37%). This was true for graduates of both the College of the North Atlantic and private colleges. Furthermore, the average loan amount reported by these graduates was \$9231 for females and \$8522 for males, a difference of \$709. It is important to note that for this data (as was the case for the current study), the majority of female apprentices was in the Hairstylist trade. In either case, this difference in student loan usage has resulted in a higher proportion of female apprentices accumulating student debt.

In all, there are three issues affecting how female and male apprentices fund their training. First, the link with HRSD appears to be weaker for female than male apprentices. Second, labour market attachment prior to becoming apprentices is not as strong for females as it is for males. Finally, student loan usage for female apprentices is much greater than it is for males. Gender gaps such as these warrant further investigation.

### 8.3 TRAINING ISSUES

#### 8.3.1 Entry-level Course Completion Rates For Female and Male Apprentices

Overall, male and female apprentices have similar high rates of entry-level training completion. However, as is shown in Table 8.3.1, there are differences found when examining completion rates across the three trade categories, with varying rates of female completion.

**Table 8.3.1: Entry-level Completion Status by Trade Category and Gender**

Trade Category	Entry-level Completion Status							
	Completed		Dropped		Other		Total	
	N	%	N	%	N	%	N	%
<b>Hairstylist</b>	<b>387</b>	<b>89.2</b>	<b>39</b>	<b>9.0</b>	<b>8</b>	<b>1.8</b>	<b>434</b>	<b>100.0</b>
Female	374	89.7	35	8.4	8	1.9	417	100.0
Male	13	76.5	4	23.5	0	0.0	17	100.0
<b>Cook</b>	<b>227</b>	<b>87.6</b>	<b>23</b>	<b>8.9</b>	<b>9</b>	<b>3.5</b>	<b>259</b>	<b>100.0</b>
Female	73	83.9	10	11.5	4	4.6	87	100.0
Male	154	89.5	13	7.6	5	2.9	172	100.0
<b>All Other Trades</b>	<b>3178</b>	<b>85.7</b>	<b>280</b>	<b>7.6</b>	<b>250</b>	<b>6.7</b>	<b>3708</b>	<b>100.0</b>
Female	82	82.0	13	13.0	5	5.0	100	100.0
Male	3096	85.8	267	7.4	245	6.8	3608	100.0
<b>Total</b>	<b>3792</b>	<b>86.2</b>	<b>342</b>	<b>7.8</b>	<b>267</b>	<b>6.1</b>	<b>4401</b>	<b>100.0</b>
Female	529	87.6	58	9.6	17	2.8	604	100.0
Male	3263	85.9	284	7.5	250	6.6	3797	100.0

Female entry-level completion rates are higher for Hairstylists and lower for the other trade categories. However, while these completion rates are somewhat lower than those reported by males, it is important to note that they are still relatively high (84% for Cooks and 82% for All Other Trades).

While there was no profound difference in the reasons given for dropping entry-level courses across trade categories, there was a noticeable difference in the reasons reported by women and men. Females who did not complete their courses cited family-related responsibilities (28%) as their main reason while 8% of males cited this as their reason. The most common reason given by males was that they started a job (23%). Female apprentices also cited a loss of interest in the trade (17%) and poor instructors/instruction (10%) as common reasons.

### 8.3.2 Instructional Methodology for Female and Male Apprentices

As shown in Table 8.3.2, women are more likely than men to have received their instruction for trade training courses through lecture-based instruction than self-paced instruction. This can be attributed to the high rate of lecture-based instruction to females in the Hairstylist and All Other Trades categories. This trend is reversed for Cook apprentices.

**Table 8.3.2: Method of Instruction by Trade Category and Gender**

Trade Category	Method of Instruction							
	Lecture-Based		Self-Paced		Other		Total <sup>1</sup>	
	N	%	N	%	N	%	N	%
<b>Hairstylist</b>	<b>295</b>	<b>68.1</b>	<b>94</b>	<b>21.7</b>	<b>44</b>	<b>10.2</b>	<b>433</b>	<b>100.0</b>
Female	285	68.5	91	21.9	40	9.6	416	100.0
Male	10	58.8	3	17.6	4	23.5	17	100.0
<b>Cook</b>	<b>118</b>	<b>45.9</b>	<b>104</b>	<b>40.5</b>	<b>35</b>	<b>13.6</b>	<b>257</b>	<b>100.0</b>
Female	34	39.1	45	51.7	8	9.2	87	100.0
Male	84	49.4	59	34.7	27	15.9	170	100.0
<b>All Other Trades</b>	<b>2035</b>	<b>56.3</b>	<b>1278</b>	<b>35.3</b>	<b>304</b>	<b>8.4</b>	<b>3617</b>	<b>100.0</b>
Female	65	65.7	26	26.3	8	8.1	99	100.0
Male	1970	56.0	1252	35.6	296	8.4	3518	100.0
<b>Total</b>	<b>2448</b>	<b>56.8</b>	<b>1476</b>	<b>34.3</b>	<b>383</b>	<b>8.9</b>	<b>4307</b>	<b>100.0</b>
Female	384	63.8	162	26.9	56	9.3	602	100.0
Male	2064	55.7	1314	35.5	327	8.8	3705	100.0

<sup>1</sup>Total is 4307 due to 94 apprentices who had not yet started entry-level courses and were not asked this question.

## 8.4 ON-THE-JOB TRAINING ISSUES

### 8.4.1 Logging On-the-job Hours

Overall, 77% of male apprentices logged hours compared to 70% of females. This varied considerably when both gender and trade category were considered (Table 8.4.1)

**Table 8.4.1: Logging On-the-job Hours by Trade Category and Gender**

Trade Category	Logged On-the-job Hours							
	Yes		No		Unknown		Total	
	N	%	N	%	N	%	N	%
<b>Hairstylist</b>	<b>315</b>	<b>72.6</b>	<b>118</b>	<b>27.2</b>	<b>1</b>	<b>0.2</b>	<b>434</b>	<b>100.0</b>
Female	305	73.1	111	26.6	1	0.2	417	100.0
Male	10	58.8	7	41.2	0	0.0	17	100.0
<b>Cook</b>	<b>218</b>	<b>84.2</b>	<b>40</b>	<b>15.4</b>	<b>1</b>	<b>0.4</b>	<b>259</b>	<b>100.0</b>
Female	67	77.0	19	21.8	1	1.1	87	100.0
Male	151	87.8	21	12.2	0	0.0	172	100.0
<b>All Other Trades</b>	<b>2794</b>	<b>75.4</b>	<b>909</b>	<b>24.5</b>	<b>5</b>	<b>0.1</b>	<b>3708</b>	<b>100.0</b>
Female	50	50.0	50	50.0	0	0.0	100	100.0
Male	2744	76.1	859	23.8	5	0.1	3608	100.0
<b>Total</b>	<b>3327</b>	<b>75.6</b>	<b>1067</b>	<b>24.2</b>	<b>7</b>	<b>0.2</b>	<b>4401</b>	<b>100.0</b>
Female	422	69.9	180	29.8	2	0.3	604	100.0
Male	2905	76.5	887	23.4	5	0.1	3797	100.0

A higher percentage of female hairstylists logged on-the-job hours. For the other trade categories females were less likely to have logged hours than males. This was especially true for the all Other Trades category where only half of female apprentices logged hours compared to 76% of males.

### 8.4.2 Where Female Apprentices Logged On-the-job Hours

Female apprentices were more likely than their male counterparts to have logged their on-the-job hours within Newfoundland and Labrador (Table 8.4.2). This trend is most pronounced in the All Other Trades category, where 92% of female apprentices logged at least some of their hours within the province compared to roughly 85% of male apprentices. Conversely, only about 14% of females in the All Other Trades category logged some hours outside the province compared to 33% of males. As a trade category, the predominantly female Hairstylist apprentices were more likely to remain in the province to log their hours than the other trade categories (88%).

