

# women in mining

AN EXPLORATORY STUDY

for **OPEN FILE**  
B.C. Manpower Sub-Committee on North-East Coal  
Developments



by **GEOLOGICAL BRANCH**  
Suzanne Veit and Associates Inc. **REPORT**

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# OPEN FILE

## WOMEN IN MINING: AN EXPLORATORY STUDY

for

B.C. Department of Economic Development  
B.C. Manpower Sub-Committee on North East Coal Developments

by

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## 1.0 INTRODUCTION

### 1.1 Study Objectives and Terms of Reference

This study was commissioned by the Manpower Sub-Committee, North East Coal Developments. Its specific aim is to provide information and make recommendations as to the ways and means of securing and retaining an initially stable and steadily expanding female labour force for the North East coal development (refer to Appendix A for detailed terms of reference). The study will partially fulfill the Manpower Sub-Committee's more extensive terms of reference (Appendix B).

In order to provide information about the personal, work and community characteristics associated with women holding non-traditional jobs in the mining industry, the following areas of enquiry were investigated:

- a) The specific personal and work characteristics of women who work in non-traditional mining positions.
- b) The social service infrastructure of mining communities and the perceptions of these women regarding the community.
- c) The types of companies which employ women in non-traditional positions and their comments on associated costs and benefits.

- d) The views and roles of union representatives and male co-workers with regard to non-traditional women workers.
- e) The characteristics of women who leave non-traditional positions and their reasons for doing so.
- f) The views of women presently working at home or in clerical and office positions with mining companies with regard to employment in non-traditional employment.
- g) The position of companies which do not at present have women in non-traditional positions.

## 1.2 Definition of Terms

For the purposes of this study, non-traditional includes all non-office and non-administration personnel at a given mine. Traditional staff includes clerical workers, secretaries, accountants and personnel or management staff. Most of the non-traditional workers are on hourly wages and are unionized by a non-office union. They work in the surface or underground area of the mine, in unskilled or semi-skilled positions, in the preparation plant, mill or warehouse. In essence, non-traditional positions are those in mining outside the office which have been traditionally held by men.

Mining companies in this study include both coal and metal mines with surface and underground operations.

Plant is the term used to include all jobs in the warehouse, mill, preparation plant or in the plant at large, outside of the surface or underground areas of the mine.

### 1.3 Study Limitations

On June 9, 1975 the section of the B.C. Coal Mines Act which prohibited women from working underground was repealed.\* However, since that time there has been no employment of women in underground mining operations in British Columbia. One of the few women in the underground mining workforce in Alberta is included in this study, as is one other woman who previously worked underground. However, because of the paucity of information on female underground miners, it is impossible to come to any conclusions about the special problems they might encounter.

The second sampling limitation is that with the exception of only two individuals, all the women working in non-traditional positions in this study are unskilled and began working in the mines as labourers or truck drivers. None has held apprenticeship positions. Consequently, there is little data on problems associated with certain positions.

No company in the study sample has data on the turnover or absenteeism rates of its employees by sex. While companies have general perceptions about relative absenteeism/turnover rates, they do not compile separate statistics.

Due to a labour dispute at one of British Columbia's major coal mines, it was decided to eliminate that company from the sample. This was particularly unfortunate as that company had, before the strike, the largest number of women working in non-traditional

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\* Section 19(6), The Coal Mines Regulation Act used to read:

No female shall be employed underground in a mine except with the approval of the chief inspector.

positions in coal mining in the province. However, there are no female underground workers at that operation and our underground worker sample would not have increased with inclusion of this operation in the study.

This study concerns itself mostly with those women who presently work in or have quit non-traditional mining positions. Obstacles to the successful employment of women in the mining industry are discussed. There is little information in this study on the specific problems faced by unsuccessful women applicants for non-traditional jobs, as they were not included in the sample.

## 2.0 SUMMARY AND RECOMMENDATIONS

### 2.1 Summary

This study was commissioned by the Manpower Sub-Committee, North East Coal Developments. Its purpose is to provide information and make recommendations as to the ways and means of securing and retaining an initially stable and steadily expanding female labour force for the North East Coal Developments. As part of this study, an interview program was implemented during the summer of 1976 and included interviews with women in non-traditional mining positions, women previously working in non-traditional positions, women in clerical positions, male co-workers, union, company, and community representatives.

Seventy-six interviews were completed with seven different types of respondents in five communities.

The major findings are:

a. The percentage of women non-traditional workers in the total labour force of most mining operations in British Columbia is lower today than it was two years ago. Women are not an important part of the mining labour force in the province. Most companies do not have women non-traditional workers on their payroll and even where they are hired, women comprise less than 10% of the total hourly workforce.

b. Most women non-traditional mining workers hold positions that require a low level of training. They are conspicuous by their absence in the more skilled, better-paying trades job.

c. Most women enjoy their work and many intend to stay in the mining industry. Despite certain initial difficulties on the job and some dissatisfaction with particular positions, most women in the sample expressed a high degree of overall satisfaction with mining work.

d. The money incentive is the single most important motivating force for women in non-traditional mining positions. None of the women in the sample earned less than \$10,000 a year and half the women earned between \$12,000 and \$15,000.

e. Most companies do not have special procedures for promoting the hiring of women in non-traditional positions. Most industry personnel express interest and acceptance in the non-traditional employment of women but few companies in British Columbia have translated this possibility into an active recruitment and hiring program for women workers.

f. Most mining companies that do hire women in non-traditional positions think that women have lower absenteeism and turnover rates than men. Although the mining companies in this sample were not able to document that claim, other mining companies have produced statistics indicating a lower turnover rate for women.

g. Women and mine management representatives acknowledge that the most active resistance to women workers lies at the lower supervisory levels. However, resistance to women also exists at the hiring level and this appears to take the form of an unofficial quota.

h. Although companies are required by law to establish facilities for women workers the cost of adding new facilities or the redistribution of old ones is a major rationale for not hiring significant numbers of women workers.

i. A significant number of women presently living in resource communities are interested in non-traditional positions.

j. Child care is perceived as one of the most essential community services in resource communities.

In conclusion, many more women are willing and able to assume non-traditional positions in the mining industry than are presently at work in those positions. Most women in non-traditional positions enjoy their work and many intend to develop a career in the mining industry. In order to recruit and hire significant numbers of women, special strategies will have to be developed to eliminate the major barriers to non-traditional female employment. These are: company employment policies; lack of appropriate skills among women; lack of child care services and attitudinal biases. Unless specific programs are developed to eliminate or minimize these barriers, the North East Coal Developments will not feature a large female workforce.



## 2.2 Recommendations

In order to fulfill the objectives of this study, the following recommendations have been formulated regarding specific ways and means of securing and retaining an initially stable and steadily expanding female labour force for the North East coal developments.

### RECOMMENDATION ONE

IT IS RECOMMENDED THAT THE PROVINCIAL GOVERNMENT ENTER INTO A DEVELOPMENT AGREEMENT WITH EACH COMPANY SEEKING PERMITS APPLICABLE TO COAL MINE DEVELOPMENT IN BRITISH COLUMBIA. IN THE DEVELOPMENT AGREEMENT, THE COMPANY SHOULD STATE:

- a. its policy commitment to the hiring of women in all phases of the mining operation;
- b. the specific plan of action it proposes to develop in order to achieve such a policy commitment;
- c. agreement to having such a plan of action monitored by the Provincial Government.

Without the formulation of specific strategies to promote the recruitment and hiring of women non-traditional workers, policy commitments remain statements of intent only. Specific processes are required to achieve policy goals whether the focus is women in mining or any other company objective. Past experience has demonstrated that the expression of interest in women non-traditional employees on the part of employers is not sufficient to ensure that women will be hired, in increasing numbers, in non-traditional work. A more detailed and formal statement of intent and program of action are required.

In the Development Agreement, the company plan of action related to women in mining should include such items as the special recruitment

measures that will be used to attract potential local and other women employees, a definition of the process that will be followed to involve all levels of the company in the hiring and training of women miners, and the design of an internal monitoring system of the effectiveness of the action plan.

RECOMMENDATION TWO

TO ASSIST THE COMPANIES AND THE GOVERNMENT IN THEIR EFFORTS TO OPERATIONALIZE THE PLAN OF ACTION REGARDING WOMEN IN MINING AS DEFINED IN THE DEVELOPMENT AGREEMENT, IT IS RECOMMENDED THAT THE GOVERNMENT OF BRITISH COLUMBIA CREATE THE SPECIAL POSITION OF WOMEN IN MINING LIAISON OFFICER.

The Liaison Officer could perform a number of functions such as:

- a. acting as a resource person with industry personnel on strategies to hire women,
- b. advising government agencies on the specific training needs of women in mining,
- c. monitoring the results of government and industry efforts to increase the female mining workforce.

The Liaison Officer should be appointed after the Development Agreement is signed as it would be impossible for such a person to work effectively without a formal, detailed agreement.

RECOMMENDATION THREE

IT IS RECOMMENDED THAT THE APPROPRIATE PROVINCIAL AND FEDERAL DEPARTMENTS OF LABOUR AND MANPOWER DEVELOP A SPECIAL PROGRAM AIMED AT INVOLVING WOMEN IN MINING PRE-APPRENTICESHIP AND APPRENTICESHIP PROGRAMS.

Women are conspicuous by their absence in most skilled trades job. Companies cannot be faulted for not hiring women in these positions if they are untrained and there are very few women presently trained or training in such mining trades as heavy duty mechanics, automotive mechanics, electricians, machinists, carpenters and instrumentation mechanics. Special measures are needed initially to attract women to these trades.

RECOMMENDATION FOUR

IT IS RECOMMENDED THAT THE PROVINCIAL GOVERNMENT HIRE A FULL-TIME CHILD CARE ORGANIZER IN THE NORTH EAST AS SOON AS A COMMITMENT IS MADE TO DEVELOP THE COAL RESOURCES IN THE AREA.

Workers at all levels of the mining industry agree that child care is the *community resource most needed by women workers*. Most small communities have only limited babysitting services and this is often not available for women on shifts. There are many ways and means of providing child care service other than the conventional day care centre. The child care organizer could work with company and municipal officials and potential service users to develop appropriate delivery mechanisms.

RECOMMENDATION FIVE

IT IS RECOMMENDED THAT THE DEVELOPMENT AGREEMENT INCLUDE A CLAUSE SPECIFYING THAT PROVISION FOR WASHROOMS AND DRIES FOR WOMEN BE AVAILABLE IN ALL AREAS OF THE MINING OPERATION AND THAT SUCH UNITS BE INSTALLED DURING THE CONSTRUCTION PHASE.

Difficult as it is to believe, many companies maintain that their

reluctance to hiring women in mining, particularly underground, is based on the additional cost and installation difficulties of wash and dries for women. Perhaps if such facilities were installed automatically and as a matter of course during the initial construction of the mine site, subsequent difficulties could be avoided.

#### RECOMMENDATION SIX

IT IS RECOMMENDED THAT THE DEPARTMENT OF ECONOMIC DEVELOPMENT AND THE DEPARTMENT OF LABOUR SPONSOR A TWO-DAY SYMPOSIUM FOR PERSONNEL IN THE MINING INDUSTRY ON THE SUBJECT OF WOMEN IN NON-TRADITIONAL POSITIONS.

Certain stereotypes of women workers are held by key persons in the mining industry and this inevitably leads to the concentration of women in specific mining jobs. At the same time, perceptions of suitable work for women differ sometimes markedly from mine to mine. If women are to be integrated into the mining workforce and if such a process is to be encouraged in the North East, it is important that specific problems regarding recruitment and hiring be addressed. The mining companies will need assistance from government agencies and vice versa if maximum employment opportunities for women in mining are to be achieved in the near future.

Such a symposium could use this report as a working document. The following concerns could be on the agenda: special strategies for hiring non-traditional workers; methods for screening and orienting non-traditional women workers; special problems related to women workers; development of part-time work opportunities; strategies for developing child care resources for workers. An information and guidelines booklet could be produced from the symposium and such a booklet made available to industry, Manpower Agencies, unions and womens' groups.

RECOMMENDATION SEVEN

IT IS RECOMMENDED THAT THE DEPARTMENT OF ECONOMIC DEVELOPMENT AND THE DEPARTMENT OF LABOUR SPONSOR A TWO-DAY SYMPOSIUM FOR NON-TRADITIONAL WOMEN WORKERS ON THE SUBJECT OF WOMEN IN NON-TRADITIONAL POSITIONS.

Many women in non-traditional positions are limited by their own low employment expectations from applying for certain positions or training opportunities. For example, very few women in non-traditional positions are taking advantage of skilled training or apprentice programs. This is partly related to the absence of role models in the better-paying, skilled trades. If women presently in non-traditional positions can be encouraged to expand their options in the mining workforce, the new women employees will have role models that would facilitate their potential career aspirations.

RECOMMENDATION EIGHT

IT IS RECOMMENDED THAT THE PROVINCIAL GOVERNMENT UNDERTAKE FURTHER STUDY ON THE SPECIFIC COSTS AND BENEFITS OF EMPLOYING WOMEN IN NON-TRADITIONAL MINING POSITIONS.

The information necessary to conduct a comprehensive benefit cost analysis is not available. It is suggested that consideration be given to filling the existing gaps in the information base through a case study approach. A firm (or firms) which has had experience employing women would be studied in such a way that two cases can be compared - one where women are employed with another where women are not employed. This would constitute basically a "before" and "after" analysis, which would assess various aspects of a firm's operation, including capital and operating costs, revenues, labour relations, employee turnover and absenteeism, morale, etc. The

study should attempt to identify whether there is a link between the observed changes over time in these variables and the introduction of women into the mine workforce.

### 3.0 METHODOLOGY

#### 3.1 The Approach

As recommended in the study terms of reference issued by the Man-power Sub-Committee, it was decided to collect most information required through an extensive interview program that included the following classification of respondents:

- a) women presently working in non-traditional positions
- b) women previously working in non-traditional positions
- c) women presently working in clerical positions
- d) male co-workers
- e) union representatives
- f) company representatives
- g) community respondents.

It was assumed that such a broad grouping would ensure that the perceptions and attitudes of most of the major groups directly affected by the non-traditional employment of women would be documented. In addition, a profile was carried out for each community, outlining the availability of and need for services such as child-care, transportation and housing. Data on unemployed women in resource communities was gathered from current research material, particularly from an unpublished study on the female population of a British Columbia resource community (S. Langin, 1976).

Each of the interviewees was asked to respond to two sets of questions: a questionnaire to be filled out by the interviewee or interviewer and an open-ended set of questions which were answered orally and summarized on tape by the interviewer.

A separate questionnaire was designed for each classification of respondent (Appendix C). While specific questions differed according to the classification, certain general themes were common to all questionnaires. It was assumed that the combination of structured and open-ended questions would generate the most useful information in terms of specific quantifiable data and more qualitative perceptual and attitudinal information.

### 3.2 The Interview Program

The interview program was conducted by two interviewers over a four-week period during July and August 1976. Five companies were visited, each for four to six days. The usual approach was to initially contact a company management representative and request a partial or complete list of non-traditional female employees. However, often these lists were outdated and names of other employees were collected from some of the respondents. The respondents were contacted by telephone and told of the nature of the study. They were assured at that time and later during the interview that their identities would not be disclosed to the company or in the study. Only one person contacted by the interviewers did not wish to be interviewed and this was apparently due to personal (visiting family and therefore no time) reasons.



Most of the non-company interviews took place in the homes of the respondents and averaged one to one and one half hours in length.

### 3.3 The Sample

#### 3.3.1 The mining companies

Of 23 major coal and metal mines registered in British Columbia in 1974, only twelve include women in non-traditional positions. Of this number, only one coal company and four metal mining companies have more than ten women working in non-traditional jobs in their operations (see Table 1).

