

Title: Resourcing Women's Archives

Whereas the development of women's history is an important strand in Manitoba's cultural record that has not until recently been given much attention;

Whereas the Provincial Archives are a prime source of research materials for the recording of women's history;

Whereas there are currently insufficient resources committed to the acquisition, cataloguing and archiving of women's history, particularly that of Manitoba women's organizations, at Manitoba Archives;

Whereas physical and human resources at Manitoba Archives are said to be in limited supply;

Resolved that the Provincial Council of Women of Manitoba agrees that the archiving of women's history, including that of Manitoba women's organizations, should be given higher priority;

Resolved that the Provincial Council of Women of Manitoba ask the Government of Manitoba to increase the human and physical resources allocated to the acquisition, cataloguing and archiving of women's history, including that of Manitoba women's organizations.

Title: Increasing the Number of Women Apprentices in Non-Traditional Trades in Manitoba

Whereas trades which have been non-traditional for women and accessed only through apprenticeship lead to better paid and relatively more secure jobs;

Whereas there is a growing shortage of trained trades people in Manitoba;

Whereas female high school students have often been ignorant of apprenticeship in non-traditional trades as a career option;

Whereas even young female students interested in non-traditional trades may have been discouraged by reports of the work environment in these trades being inhospitable for women;

Whereas placements with journey persons for women who wish to enter non-traditional trades apprenticeships have been difficult to obtain;

Whereas most women who have received appropriate pre-trades training, and have been able to secure the required apprenticeship with journey-persons have succeeded in non-traditional trades;

Resolved that the Provincial Council of Women of Manitoba adopt as policy support increasing the numbers of women entering and completing apprenticeship programs in non-traditional trades; and be it further

Resolved that the Provincial Council of Women of Manitoba ask the Government of Manitoba through the appropriate Departments to increase the numbers of women in and completing non-traditional trades apprenticeship programs by:

1. encouraging exposure of elementary and junior high school students to trades skills and career opportunities,
2. preparing brochures and audio-visual aids for high school guidance counselors to use in presenting apprenticeship as attractive and well remunerated career options to young women;
3. offering pre-trades training to women interested in pursuing apprenticeship careers;
4. mandating colleges that provide apprenticeship academic programs to develop special supports for women entering non-traditional apprenticeship programs, and to reach out to journeypersons to take on women apprentices;
5. working with employers and unions to ensure receptivity to women workers, members and colleagues; and by
6. creating an interdepartmental Task Force to track progress made in attracting, training and retaining more women into apprenticeship programs, evaluating program strengths and weaknesses, and adapting programs to the particular needs of women.
7. Reconstituting a Women In Trades support group.

Background:

A 2004 Statistics Canada Survey found that the total number of women working in paid occupations in Manitoba is slightly lower than the number of men. However, women are under-represented in many industries and technical trades. Whereas 25 % of men work in trades, only 1.5% of women are employed in trades.

Women working in trades during World War 11 demonstrated their ability to work in welding, electronics, munitions, and the railway. When men returned to work post war, women vacated these jobs. In the 1970's legislation was passed to support the inclusion of women in Trades.

Today, in Habitat's Women Build program 50% of the volunteers are women but only 25% of the home builders are women. Habitat has noted that women underestimate their skills in non-traditional areas

To inform girls about trades, programs have been introduced for grade 8 students by Skills Canada. Also, Red River College hosts camps for girls 12-14 years of age to meet women working in non-traditional jobs. Manitoba Government's "Trade Up Your Future" is a 10 month shops, classroom instruction, and one-month work placement program for eligible women of all ages.

Reference: About Women, 2006, (Autumn). Women's Directorate, Manitoba Labor and Immigration.