**Table 8.4.2: Where On-the-job Hours Were Logged by Trade Category and Gender**

Trade Category	Where On-the-job Hours Were Logged							
	Newfoundland & Labrador Only		Outside Newfoundland & Labrador Only		Both Within and Outside Newfoundland &		Total	
	N	%	N	%	N	%	N	%
<b>Hairstylist</b>	<b>276</b>	<b>87.6</b>	<b>10</b>	<b>3.2</b>	<b>29</b>	<b>9.2</b>	<b>315</b>	<b>100.0</b>
Female	267	87.5	10	3.3	28	9.2	305	100.0
Male	9	90.0	0	0.0	1	10.0	10	100.0
<b>Cook</b>	<b>165</b>	<b>75.7</b>	<b>14</b>	<b>6.4</b>	<b>39</b>	<b>17.9</b>	<b>218</b>	<b>100.0</b>
Female	53	79.1	6	9.0	8	11.9	67	100.0
Male	112	74.2	8	5.3	31	20.5	151	100.0
<b>All Other</b>	<b>1869</b>	<b>66.9</b>	<b>407</b>	<b>14.6</b>	<b>517</b>	<b>18.5</b>	<b>2794</b>	<b>100.0</b>
Female	43	86.0	4	8.0	3	6.0	50	100.0
Male	1826	66.5	403	14.7	514	18.7	2744 <sup>1</sup>	100.0
<b>Total</b>	<b>2310</b>	<b>69.4</b>	<b>431</b>	<b>13.0</b>	<b>585</b>	<b>17.6</b>	<b>3327</b>	<b>100.0</b>
Female	363	86.0	20	4.7	39	9.2	422	100.0
Male	1947	67.0	411	14.1	546	18.8	2905	100.0

<sup>1</sup>The response for 1 All Other Trades male apprentice was unknown.

For both males and female apprentices, Alberta (40%), Ontario (37%), Nova Scotia (19%) and the Territories (Yukon, Northwest Territories, Nunavut) (6%) were the most commonly reported places where apprentices logged hours outside of this province. However, twice the rate of female apprentices (10%) reported logging hours in the northern territories than did male apprentices (5%).

Allowing for multiple responses, female apprentices most commonly cited “Better opportunities outside Newfoundland and Labrador (34%)” and “Not being able to find a job in their trade in the Province (32%)” as their reasons for leaving the Province to log hours. For male apprentices, 69% indicated that they left the Province because they couldn’t find a job in their trade while 35% pointed to better opportunities elsewhere.

As shown in Tables 8.4.1 and 8.4.2, for trade categories other than Hairstylist, a lower percentage of female apprentices reported logging on-the-job hours in their trade and logging some or all of their hours out of the province. Clearly, for trade categories other than Hairstylist, there is a correlation between apprentices’ willingness to work outside the province and their greater likelihood of logging hours in their trade.

In contrast, for the predominantly female Hairstylist trade, a reasonably high percentage (72% compared to 76% for the other trades) have logged on-the-job hours in their trade despite a relatively low percentage (12% compared to 32% for the other trades) having left the province to log at least some of their hours.

## 8.5 FINDING TRADE-RELATED EMPLOYMENT

### 8.5.1 Apprentices' Difficulty Finding Trade-related Employment

When viewing the overall statistics, it would appear that female apprentices (64%) were less likely to encounter difficulty in finding trade-related employment than males (56%). However, this is misleading. In both the Hairstylist and All Other Trades category, a greater percentage of female apprentices indicated they had not readily found trade-related employment. Noteworthy is the substantial discrepancy in the All Other Trades category: 57% of women in that trade category indicated they had difficulty finding a job compared with only 39% of men.

**Table 8.5.1: Difficulty Finding Trade-related Employment by Trade Category and Gender**

Trade Category	Difficulty Finding Trade-related employment							
	Yes		No		Not Applicable/		Total	
	N	%	N	%	N	%	N	%
<b>Hairstylist</b>	<b>84</b>	<b>19.4</b>	<b>306</b>	<b>70.5</b>	<b>44</b>	<b>10.1</b>	<b>434</b>	<b>100.0</b>
Female	81	19.4	296	71.0	40	9.6	417	100.0
Male	3	17.6	10	58.8	4	23.5	17	100.0
<b>Cook</b>	<b>58</b>	<b>22.4</b>	<b>183</b>	<b>70.7</b>	<b>18</b>	<b>6.9</b>	<b>259</b>	<b>100.0</b>
Female	17	19.5	66	75.9	4	4.6	87	100.0
Male	41	23.8	117	68.0	14	8.1	172	100.0
<b>All Other Trades</b>	<b>1451</b>	<b>39.1</b>	<b>2036</b>	<b>54.9</b>	<b>221</b>	<b>6.0</b>	<b>3708</b>	<b>100.0</b>
Female	57	57.0	27	27.0	16	16.0	100	100.0
Male	1394	38.6	2009	55.7	205	5.7	3608	100.0
<b>Total</b>	<b>1593</b>	<b>36.2</b>	<b>2525</b>	<b>57.4</b>	<b>283</b>	<b>6.4</b>	<b>4401</b>	<b>100.0</b>
Female	155	25.7	389	64.4	60	9.9	604	100.0
Male	1438	37.9	2136	56.3	223	5.9	3797	100.0

For the apprentices who indicated they had difficulty finding trade-related employment, both females (75%) and males (72%) cited their main reason as lack of jobs or job opportunities. However, females cited gender discrimination (10%) as the second most commonly cited reason while males reported their lack of experience or certification (26%) and being unable to get into a union (12%) as major factors.

The differences in the reasons reported by females and males were apparent in all three trade categories, with one notable exception. Not being able to get into a union was more commonly cited as a reason by females in the All Other Trades category (11%) more so than female Hairstylists (3%) and Cooks (6%). This is not surprising given that apprentices in the All Other Trades category are more likely to be affiliated with unions than would Hairstylists and Cooks (see Table 8.2.4).

## 8.6 RESEARCHING JOBS AND WILLINGNESS TO MOVE OUTSIDE LOCAL AREA

### 8.6.1 Researching Jobs Outside Local Area

Apprentices who indicated that they had difficulty finding trade-related employment were asked if they researched jobs outside of their local area in Newfoundland and Labrador and out of the Province. Overall, a higher percentage of male apprentices (76%) than females (57%) had researched jobs outside their local area. For trades other than Hairstylists, both female and male apprentices reported similar rates of having researched jobs in other areas of Newfoundland and Labrador (outside of their local area) as well as in other provinces, as is shown in Table 8.6.1a.

**Table 8.6.1a: Researched Jobs Outside Local Area by Trade Category and Gender**

Trade Category	Researched Jobs Outside Local Area			
	Within the Province		Outside the Province	
	N	%	N	%
<b>Hairstylist</b>	<b>34</b>	<b>40.5</b>	<b>29</b>	<b>34.5</b>
Female	33	40.7	28	34.6
Male	1	33.3	1	33.3
<b>Cook</b>	<b>44</b>	<b>75.9</b>	<b>37</b>	<b>63.8</b>
Female	13	76.5	10	58.8
Male	31	75.6	27	65.9
<b>All Other Trades</b>	<b>1106</b>	<b>76.2</b>	<b>1098</b>	<b>75.7</b>
Female	43	75.4	42	73.7
Male	1063	76.3	1056	75.8
<b>Total</b>	<b>1184</b>	<b>74.3</b>	<b>1164</b>	<b>73.1</b>
Female	89	57.4	80	51.6
Male	1095	76.1	1084	75.4

Hairstylists reported lower rates of having researched jobs outside of their local area within the Province (41%) compared to all the other trades combined (76%). Given that most Hairstylists are female, the low rate reported lowers the total percentage of female apprentices reporting having researched jobs outside their local area to 57% compared to 76% for males. This tendency is repeated for jobs researched outside the Province. Overall 75% of males indicated they had researched jobs outside the Province compared to 52% of females. And, while Hairstylist apprentices remain the least likely group to research jobs outside the province, this is equally true for males and females. Unlike Hairstylists, female Cook apprentices (59%) are less likely to research jobs outside the province than their male counterparts (66%).