TABLE 1  
NUMBER OF WOMEN IN NON-TRADITIONAL POSITIONS IN 23 MAJOR MINING COMPANIES IN BRITISH COLUMBIA (1976)

	Coal	Metal	Total
Companies with no women in non-traditional positions	4	7	11
Less than five women	-	6	6
Five to ten	-	1	1
More than ten	1	4	5
Total	5	18	23

SOURCE: Telephone survey, Suzanne Veit and Associates Inc., July 1976

The companies selected for the study were chosen primarily because they have at least a minimum of eight women employed in non-traditional positions.

In addition, one coal mine was selected for the sample because it has no women at all in non-traditional positions. All but one mine (located in Western Canada but outside of British Columbia) are in British Columbia and they include coal and metal mining as well as surface and underground operations.

Eight company management officials were separately interviewed for this study. They consisted of four personnel directors, three mine managers and one work supervisor. Several foremen were also interviewed but under the male co-worker category. All the mining company representatives were male.

### 3.3.2 The communities

Community information was gathered on the four communities located near the study sample mines which employ women in non-traditional positions. Only one of the communities is a "new town", less than ten years old. Three have been established for over 25 years. Community profiles include information on the extent of childcare, housing, transportation, educational, recreational, medical and general commercial services.

### 3.3.3 Community respondents

Ten people were interviewed as general community respondents. They were selected on the basis of information provided by other respondents regarding their participation or knowledge of community affairs, particularly in the areas of social services and amenities such as housing and child care (see Table 2).

TABLE 2  
COMMUNITY RESPONDENTS<sup>1)</sup>

Position	Number
Manpower Personnel	3
Community Services Staff	3
Women's Centre Staff	1
Public Health	1
Business Representative	1
Municipal Government	1
Total	10

1) Unless otherwise noted, the information contained in the study tables was given by the respondents.

#### 3.3.4 Women working in non-traditional positions

The criteria used to select the women to be interviewed were accessibility and representativeness. If the company supplied a complete staff list, women were contacted from different work areas of the mine in order to get a wide representation of jobs, skills and backgrounds. However, in cases where only a partial list was supplied or where the list was outdated, employees were also asked for the names and telephone numbers of female co-workers. Usually a combination of these methods was used. In all, 35 women working in non-traditional positions were interviewed. They hold positions in the underground, surface and plant areas of the mine. Two of the women hold professional positions and two are seasonal summer students.

### 3.3.5 Women who have left non-traditional positions

Eight women who have left non-traditional mining positions were interviewed. They were women suggested by the company, present employees or union officials. They held underground, surface and plant positions.

### 3.3.6 Male co-workers

Interviews were held with five male co-workers. They were contacted by asking current and past female employees for suggestions of male workers who were thoughtful about female employment, had had a number of years' experience in mining and who weren't necessarily positive about working with women. The men included foremen, a shovel operator and an apprentice millwright. Two had direct experience training women.

### 3.3.7 Clerical employees

Five clerical employees were interviewed. Two of these were suggested by the company. The others were determined by asking employees for the names of women in the office in accounting or secretarial work who had been there for at least two years.

### 3.3.8 Union officials

Four unions are represented in this study (see Table 3). In four of the five companies union executive members were interviewed. However, in one company which did employ women, a new union had been voted in by the membership about two weeks before the interview-

er arrived. No union executive had yet been elected and it was presumed that the new union would have little experience with non-traditional employees.

TABLE 3  
UNIONS REPRESENTED

---

Canadian Association of Industrial Mechanical & Allied Workers	2 Companies
United Mineworkers	1 Company
United Steelworkers of America	1 Company
International Union of Operating Engineers	1 Company
Total	5

---

### 3.3.9 Summary of study sample

Seventy-six interviews were completed with seven different types of respondents in five communities (see Table 4).

TABLE 4  
NUMBER OF INTERVIEWS BY COMPANY

Name of Company	Working Women	Clerical	Quit	Male	Union	Company	Community	Profile <sup>1)</sup>	Total
A	3	--	2	1	1	2	3	+	12
B	11	1	3	1	1	2	2	+	21
C	8	2	2	1	--	2	2	+	17
D	13	2	1	2	1	1	3	+	23
E	--	--	--	--	1	1	--		2
Other Community Contacts							1		1
	35	5	8	5	4	8	11	Total	76

- 21 -

1) Community profiles were taken of the four communities in which the women mine workers live.

#### 4.0 THE FINDINGS

#### 4.1 The Companies

##### 4.1.1 Company profiles

###### a. Type of company and years of production

In this study three surface metal and one coal (underground and surface operations) company make up the sample of companies which have hired women in non-traditional positions.\*

Only one of the mines has been in production for more than ten years. The others have been in production for eight years (1969), six years (1970) and five years (1971) respectively.

###### b. Workforce characteristics: size, absenteeism, and percentage of male-female turnover.

The companies varied in workforce size from just over 300 employees (hourly and staff) to almost 800. Hourly staff made up about 2/3 of this total. It is interesting to note that in no case did women make up more than 8% of the total hourly staff (see Table 5).

---

\* For comparative purposes the company with no non-traditional women workers is included in some of the Tables in this section.

TABLE 5  
NUMBER OF WOMEN IN NON-TRADITIONAL POSITIONS

COMPANY	A(coal)	B (M)	C (M)	D (M)	E (M)
Non-Traditional					
Hourly Male	487	418	235	612	1485
Hourly Female	8(3)*	36(11)*	16(8)*	17(13)*	nil
Hourly staff total	495	454	251	629	1485
Women as % of total hourly staff	1.61%	4.92%	6.80%	2.70%	nil
Total staff (includes hourly staff and administrators)	689	615	333	778	1485

\* Number interviewed for this study.

Unfortunately none of the companies in the study sample keep verifiable absenteeism or turnover rates by sex. Two companies "think" that male/female absenteeism and turnover rates are about the same whereas the other two companies "think" that women in their operations have slightly better turnover and absenteeism rates than men.

TABLE 6  
COMPANY TURNOVER RATES - 1975-1976

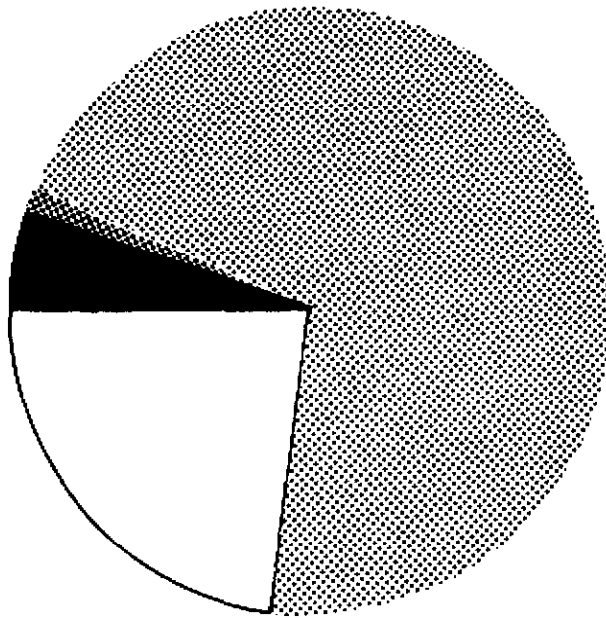
COMPANY	Turnover Rate	
	Hourly Workforce	Total Workforce Staff
A	65.0%	50.5%
B	37.6%	34.1%
C	50.5%	42.0%
D	80.3%	72.0%

Source: Personnel Managers



Table 7 gives an indication of a fairly common staff breakdown, showing the number of female relative to male employees.

TABLE 7  
PROPORTION OF FEMALE TO MALE EMPLOYEES AT A SELECTED MINING COMPANY



Male Employees

Staff

Hourly workers

Female Employees

Staff

Hourly workers

c. Recruitment of workers

The vast majority of hourly workers are locally recruited. This is particularly true of women non-traditional workers who, with few exceptions, were hired at the mine site. However, some of the skilled workers were recruited in urban centres, presumably because there were insufficient skilled local people to apply for certain jobs.

d. On-the-job training and upward mobility

On-the-job training is the most widely used method for training unskilled workers. Entry points into the workforce for these unskilled workers vary from mine to mine but most start as pit labourers, preparation plant trainees or truck drivers. None of the companies have developed special training procedures for women. However, one company had used an orientation program for women that was slightly different from that given to men mine workers. At this company women were given "extra training" time on the large trucks. This procedure was discontinued as it was felt by the company to be unnecessary. Length and type of training varied with each job but most women stated that their initial training was limited to two or three days. One of the mines in the sample has recently instituted a lengthier and more formalized underground training program for its employees. At the moment, however, there are no women enrolled in this course.

e. Availability of seasonal or part-time work

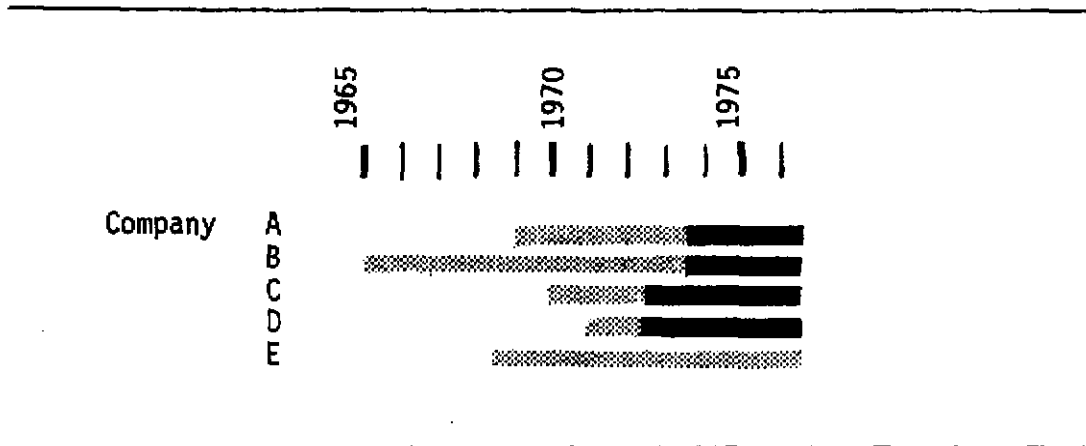
None of the companies in the sample make part-time work available on a regular basis. Some summer seasonal work exists at one of the companies on its reclamation project. About 20 women (mainly students) are hired to plant trees. This is at the company which hires no fulltime non-traditional workers. Another company sub-contracts all its part-time work to an employer who hires primarily local native people. At one company where there are summer vacancies due to vacationing workers, male university students are hired to fill the positions.



4.1.2 Company experience with women working in non-traditional positions.

a. Reasons for hiring women as non-traditional workers

It is perhaps worth repeating in this section that most mining companies in British Columbia do not hire women in non-traditional positions. Among the minority of companies that do hire women, most have stated that they do so in order to take advantage of a readily available stable labour pool. Only one company specifically stated that its primary reason for hiring women in non-traditional positions was to become an "equal employer". All the women were initially hired during the same time periods, in either 1973 or 1974. This did not vary even in mines with longer production histories (see Table 8).

TABLE 8  
WOMEN'S ENTRY INTO NON-TRADITIONAL POSITIONS



 Women employed in non-traditional positions  
 Years of production

Companies may be motivated to hire women because other sources of labour are closed off to them. One company stated that because it needs a stable source of labour and because provincial government policy discourages hiring from abroad, it has become oriented towards exploring the potential of women as a source of labour. This orientation is in contrast to the company which hires no women in non-traditional positions. Located in another province it is still hiring some mineworkers from Great Britain\*.

b. Special screening, hiring or orientation procedures for women workers

In only one mine was a special hiring procedure developed for the first non-traditional women workers. At this mine an "interest"

\* This company has a much lower turnover rate than other companies in the sample. It is, therefore, less motivated to hire women.

survey among women in the community was conducted by the local Canada Manpower Office. Sixty-two women expressed interest, and from this group 13 women were hired to work on the surface (primarily in the preparation plant) or underground. The women interested in underground mining were given an orientation tour underground which served two purposes: to allow self selection to occur and to give staff a chance to see how the women reacted. At this mine the company funded an extra Manpower worker to assist with the initial screening.

At all other companies no special recruiting or screening procedure have been developed for the new non-traditional workers although one company said the women are "told of the difficulties of the job" at the initial hiring interview.

c. Women in the workforce hierarchy

Women seem to be concentrated in certain specific positions. For example, truck drivers, dump supervisors and lab workers comprise nearly half the total number of positions held by women. It also appears that while the presence and hiring of women has enjoyed acceptance with some companies, the prospect of underground women workers has not been as well received (see Table 9 ).

Just as women are over-represented in certain of the more unskilled, tedious positions (at one mine, five out of 16 women are employed as dump supervisors), they are notably absent from certain skilled jobs particularly in the trades. For example, in the study sample there are no maintenance workers, dozer or grader operators, welders, or millwrights and few women working as heavy equipment operators, blasters or drillers.

TABLE 9  
POSITIONS HELD BY NON-TRADITIONAL WOMEN WORKER RESPONDENTS

Company	A	B	C	D	Total
Underground	1				1
Surface	1	2	7	8	18
Plant	1	9	1	3	14
Professional				2	2

TABLE 10  
SPECIFIC POSITIONS HELD BY NON-TRADITIONAL WOMEN RESPONDENTS BY JOB

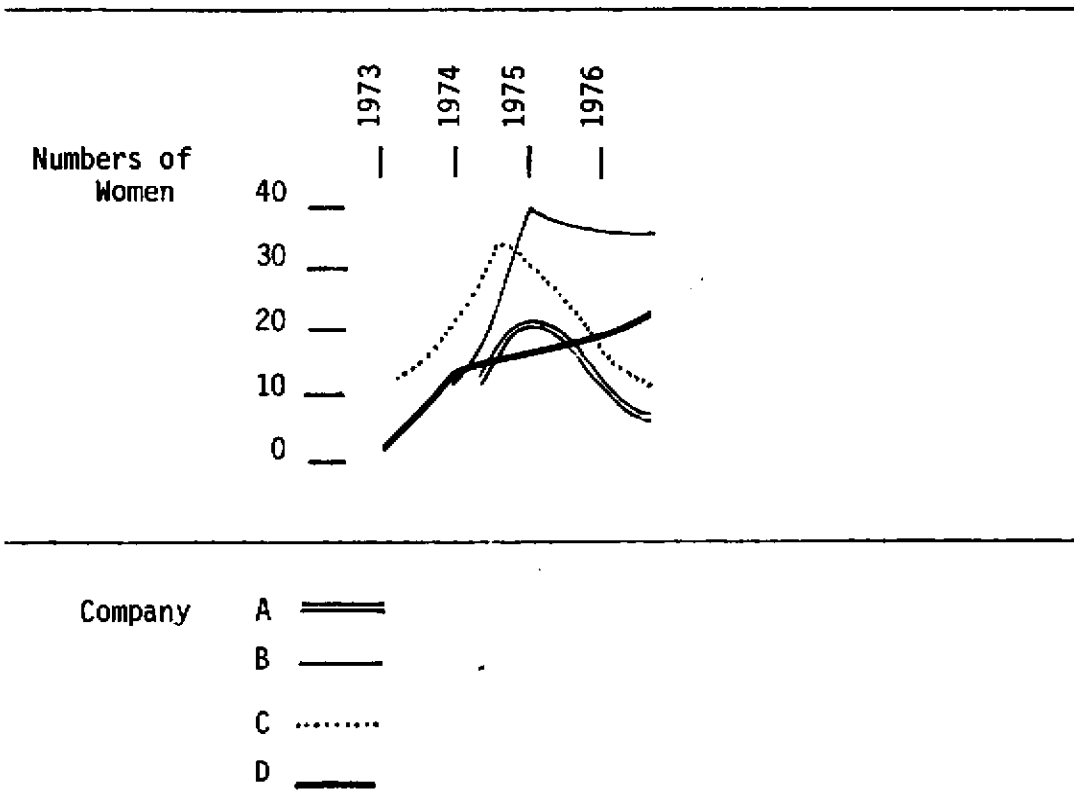
Company	A	B	C	D	Total
Truck Driver		1	4	4	9
Heavy Equipment Operator				1	1
Plant Processing Operator	2	5			7
Dump Supervisor		1	2		3
Tool Crib/Stock Control			1	1	2
Blasting Crews				1	1
Oilers				1	1
Drillers				1	1
First Aid				2	2
Professional				1	1
Lab		3		1	4
Shuttlecar Driver	1				1
Canning Dept.		1			1
Labourer - Pit			1		1
Totals	3	11	8	13	35

The extremely low participation of women in trade apprenticeship courses related to mining is one of the more serious obstacles to the advancement of women in the mining workforce hierarchy.