These findings are perhaps well understood when examining where apprentices logged their on-the-job hours, as was shown in Table 8.4.2. Females, who dominate the Hairstylist trade, reported lower rates of having logged hours outside their local area than did males. Similarly, Hairstylist apprentices reported lower rates of having researched jobs outside their local area than other trades. This follows from the

findings in sections 8.4.1 and 8.4.2 where Hairstylist apprentices were highly successful in finding on-the-job experience within Newfoundland and Labrador.

### 8.6.2 Willingness to Work in Other Parts of Newfoundland and Labrador and Outside the Province

Apprentices who reported difficulty finding trade-related employment were also asked if they were willing to work in other parts of the province, or outside the province. Overall, female apprentices were much more reluctant to move outside their local area than males.

**Table 8.6.2: Willingness to Move Outside Local Area in Newfoundland and Labrador by Trade Category and Gender**

Trade Category	Willing to Move Outside Local Area			
	Within the Province		Outside the Province	
	N	%	N	%
<b>Hairstylist</b>	<b>34</b>	<b>40.5</b>	<b>35</b>	<b>41.7</b>
Female	33	40.7	34	42.0
Male	1	33.3	1	33.3
<b>Cook</b>	<b>40</b>	<b>69.0</b>	<b>39</b>	<b>67.2</b>
Female	12	70.6	11	64.7
Male	28	68.3	28	68.3
<b>All Other Trades</b>	<b>1113</b>	<b>76.7</b>	<b>1062</b>	<b>73.2</b>
Female	39	68.4	34	59.6
Male	1074	77.0	1028	73.7
<b>Total</b>	<b>1187</b>	<b>74.5</b>	<b>1136</b>	<b>71.3</b>
Female	84	54.2	79	51.0
Male	1103	76.7	1057	73.5

The results mirrored those of apprentices' researching jobs outside their local area. This again is influenced by the predominance of female hairstylists. Since female Hairstylist and Cook Apprentices have logged on-the-job hours in high percentages within the province (see Tables 6.4.1 and 6.4.2), it does not appear to be a concern.

However, of more serious concern are female apprentices in the All Other Trades category who reported much lower rates of willingness to move outside the province than did male apprentices (60% of females compared to 74% of males). Given that 57% of females in the All Other Trades category indicated difficulty in finding trade-related employment and the demand for skilled workers in this trade category across Canada, this lack of willingness, or perhaps ability, to move outside of Newfoundland and Labrador is a barrier to logging on-the-job hours in their trade.

## 8.7 FURTHER TRAINING

### 8.7.1 Pursuing Further Training

Overall, 26% of apprentices pursued further education or training, with no overall difference between females and males. Hairstylist apprentices, which are predominately female, reported higher levels of pursuing further training than the other trade categories (Table 8.7.1).

**Table 8.7.1: Apprentices Who Reported Pursuing Further Education or Training by Trade Category and Gender**

Trade Category	Pursued Further Education or Training <sup>1</sup>							
	Yes		No		Uncertain		Total	
	N	%	N	%	N	%	N	%
<b>Hairstylist</b>	<b>127</b>	<b>29.3</b>	<b>305</b>	<b>70.3</b>	<b>2</b>	<b>0.5</b>	<b>434</b>	<b>100.0</b>
Female	120	28.8	295	70.7	2	0.5	417	100.0
Male	7	41.2	10	58.8	0	0.0	34	100.0
<b>Cook</b>	<b>56</b>	<b>21.6</b>	<b>201</b>	<b>77.6</b>	<b>2</b>	<b>0.8</b>	<b>259</b>	<b>100.0</b>
Female	17	19.5	70	80.5	0	0.0	87	100.0
Male	39	22.7	131	76.2	2	1.2	172	100.0
<b>All Other Trades</b>	<b>965</b>	<b>26.0</b>	<b>2725</b>	<b>73.5</b>	<b>18</b>	<b>0.5</b>	<b>3708</b>	<b>100.0</b>
Female	22	22.0	77	77.0	1	1.0	100	100.0
Male	943	26.1	2648	73.4	17	0.5	3608	100.0
<b>Total</b>	<b>1148</b>	<b>26.1</b>	<b>3231</b>	<b>73.4</b>	<b>22</b>	<b>0.5</b>	<b>4401</b>	<b>100.0</b>
Female	159	26.3	442	73.2	3	0.5	604	100.0
Male	989	26.0	2789	73.5	19	0.5	3797	100.0

<sup>1</sup>Includes 1019 apprentices who reported having pursued further education or training, as well as an additional 129 apprentices who reported that they did not pursue further education or training, but did report that they were currently enrolled in an education or training program.

For female apprentices who reported they had pursued further training, 48% attended on a full-time basis while 43% attended part-time. In comparison, 62% of male apprentices had attended full-time and 26% attended part-time.

### 8.7.2 Institution Attended by Apprentices Who Pursued Further Training

Table 8.7.2 details which institutions apprentices attended for their further education or training. The most commonly reported institution attended was the College of the North Atlantic (47%), followed by private colleges in the province (21%) and training through their employer (9%).

**Table 8.7.2: Institution or Training Location Where Apprentices Pursued Further Education or Training by Trade Category and Gender**

Trade Category	Institution or Training Location													
	CNA		Marine Institute		Private College in NL		Outside NL		Employer		Other/Unknown		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>Hairstylist</b>	<b>8</b>	<b>6.3</b>	<b>1</b>	<b>0.8</b>	<b>36</b>	<b>28.3</b>	<b>5</b>	<b>3.9</b>	<b>40</b>	<b>31.5</b>	<b>37</b>	<b>29.1</b>	<b>127</b>	<b>100.0</b>
Female	8	6.7	1	0.8	34	28.3	4	3.3	38	31.7	35	29.2	120	100.0
Male	0	0.0	0	0.0	2	28.6	1	14.3	2	28.6	2	28.6	7	100.0
<b>Cook</b>	<b>36</b>	<b>64.3</b>	<b>4</b>	<b>7.1</b>	<b>3</b>	<b>5.4</b>	<b>6</b>	<b>10.7</b>	<b>4</b>	<b>7.1</b>	<b>3</b>	<b>5.4</b>	<b>56</b>	<b>100.0</b>
Female	9	52.9	1	5.9	0	0.0	3	17.6	2	11.8	2	11.8	17	100.0
Male	27	69.2	3	7.7	3	7.7	3	7.7	2	5.1	1	2.6	39	100.0
<b>All Other Trades</b>	<b>498</b>	<b>51.6</b>	<b>28</b>	<b>2.9</b>	<b>202</b>	<b>20.9</b>	<b>63</b>	<b>6.5</b>	<b>56</b>	<b>5.8</b>	<b>118</b>	<b>12.2</b>	<b>965</b>	<b>100.0</b>
Female	10	45.5	1	4.5	4	18.2	0	0.0	0	0.0	7	31.8	22	100.0
Male	488	51.7	27	2.9	198	21.0	63	6.7	56	5.9	111	11.8	943	100.0
<b>Total</b>	<b>542</b>	<b>47.2</b>	<b>33</b>	<b>2.9</b>	<b>241</b>	<b>21.0</b>	<b>74</b>	<b>6.4</b>	<b>100</b>	<b>8.7</b>	<b>158</b>	<b>13.8</b>	<b>1148</b>	<b>100.0</b>
Female	27	17.0	3	1.9	38	23.9	7	4.4	40	25.2	44	27.7	159	100.0
Male	515	52.1	30	3.0	203	20.5	67	6.8	60	6.1	114	11.5	989	100.0

A higher percentage of female apprentices reported that they obtained further training through their employer (25%) compared to male apprentices (6%). Accordingly, a lower percentage of female apprentices reported that they attended CNA for their further education or training (17%) compared to male apprentices (52%). These differences are largely attributed to the high percentage of female Hairstylists who obtained further education from their employer, and the low percentage of Hairstylists who attended CNA.