Langan (1976) notes that there are no women apprentices among industrial electricians, machinists or millwrights. In 1975 there were 497 female apprentices out of a total of 12,334 in British Columbia but 80% of these worked as barbers or hairdressers.

d. Growth rate of non-traditional workers

TABLE 11  
GROWTH RATE OF WOMEN IN NON-TRADITIONAL POSITIONS



Three of the four companies in the sample have not maintained either the numbers or the ratio of women workers they had during their first years of hiring female non-traditional miners. Only Company D has managed to marginally increase its numbers of women workers, thereby maintaining the same percentage of women as it had during its first year of female non-traditional employment.

Several explanations for this trend have been postulated but none is conclusive. In one of the companies there has been an 18% decline in the total hourly workforce since 1974. At the same time, the decline in female workers at the same mine has been in the order of 50%. Women are likely to be laid off during times of economic decline in larger relative numbers than men as they are usually unskilled workers with little seniority. This would only apply to the one company in the sample, however, as the three others have experienced an increase in their hourly workforce.

One company suggested that after an initial burst of enthusiasm women have ceased applying for mining positions. However, this same company had, at the time of the interview, 50-60 applications from women on file.

A more likely explanation is that women who leave their positions are simply being replaced by men. This appears to indicate a natural reversal to old hiring patterns in the absence of strong management directives to recruit and hire women as a priority company policy. At one mine which has significantly fewer women now than it did a year ago, the mine manager was unaware of the trend. He had assumed that women were being hired and that no special effort would be needed to maintain this orientation.



e. Absenteeism and turnover rates

No companies in the sample keep separate statistics on the absenteeism and turnover rates for women. However, two company representatives feel that absenteeism and turnover are less for women. At one company where absenteeism is the major problem, management stated that women are less likely to "blow shifts" because of drunkenness, a fairly regular occurrence with single, male workers.

Other Canadian companies have reported lower turnover rates for women. The superintendent of personnel and industrial relations at the Inco mine at Thompson has reported: "The women here are working out just fine. They are not better than men and they are not worse, although they do have a significantly lower turnover rate than the guys" (Fine, 1976). The same lower turnover rate has been noted at a Quebec mine (Gagnon, 1975).

f. Orientation of staff and hourly workers to women working in non-traditional positions

None of the companies provides any special orientation for male staff, foremen or other workers when women are initially hired into non-traditional positions. One company said the matter is "discussed" with some of the supervisors. No orientation or problem-solving programs for supervisors have been implemented to date even though two of the companies admit that the greatest resistance to non-traditional women workers has come from middle and lower management personnel.

Workers are not officially informed by the company about the hiring of women despite the fact that some work crews (especially those underground) are known to be small, highly inter-dependent and somewhat exclusive. Information about the numbers of women to be hired and the positions they would fill is supplied through rumours and gossip.

#### 4.1.3 Services and facilities provided by the company

##### a. To the community

All the companies provide or partly support some kind of housing or housing benefits to their workers. Two provide transportation to the minesite and three provide or partly support recreational or health facilities in the neighbourhood (see Table 12).

TABLE 12  
SERVICES AND FACILITIES PROVIDED BY SAMPLED COMPANIES

	Yes	No
Apartments	3	1
Bunkhouse - males	3	1
Bunkhouse - females	2	2
Housing - rental	4	0
Mobile Homes	3	1
Transportation to Mine	2	2
Eating Facilities	1	3
Medical	3	1
Dental	2	2
Recreational	3	1

All the companies provide washrooms, change and shower rooms for women but no other benefits or facilities have been introduced (see Table 13).

TABLE 13  
BENEFITS AND FACILITIES PROVIDED BY COMPANY FOR WOMEN

---

Changing, shower rooms	4
Washrooms in major working areas	4
Special training program	0
Special maternity leave benefit <sup>1)</sup>	1
Child care assistance	0

---

1) Other than that stipulated by the Unemployment Insurance Commission.

The limited capacity of the dries (changing, shower and locker rooms) at all the mines is an actual and psychological barrier to the hiring of a large number of women. At one mine where there are presently 36 workers, facilities are equipped to handle only 40 women. In some mines there are no washrooms in certain areas of the pit, a fact which is less inhibiting to male workers but which presents a problem to women. Three of the companies stated that the addition and expansion of dries and washrooms would be the greatest single cost in the hiring of substantially more women\*.

#### 4.1.4 Attitudes and perceptions of company officials

- a. Problems and costs related to the hiring of women in non-traditional positions.

---

\* According to several mine management personnel, a prefabricated dry costs about \$50-60,000 for 40 to 45 women.

Company representatives stress two basic problems they experience in hiring women. The first is that few women are eligible for the better-paying jobs as they have no previously acquired mining skills. They are therefore over represented in most unskilled positions. The second problem from the company's point of view, is that most women's previous background and work experience appear to be unrelated to the work situation in mining. As one personnel officer put it:

...If an unskilled man and an unskilled woman came through the door looking for a labouring job, the woman already has two counts against her: usually her past conditioning hasn't prepared her for a physical job and she has probably had no contact with machinery.

At two of the companies the trend is to hire married not single women because the latter are seen to be as unstable as single, male workers. Most preferred are women with husbands working at the mine because such couples are more "stable". They are less likely to jeopardize their high family income by quitting their jobs or going on strike.

Other problems mentioned by company representatives relate more overtly to the traditional sex-segregation of occupations and appear to reflect biases against women in certain positions on the basis of their sex. For example, four personnel officers stated that hiring women in non-traditional occupations tends to stimulate sexual gossip and scandal among the workers and in the community. On the basis of a few isolated incidents and in order

to minimize potential "unpleasantness", women are sometimes excluded from certain remote location jobs with men or from positions where incidents have been rumoured to occur. The sexist attitudes of certain supervisors and other co-workers (such as older miners) are also cited as problems in introducing women to non-traditional positions.

Other problems associated with the hiring of women in non-traditional jobs are cited by company representatives as insufficient physical strength for certain occupations, the lack of community child care resources, and the additional cost to the company of providing extra training facilities.

One interesting phenomenon that appears to be present in all companies is an informal "resistance level" that determines to some extent the percentage of women in the mine workforce. One personnel manager stated that the level of tension among workers and particularly among supervisory personnel is manageable as long as only a limited number of women are hired. In this case, 40 women out of a total hourly labour force of 454 (8.8%) was considered to be the limit beyond which there would be many new problems and staff resistance, especially at the lower management levels.

b. Perceived benefits of hiring women

The main benefits of hiring women are the savings in accommodation costs for the company (this applies only to husband-wife teams) and the perceived lessening in turnover and absenteeism rates. It was also mentioned that women improve the general "tone" of the operation and that they are more safety conscious and prompt in having their equipment maintained and kept in good order.

Company officials were asked to describe the women who would be most effective in non-traditional positions. The following characteristics were identified: experience in remote communities, farming background, experience with shift work and being married to a man who works at the mine. In summary, companies would prefer to hire married women with mine worker husbands.

## 4.2 Women Working in Non-Traditional Positions

### 4.2.1 Personal characteristics

#### a. Age and marital status

Slightly more than half the women in the sample are under 25 years, a trend which parallels the growth since 1956 of the proportion of men miners 24 years and younger (Fisher, 1975). There are no women over 55 (see Table 14). The largest percentage of women are married and of those who are married the great majority are married to men who work at the same mine (see Table 15).

TABLE 14  
AGE OF NON-TRADITIONAL WORKING FEMALES

---

Under 25	51.4%	18
25 - 35	28.6%	10
36 - 45	14.3%	5
46 - 55	5.7%	2
56 +	---	--
	<hr/>	
	100 %	35

---

TABLE 15  
MARITAL STATUS AND HUSBANDS' OCCUPATION

Single <sup>1)</sup>	42.9%	15
Married <sup>2)</sup>	57.1%	20
Married - husbands working at mine	80.0%	16
Married - husbands not working at mine	10.0%	2
No data	10.0%	2

1) includes divorced and separated women

2) includes women living in common law relationships

b. Number and ages of children

Most of the women interviewed do not have children (see Table 16). Of the 15 (42.9%) who do, almost half have three children or more and 12 have children in the under 16 age bracket. Five women have children under six years. It would appear that despite the unavailability of child care services in most resource communities a minority of women with pre-school age children will want or have to seek employment in mining.

TABLE 16  
NUMBER AND AGES OF CHILDREN

Women with children	42.9%	15
Women without children	51.9%	20
Number of children:		
1 child	20.0%	3
2 children	33.3%	5
3 children	13.3%	2
more than 3 children	33.3%	5
Age groups of children (per family)		
under 6 years	33.0%	5
6 - 16 years	46.6%	7
over 16 years	20.0%	3



c. Educational level

More than half the sample have completed Grade 12 or have attended some university. Two women had taken courses at the Rossland Mining School (see Table 17).

TABLE 17  
EDUCATIONAL AND TECHNICAL TRAINING OF NON-TRADITIONAL WORKERS

---

Educational Level Completed		
Completed Grade 8	37.1%	13
Completed Grade 12	37.1	13
Completed some University	25.7	9
	<hr/>	<hr/>
	99.9%	
Technical Education		
Technical School	20.0	7
Business School	8.6	3

---

d. Physical size

No physical "type" is clearly apparent in the sample. The majority of women describe themselves as "medium" in height and weight, and almost one-third consider themselves small in stature (5'2"). Two of the smallest women (around 5'1") drive trucks of over 100 tons (see Table 18).

TABLE 18  
PHYSICAL SIZE OF NON-TRADITIONAL WOMEN WORKERS<sup>1)</sup>

---

Height		
Short	28.6%	10
Medium	40.0	14
Tall	31.4	11
	<hr/>	<hr/>
	100 %	35

Weight		
Light	14.3%	5
Medium	71.4	25
Heavy	14.3	5
	<hr/>	<hr/>
	100 %	35

---

1) Medium height is considered to be from 5'4" to 5'6".  
Weights were assessed according to build.

e. Mobility and background

It appears that a minority of the women are either very mobile, moving approximately once a year or very stable, living in the same community all their lives or for over 35 years (see Table 19). However, the majority move every two to four years.

Over half of the sample consider their background to be rural or small, one industry town based (see Table 20).

TABLE 19  
MOBILITY OF SAMPLE

Period of Residence	Present Community		Previous Community	
Under 1 year	22.8%	8	25.7%	9
1 - 3	42.8	15	31.4	11
3 - 9	20.0	7	17.1	6
10 +	5.7	2	17.1	6
Never moved	5.8	2	5.8	2
N/A	2.9	1	2.9	1
	100 %	35	100 %	35

TABLE 20  
BACKGROUND OF SAMPLE

Rural	11.4%	4
Small town	51.4	18
City	37.1	13

f. Occupational background of family of origin

Slightly more than half the sample have working mothers but only a very few come from families with a mining background (Table 21).

TABLE 21  
OCCUPATIONAL BACKGROUND OF FAMILY OF ORIGIN

Mothers worked	51.4%	18
Immediate family worked in mining	20.0%	7
Immediate family worked in farming	31.4%	11

g. Husbands of non-traditional women workers - personal and occupational data

The great majority of all the husbands of the women sampled work at the same mine as their wives, mainly in hourly positions. Most of them earn more than \$12,000 per annum (see Table 22) and most are in the 26-35 age bracket with only a small number over 46.

The majority of the husbands feel positive about their wives working in mining. They consider the extra money to be the major benefit. The men who feel negative about their wives working have young children and feel their primary role should be in the home. However, in both cases the extra money was needed to buy a house.

TABLE 22  
ANNUAL WAGE LEVELS OF HUSBANDS WORKING AT MINE, 1975-76

---

Under \$8,000	--	--
\$8,000 - \$9,999	--	--
\$10,000 - \$11,999	11.8%	2
\$12,000 - \$14,999	53.0%	9
\$15,000 +	35.3%	6
		<hr/>
	TOTAL	17

---

Source: estimates by interviewers.

#### 4.2.2 Work characteristics

##### a. Occupational background of sample

A large number of women had previously been employed in clerical and service jobs (see Table 23). It is noteworthy that most did not have previous industrial experience although they had participated in the labour force in other sectors.

TABLE 23  
OCCUPATIONAL BACKGROUND OF SAMPLE

---

Managerial, Professional	11.4%	4
Clerical, Sales	45.7	16
Service, Recreational (includes waitressing)	28.6	10
Unskilled labourer	11.4	4
Farming, Agriculture	8.6	3
Craft, Production, Industrial	8.6	3

---

Women with more than one type of background	20.0	7
No background prior to mining	5.7	2

---

b. Reasons for working

Women in the sample were asked their reasons for working, for working in mining and for working specifically in a non-traditional as opposed to a traditional position. For the majority of women, the need for money is the single greatest motivating force for working and for working in mining (see Table 24). More than half of the sample say that it was the "challenge" which motivated them to attempt a non-traditional position.

TABLE 24

NON TRADITIONAL WOMEN: Reasons for Working<sup>1)</sup>

General	No. of Responses
Boredom	6
Money	27
Contact - people	3
Enjoy work	9
Husband works	2
Self-sufficiency	1
Fullfillment	1

In Mining	No. of Responses
Only job	9
Husband works at mine	10
Interesting work	7
Outdoors	5
Hours	1
Pay	18
Fringe benefit	1
No other training	3
Need experience	1

In Non-Traditional Position	No. of Responses
Challenge	19
Only job available	2
Good hours	1
Pay	15
Fringe benefits	1
Outdoors	4
Physical work	3
Prove self	1
Experience	2
Morettime - family	1
Pressure from company	1
Transferable to other positions	2

1) most respondents listed several reasons

c. Length of time mining position held

Since the companies sampled began hiring women in 1973 and 1974, no woman has worked at the mine longer than five years. However, one-quarter of the sample has been employed from three to five years and the greatest percentage of the sample has been employed from one to three years (see Table 25).

TABLE 25  
LENGTH OF TIME ON JOB WITH PRESENT EMPLOYER

	Married		Single		Total	
Under 6 months	11.4%	4	11.4%	4	22.9%	8
6 months - 1 year			8.6%	3	8.6%	3
1 - 3 years	22.9%	8	20.0%	7	42.9%	15
3 - 5 years	14.3%	5	11.4%	4	25.7%	9
		17		18		35

Most of these women have had two or more positions, and twelve have had three or more since being employed at the mine. This is a typical pattern for unskilled workers who may stay in an area for a brief time before being promoted to another by a foreman because they have mastered the job or because they have successfully bid into another position.



TABLE 26  
NUMBER OF POSITIONS HELD AT MINE

---

One only	28.6%	10
Two	37.1	13
Three or more	34.3	12

---

Source: Respondents

d. Wage levels

None of the women in the sample earns under \$10,000/year. The greatest percentage earns between \$12,000 - \$15,000 (see Table 27).

When one considers the heavy concentration of females in low-paying jobs in British Columbia (Labour Research Bulletin, 1976), it is not difficult to appreciate the financial incentive expressed by most women in non-traditional mining occupations

TABLE 27  
ANNUAL WAGE LEVELS OF NON-TRADITIONAL WOMEN, 1975-76

---

Under \$8,000.		
\$8,000. - \$9,999.		
\$10,000 - \$11,999.	28.6%	10
\$12,000 - \$14,999.	48.6	17
\$15,000. +	22.9	8
		35

---

Source: interviewers

e. Hiring

With very few exceptions, the women were hired locally at the mine office or the local Canada Manpower Centre (see Table 28). Most companies also use the services of the Manpower Centres in Edmonton and Alberta particularly for interviewing skilled workers who have to migrate to the area.

TABLE 28

HIRING LOCATIONS: NON-TRADITIONAL WOMEN WORKERS

---

Manpower - Local	7
- City	2
Mine Office - Local	24
- City	2

---

f. Training for mining positions

Most women were trained on the job in less than one month (in most cases 3 to 7 days). Two women received professional training (Table 29).

TABLE 29  
TRAINING OF WOMEN FOR MINING POSITIONS

On job	85.7%	30
Technical	5.7	2
Professional (University)	5.7	2
Nil		1
Under one month	77.1	27
Over one month	22.9	8

g. Upgrading and job mobility

Slightly more than half the women in the sample (19 out of 35) changed positions and earned promotions since starting at the mine. They have moved from unskilled to semi-skilled occupations but none of the respondents are presently apprenticing for the better-paying, skilled jobs. Two of the women, one of whom later quit her job at the mine, had considered apprenticeship positions but both were discouraged by their supervisors. In one case, the woman was told that she should "stay home and have children". In another, the woman was advised to "think carefully before making a four-year commitment". These discouraging comments by super-

visors reinforced the women's own indecision regarding the value of a four-year commitment and both eventually decided not to attempt the apprenticeship. However, despite the lack of women bidding on apprenticeship positions, more than half did bid on other positions in the mine and almost all of these were successful.

h. Shift work

The largest percentage of women is on shift work and of those who are married, half are on the same shift as their husbands.

TABLE 30  
SHIFT WORK

---

Shift Work	72.3%	26
Steady Days	27.7	9
Shift Schedule of Spouses		
Same shift		7
Regular days		2
Opposing hours		7
No data		1

---

One company stated that it has attempted to find women with children jobs which require no shift work although it is worried about showing favouritism. Most other companies, while acknowledging that shift work is difficult for mothers, stated that women will have to make their own child care arrangements if they want to work.

i. Required physical strength

Non-traditional jobs are often assumed to be primarily physical. However, most of the women in the sample say that physical strength demands are moderate to nil (see Table 31). At the same time a minority of women do agree that there is a preponderance of heavy labour in their jobs. This likely reflects the fact that different mining occupations require different degrees of strength. As mining is becoming more automated there is also less dependence on hard physical labour.

TABLE 31  
REQUIRED PHYSICAL STRENGTH

---

Heavy	20.0%	7
Moderate	45.7	16
Light	25.7	9
Nil	8.6	3
	<hr/>	<hr/>
	100 %	35

---

j. Job satisfaction

The majority of the sample are positive or very positive about their jobs (see Table 32). This data may be misleading, however, due to the fact that extremely displeased women may have quit their positions (see Section 4.3).

TABLE 32  
OVERALL JOB SATISFACTION

---

Very Positive	22.9%	8
Positive	42.9	15
Neutral	28.6	10
Negative	5.7	2
Very Negative	0	0

---

Despite the high level of over-all job satisfaction, slightly more than half the women are dissatisfied with their specific position at the mine and wish to move into another job or area. Some also wish to change their job shift. Most of the women wish to change because they are bored with their present job or want to change their work crew.

TABLE 33  
SATISFACTION WITH JOB HOURS/POSITION

---

Wish to change position	51.4%	18
Wish to change job shift	20.0	7
Wish to change to part-time	0	0
No change	28.6	10

---

It is interesting to note the high overall job satisfaction expressed by women in non-traditional positions. Despite initial job difficulties, most like their work and many intend to stay in mining.

k. Future career interests

Half the sample (8 single and 10 married) plan to continue working and they intend to stay and develop a career in mining. A small minority (4) wish to move out of the labour force entirely and become fulltime housewives and mothers. The others intend to stay in the labour force but want to move out of the mining industry.

Among the jobs most sought after by the women who plan to stay in mining are those in the assay or research lab (see Table 34). The career goals of these women match almost exactly the jobs other women hold at the same mine. At the company where there is a preponderance of female lab workers, other women chose this as their career goal. Only two women wish to be on the blasting crew and this is at the only mine which has female blasters. This pattern shows the importance of role models for women in the determination of their career goals.

Lab work is also considered to be "most suitable" for women by company officials and women. It is a relatively clean job, often meticulous and requires little physical labour. In other words, it reflects commonly held stereotypes about "womens' work". Interest in it may reflect the limited roles women are expected to adapt to within mining operations.

TABLE 34  
POSITIONS SOUGHT BY WOMEN PLANNING A MINING CAREER

Position	No. of Responses
Lab	5
Blasting crew	2
Mill	2
Same position	2
Control room	1
Senior operator	1
Shovel operator	1
Promotions	1
N/A	2

1. Union activity

All the women, with the exception of three, are union members. The three who are not are considered staff members although they hold skilled or semi-skilled positions. Very few women have held union executive or shop steward positions. Seven women have brought complaints or grievances to the union: all felt these were handled to their satisfaction by the company and union involved. As mentioned in the section on the study limitations, there is very little data on problems associated with apprenticeship positions or on the union role in determining or filling these positions. It does appear, however, that the unions have not taken an active role in encouraging women on the job to apply for apprenticeship training.



#### 4.2.3 Evaluation of community services and housing

##### a. Housing

Over half the sample live in housing connected, through purchase or rental, with the mining company (see Table 35).

TABLE 35  
TYPE AND TENURE OF HOUSING

---

Private Ownership		
House	20.0%	7
Mobile Home	8.6%	3
Private Rental		
House	0	0
Apartment	5.7%	2
Mobile Home	0	0
Company Based Housing		
House (owned)	14.3%	5
House (rental)	--	1
Apartment (rental)	14.3%	5
Mobile Home	8.6%	3
Bunkhouse	14.3%	5
Live with Parents	8.6%	3
No answer	--	1

---

Housing is not considered a problem by most of the women and most rate their housing as adequate or more than adequate (see Table 36 ).

However, in one community there is a serious shortage of housing for single women. There are no bunkhouses and a long waiting list for bachelor apartments which are renting for a highly inflated \$300. a month. Most single women have to move in with family members or a friend until an apartment becomes available.

TABLE 36  
ADEQUACY OF HOUSING

More than adequate	42.9%	15
Adequate	15.7%	16
Inadequate	--	1
N/A	8.6%	3

b. Evaluation of community resources and services

Women in the sample were asked to evaluate 38 specific services and resources in their communities and to specify which are most relevant to them. The ones considered most relevant are child care services, business outlets, transportation systems out of the community and local T.V. reception.

- i) Child care services - not one of the communities has an organized child care service. Many women (51.4%) do not care about the lack of child care services presumably because they have no young children (refer to Tables 15 and 16 for data on marital status and number of children of women). However, others (45.7%) said the service is needed and 10 women stated that a system of after-school care for their schoolage children would be useful. It should be noted that to a certain extent the sample is self-selecting: some women with small children and no day care would likely not apply for these jobs and their views are therefore not represented in this study.

- ii) Medical services - most respondents are satisfied with the medical care provided by their physicians but a minority are either critical of existing hospital facilities or of the lack of such facilities in their communities. In two communities dental services are criticized, in one, because of the lack of a fulltime dentist and in another, because of below standard treatment. There is little interest in the availability or unavailability of such services as public health, mental health and human resources.
  
- iii) Other community services - most of the women in the sample had no comments to make on the adequacy or inadequacy of most community services such as Womens' organizations, Community Service Centres, or Alcohol or Drug Treatment projects. They simply said it is unimportant to them what level of service is provided. Most do not get involved in committees or in any other way to provide increased health and welfare services. They appear to be satisfied with the existing level of services such as elementary and secondary schools and police protection. The one common criticism of existing services voiced by some women is in the area of adult recreation - some want to see major improvements in the range of facilities provided.

Often this dissatisfaction with adult recreational opportunities is not directed towards the establishment of more community facilities but springs from the general feeling that there is "nothing to do" at night or on the weekends.

This feeling is most pronounced in the largest and one of the most developed communities in the sample. It is located between two urban centres where many workers spend their days off. In the other resource communities there are fewer outside options and consequently recreation is more family and community based.

There are several reasons why community resources do not seem to be highly relevant to working women in this sample. When asked, they responded that their jobs keep them very busy and, after work they have neither the time nor the energy to get involved in any extra activities. Also, shift work does not allow them to make committee commitments.

Traditionally, working mothers have a double workload - their job and the housework and child care after work, which further limits their involvement in the community.

The women expressed less personal need for many social services. This is because they are busy, integrated into a work community and, consequently, are less likely to be bored and depressed. It was confirmed in three of the four communities that the major users of all the community social services are the women at home. They are the ones who for obvious reasons experience the isolation of the community and the lack of resources most acutely.

Women at home are also the community members who, because of time availability, tradition and in order to meet the needs of themselves and their families, become involved in services which improve the quality of life in the community (voluntary groups, parent-teacher organizations, libraries, etc.).

- iv) Retail facilities - many women (45%) are critical of the local stores because of their high prices and the commercial monopoly they enjoy in the community. A surprising number (at least 8 out of 35) do not use the local grocery stores for most of their food shopping as they object to the high prices and lack of variety. These women prefer to travel to the nearest urban centres to do bulk grocery shopping.
  
- v) Transportation and communication - the roads leading from the resource town to more populated communities present problems to many of the women in the sample. In two communities the major road is lengthy, unpaved and often dangerous. At one of the communities there is no air or train service and a scheduled bus service has been temporarily withdrawn. At this community the road presents a psychological as well as a real barrier to the outside world. At the second community, boat service provides an alternative form of transportation but this is criticized by half the sample primarily because it is too expensive.

Private transportation is the most common form of travel in these resource communities. None have local bus service

although in two of the communities the mining companies provide transportation to the minesite. No women in the sample use taxis, trains or bus services.

Television and radio are important to these working women. Over half the women work shifts which entail hours to be filled while others are asleep or at work. Many resource communities are in the north where television is the major source of entertainment during the long winters. While most women are satisfied with the radio reception, almost half are critical of the limited choice of channels available on T.V.

- vi) Community involvement - the low level of community activity of the sample probably explains in part why many community services are considered irrelevant. Most (22) of the respondents do not belong to any group or association or engage in any consistent community activity outside their work.
  
- vii) Community assets - the identification of community assets by working women closely matches Langin's (1976) data on the perceptions of all women in a resource community (see Section 6). The small size of the community and its friendliness, the availability of a job and the opportunity for outdoor recreation are listed as major assets by the non-traditional sample (see Table 37). Six respondents said that the community has no assets! Presumably they are only there because of their own or their husband's job.

TABLE 37  
ATTRactions OF COMMUNITY

Small size	28.6%	10
Friendliness	22.9%	8
Outdoor Recreation	20.0%	7
Job Availability	28.6%	10
Men - single	5.7%	2
Location	5.7%	2
No assets	17.1%	6

#### 4.2.4 Attitudes of women workers towards their work

##### a. Positive benefits

It is noteworthy that women working in non-traditional positions are more positive than negative about their jobs. Most women mention high pay as a major benefit but many women also list beneficial aspects of the job such as interesting, challenging work, and the opportunity for independent decision making (see Table 38).

Half the women note that it is a challenge to do a man's job. They feel proud to be pioneers in a new field for women. Ten of the women stressed that contact with other workers and the friendly kibbitzing and teasing which takes place are an important benefit. In several cases where the job content is monotonous the frequent contact with other workers is the major compensation. At one company, an older woman who has never worked before and who had been feeling isolated and depressed, was hired into a position where she is in contact with many other workers. She has become "grandmother" to many of them, experiences a strong sense of being valued within this working group and many of her depressive symptoms have disappeared.

TABLE 38  
MAJOR BENEFITS OF NON-TRADITIONAL POSITIONS AS PERCEIVED BY  
WOMEN WORKERS

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Aspects of the work (easy work, outdoors, interesting)	82.9%	29
Good money	71.4%	25
Challenge	54.3%	19
Enjoy contact with other workers	28.6%	10
Opportunity to be own boss on job	20.0%	7
Useful experience (can be transferred to other industries or used in mining for further promotions)	28.6%	10

---

b. Negative aspects

The boring nature of the work is listed most often as the least desirable aspect of the job (see Table 39 ). This is not surprising in view of the fact that most respondents are in unskilled positions (truck driving, dump supervisors). Problems related to poor management and poor facilities were mentioned by seven women. Only three women mentioned shiftwork as a major negative aspect, although several women workers said that it was "taken for granted" that workers hate graveyard shift. Shifts seem to be accepted as an unpleasant but necessary part of the job.



TABLE 39  
NEGATIVE ASPECTS OF NON-TRADITIONAL JOBS AS PERCEIVED BY WOMEN  
WORKERS

---

Boring, monotonous work	25.7%	9
Poor working conditions	20.0%	7
Weather	17.1%	6
Pressure from other workers, supervisors	11.4%	4
Shiftwork	8.6%	3

---

c. Major problems women face on the job

Women were asked about major problems on the job in relation to themselves, the company, male co-workers, the union, their community and family. The problems most commonly mentioned are nervousness and lack of self confidence, resentment of supervisors and teasing from co-workers and sexual jealousy and gossip from workers wives (see Table 40). It is interesting to note that most of these problems are related not to the job per se, but to the fact of being a female performing in a non-traditional job.

The nervousness, lack of self confidence and pressure experienced by women workers occur primarily in the initial stages of employment but may persist throughout. At one mine one of the first women truck drivers noted:

...I had no background, had never seen such a truck before. I had to prove that I could do it. Everyone was watching me and waiting for me to fail. On my first day my truck broke down. I was worried I had broken it. This was a fear that persisted while I was at the mine. At the end I was still afraid to operate heavy equipment because of the fear something would go wrong with it.

TABLE 40  
PROBLEMS FACED BY WOMEN

Problems	No. of Responses
<b>Related to Self:</b>	
Lack of confidence/nervousness	13
Pressure from other workers, supervisors	5
Lack of strength for certain jobs	4
Fears of equipment	2
Fatigue in early stages of job	2
<b>Related to Company:</b>	
Resentment of immediate super- visor	8
Poor facilities for women	5
Lack of job promotions	6
Company doesn't take hiring of women seriously	6
Lack of training	3
Unofficial bans on women in certain positions	3
Inadequate safety equipment	2
Lack of maternity benefits	2
<b>Related to Male Co-workers:</b>	
Teasing	7
Resentful attitude of other workers	4
Resentment from male trainees	3
Pressure from other workers	2
<b>Related to Union:</b>	
Problems adjusting to union	1
Poor communication between workers and union	1
Obstacle to promotion	1
<b>Related to Family:</b>	
Husband's negative attitude (to working)	2
Anxiety about children	2
Shifts cause discord	1
Absence of child care	2
<b>Related to Community:</b>	
Sexual jealousy of worker's wives	6
Gossip about female workers	2
Lack of Housing	1

#### 4.2.5 Major benefits women workers bring to workplace

The sample was asked what benefits women bring to the company, male co-workers, their families and their community. Many said the company benefits because women are reliable, stable and conscientious workers and because they are more safety conscious and cautious than men. Women are alleged to have fewer accidents on the job and to be more concerned with equipment maintenance and repair. Enjoyment of a higher standard of living was mentioned by many women as an important family benefit. While a minority consider that women are more active union members than their male co-workers, most women see no advantages to the union of having women members in non-traditional jobs (see Table 41).