### 8.7.3 Relationship of Further Training to Trade

Male apprentices in both the Cooks and the All Other Trades categories were more likely to have pursued additional training that was directly related to their trade than were female apprentices in those trade categories (Table 8.7.3). It is noteworthy that a high percentage of females in the All Other Trades and Cooks categories (41% and 29% respectively) who pursued additional training studied something unrelated to their trade.

**Table 8.7.3: Relationship of Further Education or Training to their Trade by Trade Category and Gender**

Trade Category	Relationship to Trade									
	Directly Related		Indirectly Related		Not at All Related		Unknown		Total	
	N	%	N	%	N	%	N	%	N	%
<b>Hairstylist</b>	<b>74</b>	<b>58.3</b>	<b>8</b>	<b>6.3</b>	<b>35</b>	<b>27.6</b>	<b>10</b>	<b>7.9</b>	<b>127</b>	<b>100.0</b>
Female	70	58.3	6	5.0	34	28.3	10	8.3	120	100.0
Male	4	57.1	2	28.6	1	14.3	0	0.0	7	100.0
<b>Cook</b>	<b>40</b>	<b>71.4</b>	<b>3</b>	<b>5.4</b>	<b>11</b>	<b>19.6</b>	<b>2</b>	<b>3.6</b>	<b>56</b>	<b>100.0</b>
Female	10	58.8	1	5.9	5	29.4	1	5.9	17	100.0
Male	30	76.9	2	5.1	6	15.4	1	2.6	39	100.0
<b>All Other Trades</b>	<b>560</b>	<b>58.0</b>	<b>122</b>	<b>12.6</b>	<b>164</b>	<b>17.0</b>	<b>119</b>	<b>12.3</b>	<b>965</b>	<b>100.0</b>
Female	6	27.3	3	13.6	9	40.9	4	18.2	22	100.0
Male	554	58.7	119	12.6	155	16.4	115	12.2	943	100.0
<b>Total</b>	<b>674</b>	<b>58.7</b>	<b>133</b>	<b>11.6</b>	<b>210</b>	<b>18.3</b>	<b>131</b>	<b>11.4</b>	<b>1148</b>	<b>100.0</b>
Female	86	54.1	10	6.3	48	30.2	15	9.4	159	100.0
Male	588	59.5	123	12.4	162	16.4	116	11.7	989	100.0

#### 8.7.4 Why Apprentices Chose to Pursue Further Training

A higher proportion of males (45%) than females (11%) reported that they pursued further training because it was required for their apprenticeship. Additionally, a higher percentage of females (78%) than males (57%) cited personal interest as the main reason they pursued further training and this might explain the high percentage of female apprentices pursuing studies unrelated to their trade. Furthermore, almost half (47%) of females who pursued further training indicated they wanted to explore other career opportunities. Given the overall small numbers of females apprenticing in the trades to begin with, any potential attrition of females is a matter of great concern.

The main reasons expressed by both male and female apprentices for not pursuing further training were that it was not needed for employment or that they had no money to pursue further training. However, females were more likely to report family responsibilities as a primary reason for not pursuing additional training while males did not rate this as one of their top five reasons.

## 8.8 WRITING THE JOURNEYPerson EXAMINATION

### 8.8.1 Intent to Write JourneyPerson Examination

Of the 3327 apprentices who logged on-the-job hours, 2711 or 82% indicated they intended to write the journeyPerson examination. There is, however, a considerable discrepancy between females and males, as is shown in Table 8.8.1.

**Table 8.8.1: Intent to Write the JourneyPerson Examination by Trade Category and Gender**

Trade Category	Intent to Write JourneyPerson's Examination							
	Yes		No		Unsure		Total <sup>1</sup>	
	N	%	N	%	N	%	N	%
<b>Hairstylist</b>	<b>185</b>	<b>58.7</b>	<b>88</b>	<b>27.9</b>	<b>42</b>	<b>13.3</b>	<b>315</b>	<b>100.0</b>
Female	179	58.7	85	27.9	41	13.4	305	100.0
Male	6	60.0	3	30.0	1	10.0	10	100.0
<b>Cook</b>	<b>155</b>	<b>71.1</b>	<b>44</b>	<b>20.0</b>	<b>19</b>	<b>8.7</b>	<b>218</b>	<b>100.0</b>
Female	50	74.6	10	14.9	7	10.5	67	100.0
Male	105	69.5	34	22.5	12	7.9	151	100.0
<b>All Other Trades</b>	<b>2371</b>	<b>84.9</b>	<b>311</b>	<b>11.1</b>	<b>112</b>	<b>4.0</b>	<b>2794</b>	<b>100.0</b>
Female	35	70.0	14	28.0	1	2.0	50	100.0
Male	2336	85.1	297	10.8	111	4.0	2744	100.0
<b>Total</b>	<b>2711</b>	<b>81.5</b>	<b>443</b>	<b>13.3</b>	<b>173</b>	<b>5.2</b>	<b>3327</b>	<b>100.0</b>
Female	264	62.6	109	25.8	49	11.6	422	100.0
Male	2447	84.2	334	11.5	124	4.3	2905	100.0

<sup>1</sup>Total is 3327 since only apprentices who reported logging on-the-job hours answered this question

Overall, female apprentices expressed less intention to write the journeyPerson examination than their male counterparts. However, Hairstylist apprentices generally have lower rates of intention to write the journeyPerson examination, regardless of gender. Since the Hairstylist trade is predominantly female, the low rate lowers the overall percentage of women who intend to write the journeyPerson examination. The difference is most pronounced for the All Other Trades category, where 28% of female apprentices indicated they did not intend to write the examination for their trade compared to 11% of males. It is interesting to note that female Cook apprentices actually have a higher rate of intention to write the examination (75%) than male apprentices (70%).

Loss of interest or dissatisfaction with their choice of trade, difficulty in finding trade-related employment or finding employment outside their trade were all reasons cited by both male and female apprentices for not intending to write the journeyPerson examination. However, a higher percentage of women (28%) than men (15%) indicated personal or family reasons as to why they did not intend to write the journeyPerson examination. This is most notable in the Hairstylist program where 25% of female apprentices reported personal or family reasons would prevent them from writing the examination.

## 8.9 CURRENT STATUS

### 8.9.1 Activities of Female Apprentices at the Time of Survey

Overall, a similar percentage of female and male apprentices reported that they were employed full-time (30 hours per week or more) at the time they were surveyed. However, for Cook and, more particularly, the All Other Trades apprentices, a lower percentage of females reported full-time employment (Table 8.9.1).