Women were also asked to assess the personal qualities most needed in non-traditional work. The qualities most mentioned are independence, an industrial background and experience in labouring.

#### 4.2.6 Job satisfaction and personal work characteristics

In an attempt to determine whether there are any personal or work characteristics associated with the level of overall job satisfaction expressed by the women, a number of variables such as nature of community, age, education and marital status were correlated with the positive sample (23) and the neutral to negative sample (12) of women in non-traditional positions.

Although the number of respondents per community is too small to be significant, it does appear that Company C has a greater number of satisfied women workers than the others. This is a less remote,

TABLE 41  
MAJOR BENEFITS - WOMEN IN NON-TRADITIONAL OCCUPATIONS

Benefits	No. of Responses
To Company:	
Women reliable, conscientious	12
Women safety conscious	12
Less turnover	10
Less absenteeism	4
Women cleaner workers	5
No benefits to company	3
Women do menial tasks better	2
To Union:	
No benefits	29
Women more active	3
To Male Co-workers:	
Morale, "tone" of operation improved	10
No benefits to men	7
Show men, women can work as well	4
To Family:	
Higher standard of living	8
Children more self-reliant	5
To Community:	
More money in community, increases standard of living	4
More community stability	2
Women more active in community	2

more integrated community compared to the others and it is also the closest to a large urban centre. The company was one of the first to hire women, although only in certain specific areas. The percentage of women in the labour force in that particular mine is declining. No special hiring, orientation or screening procedures are employed at this time.

Most of those who are neutral to negative about their jobs are single and under 25 years of age. Only a minority (4) of the married women over 26 years have negative feelings about their job. This information corresponds to the expressed preference of mine managers for older, married workers as they are considered to be the best and most stable workers.

Most of the women who are satisfied with their work identify the money incentive as the strongest reason for working. At the same time, they admit to enjoying the kind of work in which they are involved. Among the less satisfied group, money is also the primary motivating force but there is less enjoyment of the kind of work involved in a mining operation.

4.3 The Companies and the Women: Some Comparative Data

4.3.1 Assessment of problems

Both the women and the companies were asked to identify the major problems associated with non-traditional work. Interestingly, while both agreed on a number of items (see Table 42), the companies appeared to be completely unaware of the initial lack of self confidence experienced by many of the women.

TABLE 42

A COMPARATIVE PERSPECTIVE OF MAJOR PROBLEMS OF NON-TRADITIONAL WOMEN WORKERS

Company (7 respondents)		Women (35 respondents)	
<u>Problem</u>	<u>Response</u>	<u>Problem</u>	<u>Response</u>
Physical size/ strength	4	Lack of self confi- dence initially	13
Attitudes of older miners	4	Pressure from super- visors	8
Attitudes of super- visors	3	Lack of promotions	6
Lack of child care	3	Sexual jealousy, gossip - workers, wives	6
Shiftwork	1	Pressure from co-workers	5
		Poor facilities for women on job	5

Many feel increased pressure to perform because they are among the first women employed by the company. Others have never worked with a large number of men before.

The fears of women in this position have been succinctly summarized elsewhere as follows (Van M. Evans, 1975):

...fear of the unknown...workers are usually very unfamiliar with the actual job content of opposite-sex jobs; fear of failure, heightened in new job surroundings; fear that the new work group, composed of opposite-sex persons, will not accept the new addition; fear that the old work group will criticize the move; and, especially in small communities, fear that the community will ostracize the worker or make life difficult in more subtle ways.

#### 4.3.2 Perceptions of suitable and unsuitable jobs for women

Women and company officials were asked to define what they consider to be suitable and unsuitable jobs for women. In general, there is a fair amount of agreement even to the suggestion that women prefer, and are better at the more boring and monotonous jobs.

TABLE 43  
PERCEPTIONS OF JOB SUITABILITIES FOR WOMEN

Suitable Work for Women			
Company Responses		Womens' Responses	
Monotonous work	4	Lab Work	5
Truck driving	2	Preparation plant	4
Preparation plant	2	Canning	3
Lab	1	Drill, trucks	2
Drilling, blasting	1	Heavy equipment	
All suitable	1	"Any boring, menial job"	2
		All suitable	9
Unsuitable Work for Women			
Company Responses		Womens' Responses	
Heavy duty mechanics	3	Heavy duty mechanics	9
No job where safety a factor	1	Millwright	6
No job in remote location	1	Heavy labouring	5
		Apprenticeships	2
		Drill, blasting	1

This would tend to support recent findings that managers and women have prejudicial attitudes toward the employment of females in certain occupations (Employers's Council of B.C., 1975) and that women are perceived to be most effective in traditionally female service and supportive jobs.

The sex stereotyped attitudes of some personnel staff in particular, also lead to the channeling of women into traditional positions. One personnel manager stated that most mining jobs are too difficult for women, and that they are really best at occupations which require typing or calculation.

The responses of women to the identification of unsuitable jobs reflects the limited expectations of many women in the labour force and has to be considered as an important limiting factor to the advancement of females in the mining workforce.

...On the employer side, women have not had access to many positions because of their lack of vocational training and because of (mis) conceptions about female attachment to the labour force. Among women themselves, limited expectations play a key role in abetting labour market segmentation. (Labour Research Bull., 1976)



#### 4.4 Women No Longer Employed in Non-Traditional Occupations

In an effort to identify and understand those factors that either contribute to or detract from the successful employment of women in non-traditional occupations, women who have left such employment were interviewed. It was assumed that by learning something of the reasons for their leaving, knowledge could be gained about how to retain women in these jobs in the future.

Of the eight women who were interviewed, six left their jobs to become full time housewives and mothers. One woman is unemployed and the eighth is in a traditional service job. Most rated their previous mining job as positive and four of the eight women intend to return to a non-traditional position at a later date. As with the present non-traditional workers, almost all (6) listed money as the primary motivation for taking on the job. This would seem to indicate that their reasons for leaving, in most cases, were personal and not directly related to working conditions at the mine. However, four of the eight women agreed that if conditions had been more geared to working mothers (i.e. less shift work, maternity leave, child care in the community) they might have considered staying with their job (see Table 44).

It is recognized, however, that this data may not be representative of the general background and work experience of most women who have left non-traditional positions as they may also have left the community. These individuals are not represented in this sample.

TABLE 44

AGE AND MARITAL STATUS: FORMER NON-TRADITIONAL WORKERS

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Marital Status		
Married		6
Divorced		1
Single		1
Age		
Under 25 years		2
26 - 35 years		4
36 - 45 years		1
46 - 55		1
56 +		0

---

In terms of personal characteristics most are married and slightly older than those presently in non-traditional positions.

#### 4.5 Attitudes of Male Co-Workers Towards Women in Non-Traditional Positions

In an effort to gain some understanding of male co-worker experiences with women in non-traditional positions, five men were interviewed. Clearly, this sample does not permit generalizations about female/male co-worker relationships. Rather, it was intended that these interviews generate the identification of additional factors to those already listed by women themselves that might promote or discourage women in non-traditional positions. The men hold a variety of jobs: mechanic, apprentice millwright, heavy equipment operator, foreman and personnel worker. All have worked with women in non-traditional jobs and two have been involved in on-the-job training of women. As all five men are married and have working wives (two of whom are in non-traditional mining positions), their combined work and personal experience ensure a certain familiarity with the situation of women in mining.

The co-workers hold generally positive feelings about the future of women in non-traditional mining positions. Two specific benefits mentioned were that women upgrade the "tone" of the mining operation just by being there; and that they are cautious and safety conscious. One informant was aware of the special problems some women encounter in their job particularly those due to child care anxieties and lack of self confidence.

Certain problems that can occur between female and male co-workers were brought up. It was said that women often slow other workers down because they don't perform their job as fast as men or because other workers have to take time from their own jobs to help them out. A second problem mentioned was that women sometimes create tensions and competition among the men.

One co-worker admitted his own ambivalence about women in non-traditional jobs when he said that although he is sympathetic to the problems women have, non-traditional jobs are essentially "unladylike" and women should not be encouraged to apply for them.

Poor training was stressed as a major obstacle to the satisfactory integration of women in non-traditional positions. It was felt that poor training handicaps all inexperienced workers, not just women, and it contributes to their lack of self-confidence. As one worker who has trained several women workers put it:

...Training is the key. Many trainers are hard on new people. Women particularly seem to need reassurance. I tell each new person I train everything about the job in complete detail. This seems to help women.

Most trainers want to be quick so that the company will be able to use workers very quickly, but often people are not ready so they hurt themselves; they screw up and get fired. Some women who worked in certain positions at this mine perhaps did not do well. So very few women have been placed in these positions since. The trainers who are competent keep women on the job.

#### 4.6 The Unions

In the study sample, the women in non-traditional positions are represented by three major unions: The Operating Engineers, Canadian Association of Industrial, Mechanical and Allied Workers, and the United Steelworkers of America. As part of the study, contact was made with executive members of these three unions. Although two of the unions have women on their executives, the union respondents in this study are male.

##### 4.6.1 Union response to women in non-traditional positions

There are few contract clauses negotiated by unions specifically on behalf of women workers (see Table 45). Only one union intends to raise the question of maternity benefits in upcoming negotiations. The union representatives expressed some ambivalence about women in non-traditional positions. Although they stated they were positive towards women workers, some of their comments expressed typical sex stereotyping. For example, one comment was that women make good union secretaries and that they would make good shop stewards as they could afford to risk their jobs. On the other hand, women workers are seen as playing an important role in interpreting strike situations to other women in the community, particularly to the wives of male co-workers. Some union representatives commented on the lack of adequate physical amenities (such as washrooms) and psychological unpreparedness experienced by many women workers.

When asked if the hiring of women in non-traditional jobs threatens job security for men, the union respondents answered negatively. At the same time, however, they admit that this is only because there is no female/male competition for jobs at the present time.

Should such competition arise due to an imbalance of workers to jobs, two of the union representatives said there would be serious problems if women were hired before men.

TABLE 45

UNION INVOLVEMENT IN FACILITIES OR BENEFITS FOR WOMEN

	Child Care Resources	Accommod. for Women	Facilities On the Job for Women	Plan to increase maternity benefits
Under consideration	--	--	--	1
Not in present union contract or under consideration	3	3	3	2

## 4.7 The Community Context

### 4.7.1 Availability of specific services

In order to understand the role, if any, of the community in promoting or discouraging the employment of women in non-traditional positions, information was sought on the social infrastructure of the four communities in which the women respondents live.

Most are small communities (see Table 46) and two are relatively isolated from the nearest urban centre.

TABLE 46  
COMMUNITY SAMPLE

Community	Population	Distance to mine site	Distance to nearest urban centre by road
A	4,000	13 miles	90 miles
B	1,800	13 miles	80 miles
C	4,000+	15 miles	60 miles
D	4,000	11 miles	35 miles

The availability and range of social, health, transportation and educational services was determined and key informants in each community were asked to assess the adequacy of existing services, particularly in view of the needs of working women.

The respondents were in agreement in certain key areas:

- a. Child care is the service that is most lacking in these small communities. This would include day care centres, and after school care. In none of the communities is there any organized child care with the exception of private babysitters. It is very difficult for women with small children to consider even part-time work as a result of inadequate child care in the community.
  
- b. Adult education courses (particularly vocational training) is either lacking or perceived as limited in all the communities. Some of the respondents consider that the expansion of such courses in small communities would generate great interest among women at home who would like to enter or return to the labour force but who require up-grading and skill acquisition courses. Family responsibilities often make it impossible for these women to leave their communities temporarily to acquire such training.
  
- c. Mental health services (psychiatrists, psychiatric nurses and social workers, family counselors, drug and alcohol treatment) in all communities are extremely limited. Alcoholics Anonymous is the only active self-help organization in any of the communities. Despite the fact that women in non-traditional positions do not consider the lack of mental health services a problem, the community respondents feel that they would be useful to working women in general as well as to other sectors of the community.



- d. Several respondents agree that housing is a major consideration in attracting workers to the community and the existing lack of non-bunkhouse accommodation (such as bachelor apartments to buy or rent) for single women would be a problem if efforts were made to recruit single women to the mining industry near their communities.

#### 4.7.2 Community problems and opportunities associated with women in mining

There is no general agreement among respondents regarding problems to the community associated with women in non-traditional jobs. However, two respondents did state that sexual rivalry and gossip have in some instances created community tension. This was also identified by women in non-traditional jobs as a community problem.

There is more agreement among respondents about benefits to the community associated with women in mining positions. Many say that the average income in the community has increased as a result of women workers in general. There is also a spin-off effect as working women hire other women to do housework or babysit.

A second community benefit identified by most respondents is the lack of serious mental health problems among working women. The respondents state that lack of choice which results in many women having to stay at home because of a scarcity of employment opportunities results in depression and frustration among many women in small resource communities. This problem has often been discussed in the literature related to resource communities (Riffel, 1976; Bancroft, 1975; Lucas, 1971).

All the benefits identified by community respondents relate more to women working in general than to the specific situation of women working in non-traditional positions.

## 5.0 PROFILE OF A COMPANY WITH NO WOMEN IN NON-TRADITIONAL POSITIONS

Most mining companies in British Columbia do not hire women in non-traditional positions. In an effort to understand why women are excluded from such positions with so many of the mining employers it was decided to interview one company that has no women in non-traditional positions.

### 5.1 General Characteristics

This mine has been in operation for nearly a decade and has both underground and surface operations. The company has some 2,000 employees, the majority of whom are paid on an hourly basis. No women are employed as fulltime hourly workers but there are approximately 20 women students working in the reclamation area of the mine during the summer months (planting trees, etc.). Male students are hired as summer replacements for hourly workers.

The company's greatest labour requirement is for professionals, skilled tradesmen and qualified underground miners. In the past the company has filled this gap by hiring underground miners from Great Britain.

Compared to others in this study, this company has a low turnover rate (27%) among its hourly workers.

### 5.2 Reasons for not Employing Women in Non-Traditional Positions

A conventional cost-benefit approach lies behind this company's decision not to hire women in non-traditional positions.

This company has a relatively low turnover rate and a surfeit of male applicants for unskilled positions. According to the Company, there is no reason to hire women as unskilled workers in place of men because women will necessitate additional costs to the Company (washrooms and dries). Since most women are unskilled and cannot help the Company meet its special workforce needs, there is no incentive to undertake such costs. Finally, inclusion of women into the non-traditional workforce would involve management reorientation and special programs for both workers and women. This personnel manager stated that the cultural values of most miners were opposed to women working in traditionally male jobs\*.

Adjustment by the men on small work crews underground would be a major problem because these crews are very inter-dependent and protective. Their ability to pressure or exclude workers is well developed, whether these workers be women or simply young, inexperienced workers. The first women workers would have to be carefully screened and prepared for the initial negative response they would receive. The importance of training this first group of women employees was emphasized by the respondent. Extra effort would also have to be put into the placement of these workers at specific areas in the mine.

Although the respondent can see no short-term benefits to hiring women at this time, he does foresee that in the future the Company will recruit and train women in non-traditional jobs primarily because of the anticipated labour shortage in the mining industry

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\* This respondent does not feel that superstitions regarding women in underground mining are held by most miners today. He suggests that these myths are often used by mining companies as rationalizations for not hiring women. A more strongly held attitude is that a women's place is in the home, taking care of the husband and family.

and also because the provinces's Human Rights legislation makes it inevitable.

### 5.3 The Union

A union official at this company was asked about worker attitudes towards women working in non-traditional positions. He could see no problems in this area and did not think women would threaten the job security of male workers. He is of the opinion that women relieve some of the boredom of the job and are good "house-keepers" on machinery. He stated that value conflicts with some of the older miners, new costs for facilities and extra training are the major problems to be considered in hiring women.