**Table 8.9.1: Current Labour Market Status of Apprentices by Trade Category and Gender**

Trade Category	Current Status															
	Employed Full-time		Employed Part-time		Seasonal		Unemployed		Enrolled in Education		Out of Labour		Other/Unknown		Total	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>Hairstylist</b>	<b>218</b>	<b>50.2</b>	<b>52</b>	<b>12.0</b>	<b>1</b>	<b>0.2</b>	<b>108</b>	<b>24.9</b>	<b>29</b>	<b>6.7</b>	<b>26</b>	<b>6.0</b>	<b>0</b>	<b>0.0</b>	<b>434</b>	<b>100.0</b>
Female	210	50.4	51	12.2	1	0.2	102	24.5	27	6.5	26	6.2	0	0.0	417	100.0
Male	8	47.1	1	5.9	0	0.0	6	35.3	2	11.8	0	0.0	0	0.0	17	100.0
<b>Cook</b>	<b>128</b>	<b>49.4</b>	<b>35</b>	<b>13.5</b>	<b>12</b>	<b>4.6</b>	<b>61</b>	<b>23.6</b>	<b>16</b>	<b>6.2</b>	<b>6</b>	<b>2.3</b>	<b>1</b>	<b>0.4</b>	<b>259</b>	<b>100.0</b>
Female	37	42.5	16	18.4	6	6.9	18	20.7	7	8.0	2	2.3	1	1.1	87	100.0
Male	91	52.9	19	11.0	6	3.5	43	25.0	9	5.2	4	2.3	0	0.0	172	100.0
<b>All Other</b>	<b>1824</b>	<b>49.2</b>	<b>99</b>	<b>2.7</b>	<b>187</b>	<b>5.0</b>	<b>1292</b>	<b>34.8</b>	<b>253</b>	<b>6.8</b>	<b>47</b>	<b>1.3</b>	<b>6</b>	<b>0.2</b>	<b>3708</b>	<b>100.0</b>
Female	30	30.0	15	15.0	6	6.0	36	36.0	6	6.0	6	6.0	1	1.0	100	100.0
Male	1794	49.7	84	2.3	181	5.0	1256	34.8	247	6.8	41	1.1	5	0.1	3608	100.0
<b>Total</b>	<b>2170</b>	<b>49.3</b>	<b>186</b>	<b>4.2</b>	<b>200</b>	<b>4.5</b>	<b>1461</b>	<b>33.2</b>	<b>298</b>	<b>6.8</b>	<b>79</b>	<b>1.8</b>	<b>7</b>	<b>0.2</b>	<b>4401</b>	<b>100.0</b>
Female	277	45.9	82	13.6	13	2.2	156	25.8	40	6.6	34	5.6	2	0.3	604	100.0
Male	1893	49.9	104	2.7	187	4.9	1305	34.4	258	6.8	45	1.2	5	0.1	3797	100.0

In all three trade categories, a higher percentage of female apprentices reported that they were employed part-time. Unemployment was reported by a lower percentage of female (26%) than male (34%) apprentices due largely to the low percentage of female Hairstylist apprentices who reported being unemployed (25%). And, while a small percentage of apprentices reported being out of the labour market at the time they were surveyed, a higher percentage of female (6%) than male (1%) apprentices indicated that this described their current situation.

### 8.9.2 Relationship of Employment to Trade Training

For those apprentices who reported that they were employed full-time at the time they were surveyed, for the All Other Trades category, a much smaller percentage of females (20%) than males (52%) reported being employed as an apprentice in their trade in which they received training (Table 8.9.2).

**Table 8.9.2: Relationship of Current Full-time Employment to Trade Training by Trade Category and Gender**

Trade Category	Relationship of Current Employment to Trade Training											
	Apprentice in Trade		Directly Related, but Not as Apprentice		Indirectly Related		Not at all Related		Other/ Unknown		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
<b>Hairstylist</b>	<b>128</b>	<b>58.7</b>	<b>21</b>	<b>9.6</b>	<b>0</b>	<b>0.0</b>	<b>66</b>	<b>30.3</b>	<b>3</b>	<b>1.4</b>	<b>218</b>	<b>100.0</b>
Female	125	59.5	20	9.5	0	0.0	64	30.5	1	0.5	210	100.0
Male	3	37.5	1	12.5	0	0.0	2	25.0	2	25.0	8	100.0
<b>Cook</b>	<b>77</b>	<b>60.2</b>	<b>17</b>	<b>13.3</b>	<b>7</b>	<b>5.5</b>	<b>26</b>	<b>20.3</b>	<b>1</b>	<b>0.8</b>	<b>128</b>	<b>100.0</b>
Female	20	54.1	8	21.6	0	0.0	9	24.3	0	0.0	37	100.0
Male	57	62.6	9	9.9	7	7.7	17	18.7	1	1.1	91	100.0
<b>All Other Trades</b>	<b>935</b>	<b>51.3</b>	<b>221</b>	<b>12.1</b>	<b>177</b>	<b>9.7</b>	<b>469</b>	<b>25.7</b>	<b>22</b>	<b>1.2</b>	<b>1824</b>	<b>100.0</b>
Female	6	20.0	6	20.0	1	3.3	17	56.7	0	0.0	30	100.0
Male	929	51.8	215	12.0	176	9.8	452	25.2	22	1.2	1794	100.0
<b>Total</b>	<b>1140</b>	<b>52.5</b>	<b>259</b>	<b>11.9</b>	<b>184</b>	<b>8.5</b>	<b>561</b>	<b>25.9</b>	<b>26</b>	<b>1.2</b>	<b>2170</b>	<b>100.0</b>
Female	151	54.5	34	12.3	1	0.4	90	32.5	1	0.4	277	100.0
Male	989	52.2	225	11.9	183	9.7	471	24.9	25	1.3	1893	100.0

Female Hairstylist apprentices were the most successful in finding full-time training-related employment in their trade. In contrast, the majority of the females in the All Other Trades category (57%) reported that their full-time employment was not at all related to the trade in which they received training while a relatively high percentage of female Cooks (24%) and Hairstylist (31%) apprentices also reported non training-related employment.

### 8.9.3 Hours Per Week of Paid Full-time Employment

Overall, female apprentices worked on average less than 40 hours per week in full-time employment, regardless of whether the work was related to their training. (Table 8.9.3). Furthermore, female apprentices reported that they worked on average about 7 hours per week less than their male counterparts. While true for all categories, the largest difference was found in the Hairstylist trade, where female apprentices worked on average 13 hours per week less than males.

For those working in their trade, females still worked on average fewer hours per week than males, but the difference was reduced to 6.2 hours. Also, female Cook and All Other Trades apprentices worked slightly more than 40 hours per week.

**Table 8.9.3: Average Hours per Week Worked in Paid Full-time Employment by Relationship to Trade and Trade Category and Gender**

Trade Category	Relationship of Full-time Employment to Trade Training											
	Apprentice in Trade		Directly Related, but Not as Apprentice		Indirectly Related		Not at all Related		Other/Unknown		Total <sup>1</sup>	
	N	Avg. Hours	N	Avg. Hours	N	Avg. Hours	N	Avg. Hours	N	Avg. Hours	N	Avg. Hours
<b>Hairstylist</b>	<b>128</b>	<b>39.2</b>	<b>21</b>	<b>39.1</b>	<b>0</b>	<b>N/A</b>	<b>66</b>	<b>39.3</b>	<b>1</b>	<b>70.0</b>	<b>216</b>	<b>39.4</b>
Female	125	39.0	20	39.0	0	N/A	64	38.5	1	70.0	210	39.0
Male	3	47.7	1	40.0	0	N/A	2	65.0	0	N/A	6	52.2
<b>Cook</b>	<b>77</b>	<b>45.6</b>	<b>17</b>	<b>48.1</b>	<b>7</b>	<b>62.6</b>	<b>26</b>	<b>42.5</b>	<b>1</b>	<b>N/A</b>	<b>128</b>	<b>46.2</b>
Female	20	42.8	8	40.5	0	N/A	9	38.0	0	N/A	37	41.2
Male	57	46.6	9	54.8	7	62.6	17	44.7	1	N/A	91	48.3
<b>All Other Trades</b>	<b>935</b>	<b>45.8</b>	<b>221</b>	<b>46.9</b>	<b>177</b>	<b>48.3</b>	<b>469</b>	<b>46.7</b>	<b>5</b>	<b>57.0</b>	<b>1807</b>	<b>46.5</b>
Female	6	41.7	6	41.7	1	44.0	17	39.5	0	N/A	30	40.5
Male	929	45.8	215	47.1	176	48.4	452	47.0	5	57.0	1777	46.6
<b>Total</b>	<b>1140</b>	<b>45.1</b>	<b>259</b>	<b>46.4</b>	<b>184</b>	<b>48.9</b>	<b>561</b>	<b>45.6</b>	<b>7</b>	<b>59.1</b>	<b>2151</b>	<b>45.7</b>
Female	151	39.6	34	39.8	1	44.0	90	38.6	1	70.0	277	39.5
Male	989	45.9	225	47.4	183	48.9	471	47.0	6	56.9	1874	46.7

<sup>1</sup>Total is 2151 due to 19 invalid or unknown responses.

#### 8.9.4 Average Hourly Wage for Female Apprentices in Paid Full-time Employment at the Time of Survey

As shown in Table 8.9.4., female apprentices earned lower hourly wages than men in all trade categories resulting in a \$6 per hour gender gap for paid full-time employment. This difference is accentuated by relatively low wages for the female-dominated Hairstylist trade, and the relatively high wages for the male-dominated All Other Trades category.

These differences found in the current study are consistent with national data. According to HRSD (1997), when Canadian women's wages were calculated as a percentage of men's, Canada ranked 47<sup>th</sup> of 55 United Nations countries.

With the exception of Hairstylist apprentices, the gap between wages for males and females narrowed for those employed in their trade. In fact, female Cook apprentices actually earned slightly higher wages than males, and for female apprentices in the All Other Trades Category, the gap was narrowed to a difference of slightly less than \$2 per hour.

The wage gap also narrowed when the higher wages for those employed outside of Newfoundland and Labrador were factored out. Otherwise, with male apprentices forming the majority of those who logged hours outside the Province, their higher wages skew the results. However, when wages are examined by gender, trade category and where hours were logged, female apprentices still earned lower wages than

males. It would appear that for no apparent reason other than gender, most female apprentices surveyed for this study experienced wage discrimination.

**Table 8.9.4: Average Hourly Wage from Paid Full-time Employment by Trade Category and Gender**

Trade	Relationship of Full-time Employment to Trade Training											
	Apprentice in Trade		Directly Related, but Not as Apprentice		Indirectly Related		Not at all Related		Other/Unknown		Total <sup>1</sup>	
	N	Avg. Wage (\$)	N	Avg. Wage (\$)	N	Avg. Wage (\$)	N	Avg. Wage (\$)	N	Avg. Wage (\$)	N	Avg. Wage (\$)
<b>Hairstylist</b>	<b>128</b>	<b>7.28</b>	<b>21</b>	<b>7.29</b>	<b>0</b>	<b>N/A</b>	<b>66</b>	<b>8.19</b>	<b>1</b>	<b>N/A</b>	<b>216</b>	<b>7.62</b>
Female	125	7.19	20	7.29	0	N/A	64	8.22	1	N/A	210	7.58
Male	3	14.00	1	N/A	0	N/A	2	7.00	0	N/A	6	10.50
<b>Cook</b>	<b>77</b>	<b>10.54</b>	<b>17</b>	<b>10.50</b>	<b>7</b>	<b>11.29</b>	<b>26</b>	<b>18.43</b>	<b>1</b>	<b>N/A</b>	<b>128</b>	<b>12.16</b>
Female	20	10.79	8	9.88	0	N/A	9	10.63	0	N/A	37	10.54
Male	57	10.44	9	11.13	7	11.29	17	22.60	1	N/A	91	12.86
<b>All Other Trades</b>	<b>935</b>	<b>14.54</b>	<b>221</b>	<b>17.47</b>	<b>177</b>	<b>16.34</b>	<b>469</b>	<b>12.65</b>	<b>5</b>	<b>17.00</b>	<b>1807</b>	<b>14.60</b>
Female	6	12.50	6	12.50	1	-	17	10.20	0	N/A	30	11.50
Male	929	14.55	215	17.58	176	16.31	452	12.75	5	17.00	1777	14.65
<b>Total</b>	<b>1140</b>	<b>13.69</b>	<b>259</b>	<b>16.28</b>	<b>184</b>	<b>16.11</b>	<b>561</b>	<b>12.43</b>	<b>7</b>	<b>17.00</b>	<b>2151</b>	<b>13.90</b>
Female	151	8.20	34	8.88	1	-	90	8.88	1	N/A	277	8.61
Male	989	14.32	225	17.30	183	16.08	471	13.12	6	17.00	1874	14.56

<sup>1</sup>Total is 2151 due to 19 invalid or unknown responses.

The average hourly wages and hours worked per week are considerably less for females than they are for males. While the size of this gap varied between trade categories, the gap was always present. When the predominately female Hairstylist trade is excluded, females worked on average 40.8 hours per week compared to 46.6 hours for males. Also, females averaged \$10.96 per hour compared to \$14.56 per hour for males. These fewer hours and reduced wages resulted in the average female apprentice earning about \$448 per week for full-time work while the average male apprentice earned about \$680 per week.

The gap that exists in the predominately female hairstylist trade is even greater. On average, female hairstylists work 39 hours per week compared to 52 hours per week for males. In addition, females earn \$7.58 per hour while their male counterparts earn \$10.50. This results in a gap in weekly wages of \$295 for females and \$546 for males.

### 8.9.5 Type of Employment Sought

For those apprentices who were unemployed, the majority of them were seeking employment as an apprentice in the trade in which they received training. However, the percentage was lower for females (35%) than males (57%). This difference is mainly due to apprentices in the predominately female

Hairstylist trade, who are less likely than the other trade categories to be seeking employment as an apprentice in their trade.

**Table 8.9.5a: Type of Employment Sought by Apprentices by Trade Category and Gender**

Trade Category	Type of Employment Sought											
	Apprentice in Trade		Directly Related, but Not as Apprentice		Any Type of Employment		Not Seeking Employment		Other/Unknown		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
<b>Hairstylist</b>	<b>30</b>	<b>27.8</b>	<b>1</b>	<b>0.9</b>	<b>38</b>	<b>35.2</b>	<b>37</b>	<b>34.3</b>	<b>2</b>	<b>1.9</b>	<b>108</b>	<b>100.0</b>
Female	29	28.4	1	1.0	37	36.3	33	32.4	2	2.0	102	100.0
Male	1	16.7	0	0.0	1	16.7	4	66.7	0	0.0	6	100.0
<b>Cook</b>	<b>31</b>	<b>50.8</b>	<b>4</b>	<b>6.6</b>	<b>10</b>	<b>16.4</b>	<b>15</b>	<b>24.6</b>	<b>1</b>	<b>1.6</b>	<b>61</b>	<b>100.0</b>
Female	10	55.6	1	5.6	3	16.7	3	16.7	1	5.6	18	100.0
Male	21	48.8	3	7.0	7	16.3	12	27.9	0	0.0	43	100.0
<b>All Other Trades</b>	<b>732</b>	<b>56.7</b>	<b>81</b>	<b>6.3</b>	<b>297</b>	<b>23.0</b>	<b>153</b>	<b>11.8</b>	<b>29</b>	<b>2.2</b>	<b>1292</b>	<b>100.0</b>
Female	16	44.4	2	5.6	11	30.6	6	16.7	1	2.8	36	100.0
Male	716	57.0	79	6.3	286	22.8	147	11.7	28	2.2	1256	100.0
<b>Total</b>	<b>793</b>	<b>54.3</b>	<b>86</b>	<b>5.9</b>	<b>345</b>	<b>23.6</b>	<b>205</b>	<b>14.0</b>	<b>32</b>	<b>2.2</b>	<b>1461</b>	<b>100.0</b>
Female	55	35.3	4	2.6	51	32.7	42	26.9	4	2.6	156	100.0
Male	738	56.6	82	6.3	294	22.5	163	12.5	28	2.1	1305	100.0

A higher percentage of female (33%) than male (23%) apprentices reported that they were looking for any type of employment across all three trade categories. This appears to be reflective of their difficulty in finding trade-related employment and thus completing their trades training requirements.