Like other union officials in this study this man expressed a positive attitude towards the hiring of women in non-traditional positions. Yet this union has taken no particular incentive to promote the hiring of women in non-traditional jobs.

## 6.0 TWO POTENTIAL SOURCES OF LABOUR FOR THE FEMALE NON-TRADITIONAL WORKFORCE

In this study, two potential sources of labour for the non-traditional mining workforce were considered: women in resource communities and women in traditional mining positions. In both cases, an attempt was made to ascertain the potential availability of such women for non-traditional mining positions.

### 6.1 Women Living in Resource Communities

#### 6.1.1 Personal data

A recent study, yet to be published, on the attitudes and perceptions of women toward quality of life factors in a British Columbia resource community was used as the basic source of information for determining the interest of women presently living in resource communities in non-traditional mining positions. The researcher (Langin, 1976) sent all the women in a mining resource community a questionnaire on reasons for moving to the community, attitudes to community resources and activities, work and the mining company. Fifty-three percent (234) of the women in the community completed and returned the questionnaire.

It was found that the majority of the women in the community are under 30 years of age with only a tiny proportion over 50 years. Nine out of ten women are married and over one-third of the women have some university, college, or technical training.

Almost all the married women have spouses employed at the local mine and nine out of ten women said they originally came to the town because there was a job available for their husbands or fathers.

Almost three-quarters of Langin's (1976) sample have children and most of these have one or two. Over half the employed women have children and one-third of these working mothers have children under four years. Like most resource communities, this community does not have an organized child care service but this does not appear to deter a number of mothers with preschool children from working.

### 6.1.2 Work data

Over one-quarter of the women in the community are employed (see Table 47). Just over a third of this number are employed at the local mine in traditional and non-traditional positions (see Table 48). The majority are employed in local offices or at retail outlets in the community. Over one-third of all the employed women are concentrated in clerical or secretarial positions.

TABLE 47

WOMEN IN THE RESOURCE COMMUNITY: NUMBER OF WOMEN EMPLOYED

Presently employed	28.9%	67
Not presently employed	68.5%	159
No information	2.6%	6

TABLE 48

WOMEN IN THE RESOURCE COMMUNITY: EMPLOYED BY MINES

Employed by mine	37.3%	25
Not employed by mine	60.0%	40
No information	3.0%	2

### 6.1.3 Community satisfaction

The women in Langin's (1976) sample are similar to the non-traditional women workers in this study as far as community satisfaction is concerned. They enjoy the physical setting of the community, the friendliness of the residents and the recreational opportunities. Basic services such as shopping, schools and medical-dental facilities are criticised. Over one-third of the sample would willingly move to the community again, while about 20% said they would not.

Employment appears to be linked with over-all community satisfaction. A larger percentage of women who stay in the home expressed dissatisfaction with the community, its resources and services. This may reflect the fact that the unemployed women may be more aware of the assets and lack of assets in the community because they are more dependent on them to provide activities for themselves and their children. It may also reflect the fact that unemployed women feel more isolated and unhappy in resource communities compared to employed women who are integrated into a working community.

More working than non-working women agree that child care services are needed in the community but half of all the women feel that they are an important resource.

### 6.1.4 Employment interests

The majority of non-working women in this resource community stated they might work or would like to work in the future (see Table 49).



TABLE 49

WOMEN IN RESOURCE COMMUNITY: ATTITUDES TOWARD POTENTIAL EMPLOYMENT

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Prefer not to work	21.8%	31
Might work in the future	39.4%	56
Would like a part-time job	17.6%	25
Would like a fulltime job	9.2%	13
No information	15.0%	22

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Only a small percentage of women currently not employed would prefer not to work. Langin (1976) feels that these are probably fulltime housewives and mothers who will not be open to employment opportunities of any type. This interpretation was reiterated by the Director of a Community Services Centre in another resource community who stated that she has come in contact with a small percentage of women in the community who are not interested in employment because they and their families hold basically traditional views of women.

All women in the resource community were asked to indicate their degree of interest in taking a training program leading to a non-traditional position at the local mining company. Over one-third of all the women are interested. Almost 40% of the women at home have expressed an interest in the non-traditional mining positions and interest is highest among women wishing fulltime work. Women wishing part-time work are least interested although this may be due in part to the fact that few mining companies are known to offer part-time employment.

TABLE 50  
INTEREST IN NON-TRADITIONAL MINING POSITIONS

Extremely interested	9.9%	23
Interested	23.7%	55
Not sure/neutral	19.0%	44
Not interested	44.4%	103
No information	3.1%	7

TABLE 51  
POTENTIAL WORKFORCE AND ATTITUDES TOWARD NON-TRADITIONAL POSITIONS

	Total No.	No. interested in mining position
Women who might work in future	56	20 (35.7%)
Women who would like part-time work	25	7 (28.0%)
Women who would like fulltime work	13	9 (69.2%)
TOTALS	94	36

#### 6.1.5 Conclusions

Langin's (1976) data indicates that there is a large percentage of unemployed women in resource communities who are interested in some form of employment. Almost half of this group are interested in exploring non-traditional mining jobs and this interest is also shared by women already working in the community. The most likely source of mining employees is among the women who are committed to fulltime employment but there is a large percentage of women, unsure of their work commitment, who might be attracted by more flexible hours or working opportunities. However, there does appear to be another group of women who are oriented to being fulltime housewives and mothers and who are not interested in working outside the home.

The interest expressed by women in this one resource community in non-traditional positions has been confirmed in other places. In one small community, women, specifically unemployed wives, were encouraged to apply for openings at the local mining company. Despite limited publicity, 69 women applied. Several community respondents noted that many women in small resource communities wish to work in order to counter their feelings of loneliness and depression. Most simply can't find jobs.

## 6.2 Clerical Employees as a Source of Labour for Non-Traditional Workforce

Five women presently employed as clerical and office workers at mining companies were interviewed as part of this study to assess their degree of interest in non-traditional employment. It was assumed that this group might be a natural place from which to draw a company's non-traditional employees. This assumption was confirmed by the personnel director of a company which was considering hiring women in non-traditional jobs. He said clerical staff would be the "first place" the company would look because they are familiar with the mining operation and are known by the company.

Of the five women interviewed (from three companies), two are secretaries, two work in accounting and one is a clerk. All have been employed for more than two years, all are married and four have husbands who work at the mine. Three of the women have extensive experience in the mining industry and have strong career aspirations. All are aware of the opportunities and problems associated with non-traditional work.

Because only five clerical women were interviewed no clear conclusions can be drawn from their comments about clerical employees in general. However, two distinct sets of attitudes emerged and several women said these are shared by most of the clerical staff. One group is not interested in non-traditional work. According to this group, extra pay is the only incentive for working outside the office\*. This could not compensate for the shifts, monotony, dirt, dust and low prestige of non-traditional work. All stressed that non-traditional work "has no future". These women consider themselves to be career oriented, and in two cases the company helped pay for their training.

These women are among the most career oriented of all the women interviewed in the study. They are meeting their aspirations within a traditional field. Secretarial work has been described as highly personalized, limiting women to a service role and dependent on another's status for promotional opportunities (Bennett and Loewe, 1975). Yet women depend on role models to define career possibilities. None of these women have seen women working in career oriented non-traditional positions in the mine.

Secretarial work is accepted as suitable work for most women, role models exist and the companies encourage women in these positions by their attitudes and the provision of training opportunities.

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\* In two out of three cases the pay incentive is not that great. Because these women are highly trained in their field, they earn comparatively high wages for office workers.

Two of the clerical workers expressed some interest in non-traditional work primarily because of higher wages. However, both said that their husbands were not enthusiastic about the change in work environment and both admitted that in the final analysis, the wage differential between their existing jobs and a non-traditional job would not be high enough to compensate for what they consider to be the less pleasant work environment of non-traditional work.

At least two of the companies in the sample have encouraged women in clerical positions to move into non-traditional positions. At one company this was done before any non-traditional employees were hired. Although no exact data is available, few women seem to have taken advantage of the offer. At one company a payroll clerk moved into the plant because she was acutely aware of the wage differentials and because a supervisor strongly encouraged her. Because she was an unskilled worker she was able to take advantage of on-the-job training and be promoted several times. She is now planning a career in the lab. It would appear that clerical mining employees are not a likely source of labour for non-traditional work.

## 7.0 IMPLICATIONS FOR NORTH EAST COAL DEVELOPMENTS

### 7.1 Description of Potential Developments

In late 1975, the British Columbia Minister of Economic Development issued a news release announcing a major program to develop the coal resources of North Eastern British Columbia to be shared by the provincial and federal governments as well as the private sector.

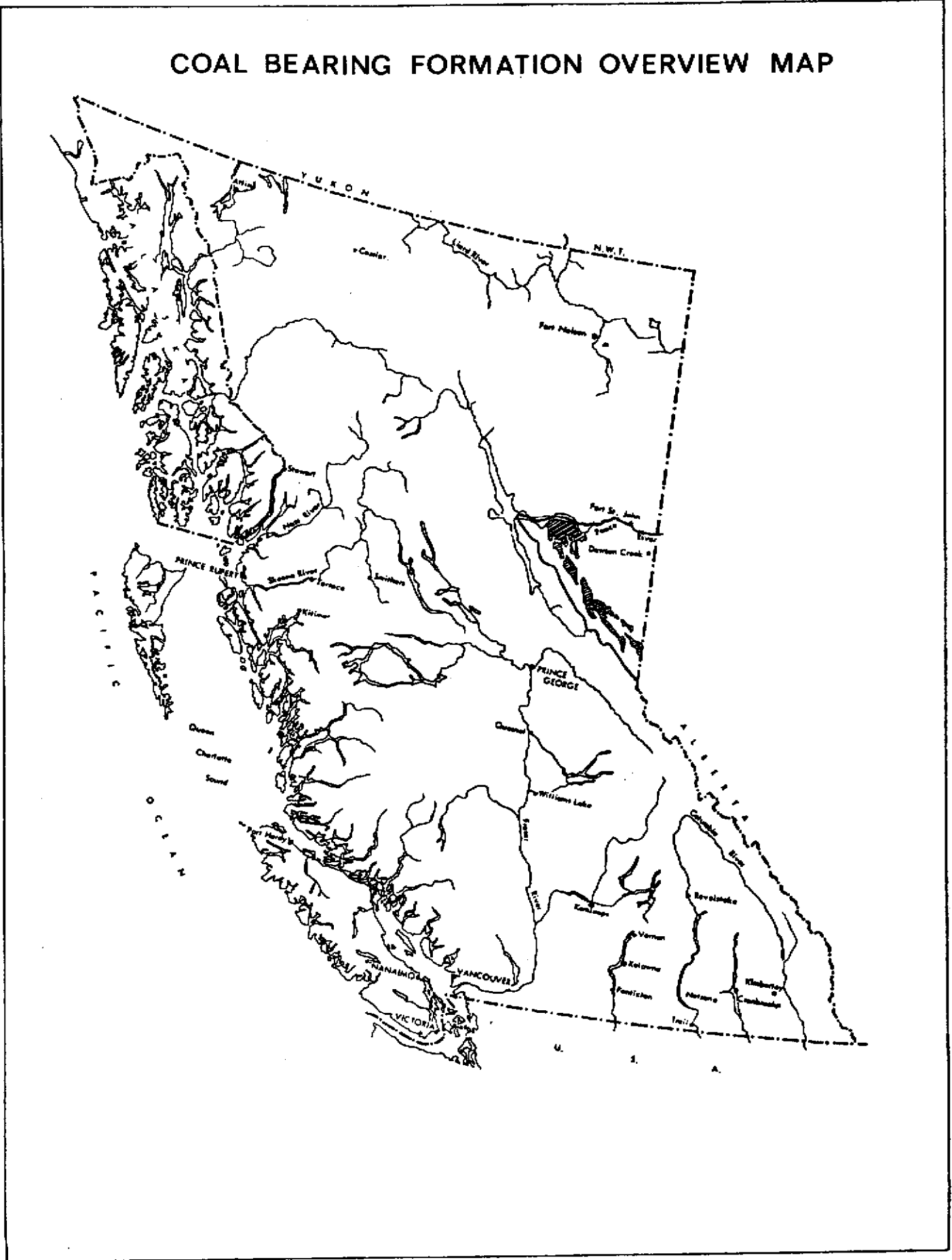
The northern portion of the coal field area is about 20 miles southwest of Chetwynd. Dawson Creek is within 60 miles of the central portion (see Figure 1). The four principle mining properties involved in the project are the Sukunka, owned by Coalition Mining Ltd., Bullmoose, owned by the Teck Corporation Ltd., and the Wolverine and Babcock properties, both controlled by Quintette Coal Ltd. Construction at all four sites is expected to start between 1977 and 1979 with the operational phase getting underway in the period 1979 - 1983.

Proposed transportation routes to the mine sites indicate travelling distances of approximately 60 and 90 miles from Chetwynd and Dawson Creek respectively. As this would involve a difficult daily commute in terms of travel time, a new town is being considered to house the mining workforce.

### 7.2 Labour Estimates and Projected Shortages

Labour estimates are difficult to make at this time but assuming the development of the four mining properties over the next five to ten years, a 2,000 worker construction labour force and 3,000 worker operations labour force would be required. In addition, many new indirect jobs

# COAL BEARING FORMATION OVERVIEW MAP



should be created primarily in the transportation, trade and service industries as well as in government.

In recent years, the mining industry in Canada has experienced unprecedented manpower shortages and the Department of Energy, Mines and Resources projects that labour requirements in the mining industry will likely rise at an average rate of 2.5% while the growth rate in mining employment in the last 25 years has been between 1.5% and 2.0% and may be falling (Fisher, 1975). The labour shortage is expected to be particularly pronounced in Western Canada as a result of the growing labour demands, exploration and development over the coming decade (recent Manpower Research in the Mining Industry, 1975).

In view of the projected labour shortages it would appear not only desirable but essential to increase employment opportunities for women in traditional mining positions. Local women may be particularly interested in mine work considering the lack of alternatives for employment in the area.

### 7.3 Women in Mining

Fisher (1975) has attempted to establish what the percentage of women in the mine would be if a company were to offer work to all wives who seek employment. As roughly 75% of men in the total labour force are married, there would be 75 wives for 100 men. He gives the participation rate of women, 20-44 years old as 51%. Therefore, half of those 75 wives (i.e. 38) would be in the labour market per 100 men. He further anticipates that in a typical mining community, perhaps 10 of these women could find employment outside the mine, which leaves 28 wives to be employed by the mine for each 100 men. In other terms, wives would represent 28 out of 128 mine



employees, which is 22%. This refers to wives only and does not include single females. An arbitrary additional 10% could be added for single women. This means that it should be possible to attract sufficient women to make up 20% to 35% of the total mining workforce in the North East. This estimate is based on the assumption that efforts would be made to recruit and hire wives of miners and local women as well as single women from other parts of the province. This means that 600 to 1,050 workers associated with the projected North East coal labour force of approximately 3,000 (operational phase) workers would be women. Considering the numbers of women currently employed in non-traditional positions, (Section 4.1.4) this would represent a radical change in the mining workforce. However the findings of this study suggest that if current hiring practices in the industry are transferred to the North East without major adjustments women will comprise less than 10% of the projected labour force.

The following major barriers to the recruitment and hiring of women in non-traditional positions in the North East can be anticipated:

a. Company employment policies

Most mining company representatives vehemently deny any discrimination against hiring women in the industry. Personnel managers emphasize that applicants are assessed according to ability and experience, not sex. Women, they say, go through the same hiring procedure according to the same criteria as men. However, by not recognizing the special background of most women in terms of jobs traditionally held by men, hiring policies in fact discriminate against women as they usually have less experience than men in industrial work and are less familiar with the mining work environment. This is particularly evident in underground work as there was, until 1975, legislation prohibiting women in underground mining positions.