Additionally, more female (27%) than male (13%) apprentices reported that they were not seeking any type of employment at the time they were surveyed. While the majority of male apprentices cited temporary layoff as the reason for not seeking employment (54%), only 13% of female apprentices indicated this. Female apprentices most commonly reported that household or family commitments prevented them from seeking employment (47%). It is interesting to note that only 3.8% of males cited household or family commitments.

**Table 8.9.5b: Reasons For Not Seeking Employment by Trade Category and Gender**

Trade Category	Reasons for Not Seeking Employment											
	Temporary Lay-off		Maintaining Household/Family		Illness/Injury		Waiting to Go to/In School		Other/Unknown		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
<b>Hairstylist</b>	<b>8</b>	<b>12.7</b>	<b>33</b>	<b>52.4</b>	<b>6</b>	<b>9.5</b>	<b>5</b>	<b>7.9</b>	<b>11</b>	<b>17.5</b>	<b>63</b>	<b>100.0</b>
Female	8	13.6	30	50.8	6	10.2	4	6.8	11	18.6	59	100.0
Male	0	0.0	3	75.0	0	0.0	1	25.0	0	0.0	4	100.0
<b>Cook</b>	<b>8</b>	<b>38.1</b>	<b>2</b>	<b>9.5</b>	<b>5</b>	<b>23.8</b>	<b>3</b>	<b>14.3</b>	<b>3</b>	<b>14.3</b>	<b>21</b>	<b>100.0</b>
Female	1	20.0	0	0.0	1	20.0	1	20.0	2	40.0	5	100.0
Male	7	43.8	2	12.5	4	25.0	2	12.5	1	6.3	16	100.0
<b>All Other Trades</b>	<b>106</b>	<b>53.0</b>	<b>9</b>	<b>4.5</b>	<b>35</b>	<b>17.5</b>	<b>18</b>	<b>9.0</b>	<b>32</b>	<b>16.0</b>	<b>200</b>	<b>100.0</b>
Female	1	8.3	6	50.0	1	8.3	1	8.3	3	25.0	12	100.0
Male	105	55.9	3	1.6	34	18.1	17	9.0	29	15.4	188	100.0
<b>Total</b>	<b>122</b>	<b>43.0</b>	<b>44</b>	<b>15.5</b>	<b>46</b>	<b>16.2</b>	<b>26</b>	<b>9.2</b>	<b>46</b>	<b>16.2</b>	<b>284</b>	<b>100.0</b>
Female	10	13.2	36	47.4	8	10.5	6	7.9	16	21.1	76	100.0
Male	112	53.8	8	3.8	38	18.3	20	9.6	30	14.4	208	100.0

## 8.10 SATISFACTION

### 8.10.1 Satisfaction with Trade Training

At 85 %, the percentage of respondents reporting that they were satisfied with trade training courses were similar for women and men.

For the minority of apprentices who were dissatisfied with their training, the most common reasons cited were quality or delivery of teaching, course content, and instructors or instruction (see Table 8.10.1). It is interesting to note that the reasons given differed for females and males more so than for trade categories. Over half of the dissatisfied female and male apprentices reported that quality or delivery of teaching was a reason for their dissatisfaction. However, poor instructors/instruction was a bigger issue for females while course content was a source of dissatisfaction for more males.

**Table 8.10.1: Reasons for Dissatisfaction with Training by Gender**

Reason for Dissatisfaction	Females		Males		Total <sup>1</sup>	
	N	%	N	%	N	%
Quality or Delivery of Teaching	51	59.8	253	55.0	304	56.1
Course Content	38	46.3	264	57.4	302	55.7
Instructors or Instruction	48	58.5	156	33.9	204	37.6
Equipment	18	22.0	141	30.7	159	29.3
Course Materials	21	25.6	134	29.1	155	28.6
Facilities	15	18.3	90	19.6	105	19.4
Other Students	5	6.1	22	4.8	27	5.0
Other	5	6.1	36	7.8	41	7.6
<b>Total</b>	<b>82</b>	<b>100.0</b>	<b>460</b>	<b>100.0</b>	<b>542</b>	<b>100.0</b>

<sup>1</sup>Multiple responses were allowed.

### 8.10.2 Satisfaction with On-the-job Skills Exposure and Overall Experience

Over 90% of both male and female apprentices cited satisfaction with the skills they were exposed to on-the-job as well as the overall on-the-job experience with little notable difference between trade categories.

For the minority of apprentices who indicated that they were dissatisfied with their overall on the job experience, the main reason cited for this dissatisfaction was a perceived lack of exposure to skills needed in order to work in the trade. This was the main reason given for all apprentices, regardless of gender or trade category.

### 8.10.3 Satisfaction with Choice of Trade

A lower percentage of female (77%) than male apprentices (86%) reported that they were satisfied with their trade, as is shown in Table 8.10.3.

**Table 8.10.3: Satisfaction with Choice of Trade by Trade Category and Gender**

Trade Category	Satisfied with Choice of Trade?							
	Yes		No		Unknown		Total	
	N	%	N	%	N	%	N	%
<b>Hairstylist</b>	<b>324</b>	<b>74.7</b>	<b>104</b>	<b>24.0</b>	<b>6</b>	<b>1.4</b>	<b>434</b>	<b>100.0</b>
Female	313	75.1	98	23.5	6	1.4	417	100.0
Male	11	64.7	6	35.3	0	0.0	17	100.0
<b>Cook</b>	<b>218</b>	<b>84.2</b>	<b>41</b>	<b>15.8</b>	<b>0</b>	<b>0.0</b>	<b>259</b>	<b>100.0</b>
Female	72	82.8	15	17.2	0	0.0	87	100.0
Male	146	84.9	26	15.1	0	0.0	172	100.0
<b>All Other Trades</b>	<b>3184</b>	<b>85.9</b>	<b>490</b>	<b>13.2</b>	<b>34</b>	<b>0.9</b>	<b>3708</b>	<b>100.0</b>
Female	82	82.0	17	17.0	1	1.0	100	100.0
Male	3102	86.0	473	13.1	33	0.9	3608	100.0
<b>Total</b>	<b>3726</b>	<b>84.7</b>	<b>635</b>	<b>14.4</b>	<b>40</b>	<b>0.9</b>	<b>4401</b>	<b>100.0</b>
Female	467	77.3	130	21.5	7	1.2	604	100.0
Male	3259	85.8	505	13.3	33	0.9	3797	100.0

Once again, the overall rate of satisfaction of female apprentices is influenced by their predominance in the Hairstylist trade. While the percentage of female apprentices in the Cook and All Other Trades categories satisfied with their choice of trade is 82% (154 of 187), the level of satisfaction for female Hairstylist apprentices is 75% (313 of 417).

Given the large gender gap in wages, it is not surprising that 53% of female apprentices cited poor wages for their level of dissatisfaction compared to 37% of males. For female apprentices, a lack of employment opportunities (44%) and the trade not meeting their expectations (42%) were also seen as major deterrents to satisfaction with their choice of trade. In contrast, 66% and 34%, respectively of males indicated that a lack of job opportunities and the trade not meeting their expectations affected their overall satisfaction with their choice of trades.

### 8.11 BARRIERS TO APPRENTICESHIP

With the exception of Hairstylists, occupations in the trades have typically been seen as being career paths for males. While female participation is growing slowly, the trades are still male-dominated. There is a question as to whether this imbalance is an indication of barriers being encountered by women in entering trade occupations. To determine if the female apprentices surveyed for this study had experienced any barriers to apprenticeship, survey questions were developed in consultation with the Women's Policy Office, Executive Council (2000), and the Women in Resource Development Committee.

Using the following definitions, apprentices were asked if they had encountered any discrimination and/or harassment. Additionally, females in non-traditional trades were asked if stereotypes would prevented them from the successful completion of their apprenticeship program:

**Discrimination** involves “treating people differently or negatively” based on race or colour, sex (which includes pregnancy or childbirth), religion or creed, national or ethnic origin, family or marital status, age, physical or mental disability or sexual orientation.

**Harassment** is “any unwanted physical or verbal conduct that offends or humiliates you.” As with discrimination, it is based on your race or colour, sex (which includes pregnancy or childbirth), religion or creed, national or ethnic origin, family or marital status, age, physical or mental disability or sexual orientation.

**Stereotypes** are a set of ideas that are generally held about the characteristics of a particular group which are believed to be shared by all people in that group.

These definitions were read by the surveyors to the respondents prior to their answering any questions regarding those issues.

### **8.11.1 Discrimination and Harassment**

Discrimination and harassment are serious issues faced by a both men and women in today’s society. While the number of apprentices who reported experiencing discrimination and/or harassment was a relatively small 6.4% (n=283), females reported being the target (12%, n= 74) twice as often as males (6%, n= 209).

For both men and women engaged in non-traditional trades, that is where their gender holds less than 35% of the positions, the incidence of discrimination or harassment is much higher. As shown in Table 8.11.1, almost one-quarter of female apprentices in the All Other Trades category indicated they were subject to discrimination and/or harassment, particularly those in the Automotive Service Technician (6 of 13) and Heavy Equipment Operator (5 of 15) trades. Likewise, 3 of 17 male Hairstylist apprentices reported discrimination and/or harassment as did a surprising 8 of 51 Refrigeration and Air Conditioning Mechanics. Both female and male Cooks reported similar levels of discrimination and/or harassment.

**Table 8.11.1.: Apprentices Who Were Subject to Discrimination and/or Harassment by Trade Category and Gender**

Trade Category	Subject to Discrimination/Harassment							
	Yes		No		Uncertain		Total	
	N	%	N	%	N	%	N	%
<b>Hairstylist</b>	<b>42</b>	<b>9.7</b>	<b>391</b>	<b>26.3</b>	<b>1</b>	<b>0.2</b>	<b>434</b>	<b>100.0</b>
Female	39	9.4	377	90.4	1	0.2	417	100.0
Male	3	17.6	14	82.4	0	0.0	17	100.0
<b>Cook</b>	<b>36</b>	<b>13.9</b>	<b>223</b>	<b>86.1</b>	<b>0</b>	<b>0.0</b>	<b>259</b>	<b>100.0</b>
Female	11	12.6	76	87.4	0	0.0	87	100.0
Male	25	14.5	147	85.5	0	0.0	172	100.0
<b>All Other Trades</b>	<b>205</b>	<b>5.5</b>	<b>3490</b>	<b>94.1</b>	<b>13</b>	<b>0.4</b>	<b>3708</b>	<b>100.0</b>
Female	24	24.0	76	76.0	0	0.0	100	100.0
Male	181	5.0	3414	94.6	13	0.4	3608	100.0
<b>Total</b>	<b>283</b>	<b>6.4</b>	<b>4104</b>	<b>93.3</b>	<b>14</b>	<b>0.3</b>	<b>4401</b>	<b>100.0</b>
Female	74	12.3	529	87.6	1	0.2	604	100.0
Male	209	5.5	3575	94.2	13	0.3	3797	100.0

Of the 74 females who reported discrimination and/or harassment, a higher percentage of incidences were on-the-job (61%, n=45) than in the classroom (59%, n=43). When faced with this situation, female apprentices were more likely than their male counterparts to take corrective action to address the problem. In fact, 79% of female apprentices who experienced discrimination and/or harassment in the classroom reported discussing the problem with an instructor or school administrator compared to 62% of males. Similarly, 60% of females compared to 38% of males reported taking corrective action when faced with on-the-job discrimination and/or harassment, normally by taking the matter up with a supervisor. Additionally, while no female apprentices reported leaving their employment due to this treatment, 9 male apprentices took this action.

### 8.11.2 Other Barriers Experienced by Women During Apprenticeship

According to the Women in Resource Development Committee (1995), there are many barriers to recruiting women into skilled trades. These barriers not only appear in the educational or workplace settings, but also can come from family and peers, and occupational stereotyping.

One-quarter of the 187 female respondents who were apprentices in industrial trades (all trades except Hairstylist) indicated that someone had discouraged them from participating in trades apprenticeship and, in particular (allowing for multiple responses) other students in the program (42%), family members (other than their spouse) (38%) and each of friends, instructors and employers (24%). The unsuitability of the trade for women (64%) and unsuitability of the trade to the apprentice (27%) were most commonly voiced as opposition to apprenticeship for these women.

Female apprentices in industrial trades were also asked if they felt that stereotypes about women have made their apprenticeship more difficult. Of this group, 21% said that they felt stereotypes did in fact make their apprenticeship more difficult. Over half of Automotive Serve Mechanic apprentices (54%) reported stereotyping being problematic as did 44% of Industrial Mechanic and 29% of Heavy Equipment Operator apprentices. Interestingly, Cook apprentices reported the lowest levels of stereotyping being problematic (11%). This seems plausible, given that about one-third of apprentice cooks are female, and therefore are not as much of a minority as they would be in other industrial trades.

Family responsibilities also affected the ability of some women to participate in the apprenticeship program (17% n=102). Childcare was problematic for 90% of those indicating family responsibilities while maintaining the household was a problem for 38%.

## 8.12 SUMMARY

Small numbers of women in Newfoundland and Labrador participate in the skilled trades occupations. While the proportion of females in apprenticeship is growing, it is still only 17% of the total and largely dominated by hairstylists and, to a lesser degree, cooks.

Just over three-quarters of female apprentices were in the Hairstylist trade while less than 13% were engaged in the non-traditional trades.

In trades other than Hairstylist and Cook, females reported less trade-related employment than males. Part of this could be attributed to females reporting they are less willing to move outside the province for work, even though they reported having researched job opportunities outside the province at levels similar to males. Family responsibilities plays a large role in determining the mobility of female apprentices.

The average hourly wages and hours worked per week are considerably less for females than they are for males. While the size of this gap varied between trade categories, the gap was always present. When the predominately female Hairstylist trade is excluded, females worked on average 40.8 hours per week compared to 46.6 hours for males. Also, females averaged \$10.96 per hour compared to \$14.56 per hour for males. These fewer hours and reduced wages resulted in the average female apprentice earning about \$448 per week for full-time work while the average male apprentice earned about \$680 per week.

The gap that exists in the predominately female hairstylist trade is even greater. On average, females work 39 hours per week compared to 52 hours per week for males. In addition, females earn \$7.58 per hour while their male counterparts earn \$10.50. This results in a gap in weekly wages of \$295 for females and \$546 for males.

Females reported poorer labour market attachment prior to registering as apprentices. They also reported less use of HRSD funding and more use of government student loans than males in pursuit of their training.

A lower percentage of female apprentices logged hours in their trade and intend to write the journeyman examination than males. Female apprentices were more likely to seek any type of employment as opposed to trade-related employment, and for those pursuing further education, female apprentices were more likely to do so outside of their trade than males.

While the number of apprentices who reported experiencing discrimination and/or harassment was a relatively small 6.4% (n=283), females reported being the target (12%, n= 74) twice as often as males (6% , n= 209). While women took corrective action more frequently than men, there is no data to indicate the result of this action.

While female apprentices reported lower rates of satisfaction with their choice of trade than males, their overall rate of satisfaction was still close to 80%.