If women are to be hired in significant numbers in mining, the industry will have to first recognize the complex set of problems involved initially in hiring non-traditional workers, and second, develop a comprehensive set of practical action steps to resolve the problems. The demonstrated reluctance among most companies to develop special strategies represents a serious obstacle to women in mining.

b. Lack of skills

Most women in the study sample started as unskilled workers, gradually assuming jobs requiring on-the-job training. However, women are conspicuous by their absence in the better-paying, skilled trades job.

The projected labour shortage in mining will be particularly acute in the skilled occupations. Most women will not be in a position to apply for these jobs as they are not acquiring, through apprenticeship, the required credentials. Their absence in apprenticeship programs is a major obstacle to career possibilities in the mining industry.

c. Lack of child care services

Fisher (1975) postulates that in a well balanced mine labour force, wives of miners would account for 22% of the labour force. However, many of these women may either have or intend to have children and without maternity benefits and adequate child care services, it is likely that many will not be in a position to consider fulltime employment. Mothers with school-age children may be reluctant to join the labour force unless adequate after-school child care is available

on a regular basis. Most communities in the North East (including Hudson's Hope, Chetwynd, Fort St. John) have no organized child care services.

d. Attitudinal barriers

In a recent study on motivational proneness for upward mobility within organizations (Koff, 1975), it was pointed out that many women in positions traditionally held by men are "climate sensitive". In other words, they are sensitive to the psychological work climate.

It is important to them to have positive self-perceptions validated by those in their work environment. Many women in the study sample expressed this need for support and acceptance among their superiors and co-workers. For example, two women decided against apprenticeships partially because of negative comments expressed by their immediate supervisors; some of the clerical workers were reluctant to consider transfers to non-traditional jobs partially because of prevailing attitudes that such work is "unfeminine". Both union and company representatives while purporting to support women in non-traditional positions expressed opinions based on fundamental negative attitudes about women in mining; some men did not want to have women as co-workers; sexual gossip and jealousies of miners' wives directed to women in non-traditional jobs created community tensions. Women themselves have expressed ambiguous attitudes towards certain kinds of non-traditional work.

The mining industry has generally not provided visible, on-going positive support for women in non-traditional jobs. The underlying attitude appears to be that women have to prove that they represent an economic benefit to the industry before they are fully accepted

as mine workers. This emphasis on benefit cost analysis obscures the more fundamental point: that discrimination against women as miners should be stopped because it is wrong and illegal. The company may or may not make more money, improve its productivity or project a more favourable public image as a result of hiring women. It would be interesting to know if women represent a real economic benefit to the industry and more study should be directed to this question. However, it also has to be accepted that no group should be subject to employment discrimination on the basis of sex.

These attitudinal problems, when combined with the other barriers to non-traditional mining employment for women will make it very difficult if not impossible to achieve the maximum employment opportunities for women in this field.

Unless specific programs are developed to eliminate or minimize these barriers to the employment of women in mining, the North East coal developments will not feature a large female work force.

## 8.0 BENEFITS AND COSTS ASSOCIATED WITH WOMEN IN NON-TRADITIONAL POSITIONS

### 8.1 Introduction

In its most basic application, benefit cost analysis employs economic efficiency criteria as a basis for evaluating the consequences of alternative courses of action. The costs and benefits of each alternative are identified and the one yielding the largest ratio of benefits over costs is preferable to all others in economic efficiency terms. While a government sponsored program may seek to enhance economic well being through increased employment and income, the enhancement of social welfare or social well being may also be an objective of an initiative. The effectiveness of a program having *solely economic objectives can be determined readily by comparing predicted benefits and costs, using monetary units as a basis for measurement.* As social benefits and costs do not lend themselves to quantification in monetary terms, the benefit cost analytical framework employed when evaluating alternatives with economic and social objectives, must be structured so that all outcomes are properly taken in consideration in the evaluation process.

One of the basic tasks to be addressed in the present study is to develop a framework to facilitate the analysis of the benefits and costs of encouraging the employment of women in non-traditional mining occupations. The framework must be capable of incorporating in economic and social terms the benefits and costs of this strategy. In addition, the approach must be structured so that the analysis reflects the point of view or interests of two referent groups - *mine management and the community or region where coal development is expected to occur.* An assessment of the direct effects upon women is included in the section dealing with the community and region.

A policy encouraging the employment of women in non-traditional mining occupations has implications from the standpoint of the provincial government. While the terms of reference for this study did not request a review of these implications, a few of the more salient aspects are worthy of mention. In view of the labour shortages facing the mining industry, it is not inconceivable that labour supply bottlenecks could delay proposed coal developments. By delaying the development of the resource, the province would incur a real loss in economic terms; that is, the stream of income benefits accruing to the province (taxes and royalties on production, corporate and personal income taxes, etc.) would occur later rather than sooner, thus depreciating the present value of this benefit stream. A policy to actively encourage the employment of women could ameliorate this potential bottleneck. At some stage the province may be called upon to provide funding for programs or facilities which would facilitate the involvement of women in mining occupations. The requirement could be for training facilities or government funded instructional programs, day care facilities and so on. Therefore, before embarking upon a policy promoting the employment of women in the mining industry, the province should undertake its own independent evaluation of the merits of such a policy.

## 8.2 Framework for Analysis

### 8.2.1 Mine Management

The mine managers interviewed identified a number of benefits and costs associated with employing women in non-traditional jobs; however, none were able or prepared to provide hard data on these costs and benefits. From the point of view of mine management, the benefits of hiring women are largely related to reductions in labour turnover and worker absenteeism. It was also observed that women

tend to be more conscious of the servicing requirements of equipment, therefore, the maintenance costs are generally less on equipment operated by women as compared with equipment operated by male employees. Mine managers also made mention on the fact that women tend to be more safety conscious than male co-workers, which means a reduction in safety costs to the company.

Although it was not mentioned by the mine managers interviewed, one additional potential benefit of employing women comes to mind. In particular, employing the spouses of male workers could lead to a reduction in the requirement for company provided camp facilities necessary to house the "single" component of the workforce. These camp facilities are generally subsidized by the company, therefore, any reduction in the camp population should lead to direct cost savings.

On the cost side it was pointed out that employing women in certain aspects of the operation necessitated the provision of special facilities - washrooms, drying rooms, etc. - the cost of which has to be borne by the company. It was also mentioned that women tend to work more slowly than men in certain jobs, consequently productivity would decline marginally. To the extent that women require leaves of absence for maternity purposes, the operating costs of a mine may increase incrementally as new staff must be retained to fill vacancies created.

Given adequate time and resources, it would be possible to generate sufficient information to ascribe dollar values to the benefit and cost factors identified by mine managers. Of course, cooperation of mining companies would be necessary because of the need to have access to company files, so that the benefit cost effects of employing women could be monitored on a continuing basis. In order

to measure the incremental change in operating costs attributable to hiring women, information on a firm's operating costs prior to the recruitment of women would be necessary. Empirical data giving a "before" and "after" picture of a firm's operating cost structure would enable analysts to make more informed judgments regarding the benefits and costs to mining firms of employing women in non-traditional jobs.

To digress briefly, MacMillan et al (1974) conducted a major investigation of labour turnover in the Canadian mining industry. The study focused on the level of labour turnover in the industry; the factors associated with variations in turnover among mining communities; and the costs incurred by mining companies due to labour turnover. This last item is of particular interest in the present study, as it is hypothesized that a more even balance of males and females in a mine workforce can lead to greater labour force and community stability. If a correlation does exist between participation of women in a mine workforce and reductions in labour force turnover, then the implications to the mining industry may be significant.

The findings of the MacMillan (1974) study indicate that turnover costs to a mining firm can be considerable. Based on a sample of Canadian mining firms, it was found that the labour turnover rate averaged about 80% per annum and the turnover cost averaged \$1,012.00 (1972\$) per employee (\$584.00 for separations and \$428.00 for hirings). This represents an average annual direct cost to each firm of \$314,614 (1972\$).\* The study estimated that a reduction in

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\* Included are the costs of separation and hiring, costs related to lost production while positions remain vacant and costs associated with reduced production while new employees are trained.



operating costs of approximately \$4,000. (1972\$).\*

### 8.2.2 Community and Region

In light of the impending labour supply shortage facing the mining industry, a policy encouraging greater participation by women in the mining labour force would have important tangible benefits to the coal development region and communities in the region. If coal development was constrained due to manpower shortages, then the regional and provincial economy would suffer. A supply of women with training and skills suitable for application in the mining industry could augment the male mine labour force and therefore help alleviate labour supply bottlenecks. As a result the development of the resource would not be delayed and as a consequence, economic benefits (income) from the project would accrue sooner rather than later.

The employment of women (particularly those already residing in the region) in the coal development, would result in the regional labour force being more fully employed. Women not in the labour force and those employed in traditional lower paying jobs could enter the mining labour force and receive an excellent wage in comparison with wage levels in traditional female occupations. This would represent an important redistribution of income in the region, with the extent of redistribution dependent upon the degree to which women become participants in the mine workforce. Given that circumstances enable women to pursue employment opportunities in mining, it is likely that unemployment among women would decline along with government social assistance payments. The average income of employed women in the region would increase, average family income would rise especially for those families where both spouses are mine employees,

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\* MacMillan et al (1974): pp. 74-75

and regional income per capita would be higher. In general, the region and affected communities would benefit economically if the participation of women in mining occupations is encouraged.

Training women to assume occupations in the mining industry would expand the range of skills of the regional female workforce. This would have indeterminate social and economic benefits. Set against the benefits associated with expanding the skills of women are the costs related to training women (cost of facilities and instruction) and the benefits (income) foregone while an individual is enrolled in a training program. With respect to training costs, the appropriate measure to use would be the difference in costs (if any) of training women rather than men to fill vacant positions.\* In order to properly allocate this cost it would be necessary to make an assumption regarding whether it is borne by industry or government (federal or provincial).

As a consequence of a policy promoting the participation of women in the mining industry, it is likely that the incidence of two employee households would increase. The resultant population impact of the coal project could be appreciably reduced - for example, instead of 100 one employee households, there may be 50 two employee households (both spouses employed on the project). This impact has important implications from the standpoint of regional and community infrastructure and servicing requirements and the associated costs of new facilities. Any reduction in servicing costs would be a benefit, but the distribution of these benefits is not clear at this juncture.

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\* If training expenses for women are greater than for men, the net result would be a cost, if the opposite is true the training of women would provide a benefit.

A more balanced distribution of males and females in the workforce of the coal development project would enhance social benefits and community stability aspects, especially in the case of a new resource town. Experience in this province has shown that single males often constitute a significant segment of the population in resource-based communities. Single males are somewhat more transient than married employees with families, therefore, they generally do not contribute as greatly to the social stability of small towns. To the extent that the single male component could be reduced and supplemented by more stable married employees (men and women), it is hypothesized that intangible yet important social benefits would accrue.

Earlier sections of the study have documented in considerable detail the benefits and costs of employing women in traditional mining occupations, as perceived by women who are or have been employed in the industry. Generally speaking, these women interviewed were reasonably satisfied with their experience as mine workers. The opportunity to earn an excellent wage was considered by most to be an important benefit of being employed in a mining occupation. The difference between the income derived from being employed in mining and the income which would accrue from employment in traditional female occupations (clerical, service) represents a measure of the tangible economic benefit to women employed in mining. The magnitude of this increment is evident from the following:

TABLE 52  
INCOME COMPARISON, MINING AND TRADITIONAL FEMALE OCCUPATIONS

Sector	Average Weekly Earnings March 1976*
Mining	\$ 319.39
Service Industries	<u>164.65</u>
Differential	\$ 154.74
Mining	\$ 319.39
Retail and Wholesale Trade	<u>206.69</u>
Differential	\$ 112.70

\* Labour Research Bulletin. These statistics reflect the gross weekly earnings of persons employed in firms having 20 or more employees. Gross earnings include wages and salaries, commissions and bonuses.

Section 4.2 discussed the social benefits and costs of employment in mining activity as identified by the women interviewed. The problem remains to incorporate these costs and benefits into an analytical framework. Not much else can be done apart from listing the costs and benefits mentioned in a matrix along with those benefits and costs which are more amenable to quantification. If one could ascribe a rating to each social benefit and cost, then each could be appropriately weighted in the benefit cost framework. The importance of the various benefits and costs is to some extent reflected in the number of times each was mentioned.

### 8.3 Summary

The preceding discussion has attempted to identify some of the benefit cost relationships associated with a policy which would lead to women acquiring skills which could be employed directly in

future coal development projects. Because of the preliminary nature of the study, very little hard data was generated on which to base a complete benefit cost analysis. However, a considerable amount of qualitative or subjective information was compiled as part of the study. In its present form much of the information on benefit cost factors is difficult to assimilate. Therefore, to make the information more comprehensible it has been organized in matrix form (see Table 53). The matrix enables the various benefit cost factors to be summarized for the referent groups considered. The direct and indirect outcomes of consequences of employing women in non-traditional mining occupations are presented in statement form under each referent group. Depending on the nature of the outcome it is checked as being either a benefit or a cost. If possible the benefit or cost is quantified and a sign is attached + for benefits, - for costs. Benefits or costs not amenable to quantification are dealt with under the qualification heading. The certainty of an outcome is noted under probability and the significance of the outcome from the point of view of the referent group is considered under the importance heading.

TABLE 53  
ANALYTICAL FRAMEWORK FOR ASSESSING THE BENEFITS AND COSTS OF EMPLOYING WOMEN IN NON-TRADITIONAL MINING OCCUPATIONS

Referent Group	Outcome	Benefit	Cost	Un-certain	Outcome Quantification	Outcome Qualification		
						Probability of Occurrence	Importance to Referent Group	
Mine Management:	Reduction in labour turnover and worker absenteeism	X			+ \$4000 reduction in mine operating costs for each 1% drop in labour turnover (1972\$)	Certain	Major	
	Reduction in equipment maintenance costs	X			No cost data available	Probable	Major	
	Reduction in safety costs	X			No cost data available	Probable	Minor	
	Provision of special facilities - drying rooms, bunkhouse facilities		X			- \$50,000-\$60,000 for additional drying room	Certain	Major
	Decline in productivity of workforce		X			No cost data available	Uncertain-Probable	Major
	Provision of additional training facilities		X			No cost data available	Uncertain	Unknown
	Incrementally greater training costs as compared with male employees		X			No cost data available	Uncertain	Minor
	Alleviate labour supply deficiencies if they exist	X				Dependent on labour supply/demand conditions	Certain	Major
	Reduction in requirement for company subsidized camp accommodation	X				N/Q	Certain	Major
Community/Region:	Reduction in housing and community infrastructure requirements if both spouses employed in mining	X				N/Q	Certain	Major
	Increase female labour force participation rates, thus reducing unemployment among females	X				N/Q	Certain	Unknown
	Enhance community stability	X				N/Q	Uncertain	Unknown
	Expand the skill level of community/regional female labour force	X				N/Q	Certain	Unknown
	Effect a redistribution of income	X				N/Q	Certain	Unknown
	Wage rates in mining jobs greater than other traditional female occupations	X				+ \$6,000-\$8,000 per year per employee (Gross income)	Certain	Major
	Enhancement of self esteem	X				N/Q	Uncertain/Probable	Major
	Positive working environment	X				N/Q	Uncertain/Probable	Major
	Nature of work and working conditions		X				N/Q	Probable/Certain
Change of woman's role in family - from homemaker to partial breadwinner				X		N/Q	Certain	Unknown

## 9.0 CONCLUSIONS

### 9.1 The Present Position of Women in Non-Traditional Mining Positions

#### 9.1.1 Lack of integration

A superficial view of the mining industry suggests that women have made great strides in the non-traditional workforce. Lasky (1975) notes that in 1974, 58% of a selected group of 53 companies in the U.S. and Canada were placing women in jobs traditionally held by men, compared to 25% the year previously. However, a more in-depth analysis reveals that these placements are still exceptional and are limited to certain jobs in the industry.

Most industry personnel express interest and acceptance in the non-traditional employment of women but few companies in British Columbia have translated this possibility into an active recruitment and hiring program for women workers. Even though women have been hired, their numbers appear to be declining, despite a trend towards growth in the industry since 1974.

#### 9.1.2 Women as a secondary source of labour

Women are treated as an expendable source of labour by the industry. They are hired when necessary and are usually the first to be laid off. The initial thrust to hire women occurred in 1973-74 when the industry experienced a labour shortage. Human Rights legislation was also exerting pressure on companies to be equal employers. One

company in this study sample looked towards women as a potential labour pool only because it was deterred from hiring abroad by government policy.

Because women are considered expendable, companies have carried out no long term planning to incorporate them fully into the workforce. Policy formulated at top management levels has not been communicated to or accepted by other management staff. Front line supervisors and male workers have not been prepared for the inclusion of women. And no special strategies to attract, screen, orientate or train first women workers have been developed. Facilities for women on the mining sites are often limited and "make-do". In the final analysis, it has been left up to women themselves to prove that they are serious and long-term members of the non-traditional workforce. To some degree this reluctance to accept women as long-term workers transcends the mining industry and reflects more general societal attitudes regarding women's contribution to the labour force. Under such conditions, women in non-traditional positions will remain a vulnerable group in the workforce.

#### 9.1.3 Stereotypical male views of women in mining

The mining industry has been, and still is, a male domain. A specific policy directive may result in the hiring of some women but since it is not consolidated into long-term action programs, traditional hiring preferences and patterns inevitably re-emerge. This is not surprising in view of the fact that many industry personnel accept some of the most common stereotypes of women, such as:



- i. "Women are good at any work which is boring and repetitive".
- ii. "Women are better at jobs which require typing or calculation".
- iii. "Women could make better shop stewards than men because its not as important to them whether they lose their jobs".

These attitudes are not, of course, unique to the mining industry but appear to be common to male workers and management in other un-related industries (Canadian Broadcasting Corporation, 1975).

The fact that industry personnel hold these stereotypes means that there are a limited number of jobs considered "suitable" for women, even in non-traditional work. Most "suitable jobs" are menial, monotonous, unskilled and non-supervisory. In relation to other industries, mining management appear to be among the most restrictive. A survey of 20 mine managers in British Columbia found that they could agree on only three jobs which all thought women could perform (out of a total of 30). All the jobs were white collar, non-physical and non-supervisory (Employer's Council of British Columbia, 1975).

#### 9.1.4 Unwillingness to consider special needs of non-traditional workers

There is a general reluctance within the mining industry to consider women as a special group with special problems and needs, particularly during the first stage of their inclusion into the non-traditional workforce. Both industry and union representatives acknowledge special needs in terms of publicity, screening, training, child care services, maternity benefits and housing for single women. However,

most industry representatives label the "special needs" approach as "discriminatory". However, just the reverse is true. To ignore the special needs and problems of women is to ensure that they will not be integrated into the mining industry over the long term and that present discriminatory patterns will be maintained and consolidated.

## 9.2 Attitudes of Non-Traditional Women Workers

Women in the non-traditional workforce are filled with contradictory feelings and attitudes about their roles and opportunities. Many are proud to be pioneering in this new field for women yet, at the same time, they resent the pressures associated with this role. For unskilled women, jobs in mining represent an opportunity, perhaps the first, to earn decent wages and fringe benefits. Many mining positions, however limited, do offer more opportunities for independent decision making and freedom than other unskilled traditional work such as waitressing. Although women are satisfied to be in the non-traditional workforce, many feel restricted by the limited number of jobs open to them in the industry.

Many women even in non-traditional jobs, hold similar sex stereotypes as industry personnel. A large percentage feel that only single women and married women with grown children should work. Few women workers have opted for skilled position or apprenticeships, views that often reflect the conditioning of women to career commitments and skilled professions (Employers Council of B.C., 1975).

Although many women acknowledge their special needs in the areas of child care, maternity benefits and more training few have make demands

on the industry to fill these needs. Married workers treat themselves as expendable wage earners who must be prepared to give up their jobs if their husbands move from the community.

Women have generally accepted the fact that childbearing will exclude them from work in industry and no demands have been made on companies to recognize and understand their uneven career paths.

### 9.3 Lack of Mining Skills Among Women

The mining industry cannot be expected to incorporate women into positions for which they are untrained. Nor can it be expected to completely ignore cost-benefit factors when considering its labour needs. A larger percentage of women must enter skilled trades and apprenticeships if they are to become fully integrated into the industry.

The lack of skilled women miners reinforces a pattern found in the general workforce; namely that men monopolize the highly skilled, most stable and best paid positions, while women are hired for the least skilled, most unstable and worst paid jobs. Traditional stereotypes of women workers will be maintained as long as this pattern continues. It should also be stressed that by remaining concentrated in unskilled positions women will continue to be the most vulnerable workers during times of economic instability and slow growth.

#### 9.4 Importance of Role Models

At present women have successfully assumed certain non-traditional positions in the mining industry. Most of the women in our sample have expressed overall satisfaction with their work and many intend to stay in the mining industry. New women employees will benefit from having these more experienced women as role models. However, a wider distribution of women in the mining labour force is essential if new role models in more skilled positions are to be developed and initiated.

Much has been said and written about the role of social conditioning in developing a woman's sense of herself and her potential. A wider distribution of women in the mining labour force is essential if new role models are to be developed and initiated.

10.0 PHOTOGRAPHIC COMMENTARY

Photographs by Lynn Phipps.





Entry points for unskilled workers into the mining work force vary from mine to mine but most start as pit labourers, prep. plant employees or truck drivers.





Over half of the women studied are married to husbands who work at the same mine. Such couples are preferred by most companies as they are considered to be more stable.



Contact with other workers and the friendly kibbitzing and teasing which takes place on the job is considered to be an important benefit of non-traditional work.

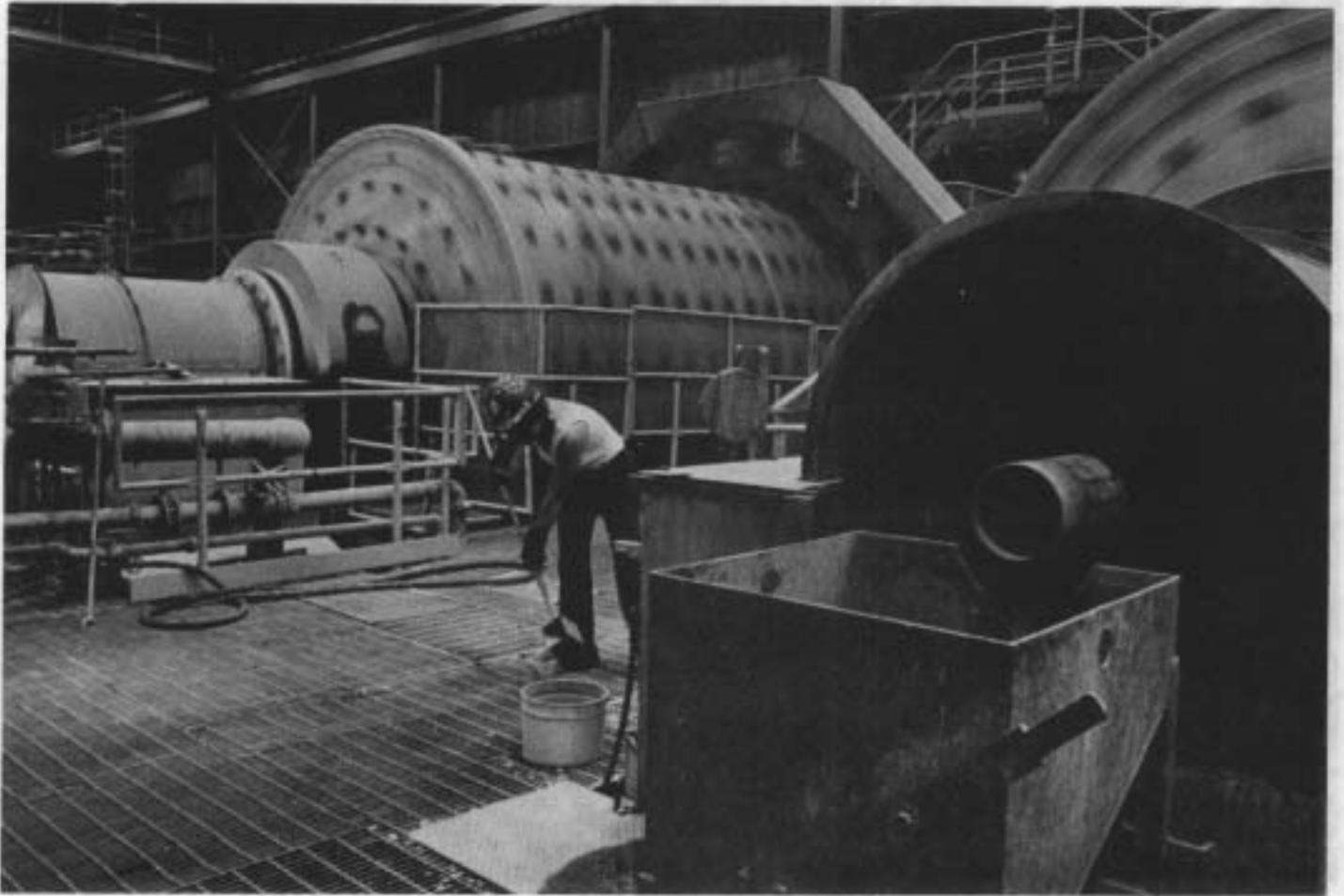




Women in the non-traditional workforce are filled with contradictory feelings about their roles and opportunities. Many feel proud to be pioneering in this new field for women. Yet they resent the pressures associated with this role. For unskilled women, jobs in mining represent an opportunity perhaps one of the few, to earn decent wages and fringe benefits.



About half of the women studied planned to make mining a career although none had opted for apprenticeship positions.



Non-traditional jobs are often assumed to be primarily physical. However, most of the women studied say that physical strength demands are moderate to nil.

①

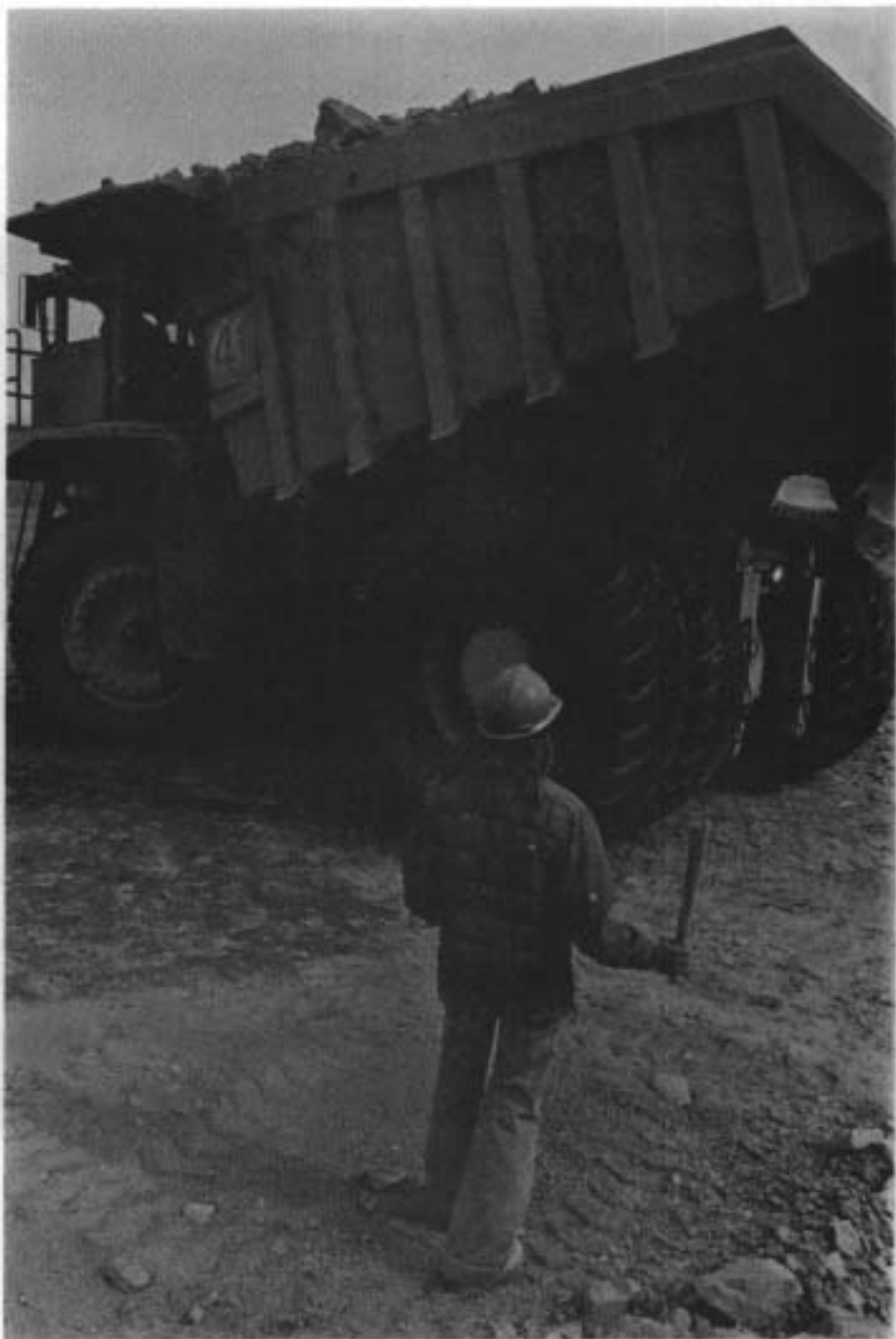


Many workers and industry personnel noted that women workers are more safety conscious than their male co-workers.



An initial lack of self confidence is the problem most encountered by women workers. Many felt increased pressure to perform because they were the first women to be employed by their company. Others had never worked with a large number of men before.

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Women are over-represented in certain of the more unskilled tedious positions such as dump supervisors.



Most women enjoy their work and many intend to stay in mining. They hope that the kinds of work opportunities open to women in the mining industry will increase.

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**APPENDIX A**

**TERMS OF REFERENCE**

## APPENDIX A

TERMS OF REFERENCE as agreed upon by Suzanne Veit and Associates Inc. and the Province of British Columbia outlined in their agreement dated 2 July 1976. The following is copied from the contract.

Given the committee's aim to attract and retain a stable and increasing female workforce in the North East coal development areas as a means of building a stable and viable community,

and, that a severe labour shortage is being forecast for the mining industry,

and, that women are currently employed to a limited extent in mining and analogous industries,

it is recommended that a study be carried out to:

- (1) examine the personal, work and community characteristics which have been associated with the successful integration of women in non-traditional jobs in mining and other resource industries;
- (2) to review the benefits and costs of employing women in the mining industry;
- (3) to satisfy the terms of reference issued by the Manpower Sub-Committee on N.E. coal development for a study of the potential for the employment of women in the mining workforce in British Columbia on June 1, 1976.

We understand that the study should:

- be referenced against the general background of the North East specifically and British Columbia generally.
- identify personal, work and community characteristics leading to the successful integration of women in the mining industry, including a discussion of factors impeding this integration.

This identification should include a discussion of:

(a) Worker Characteristics:

- ( i ) age, education, marital status, number and ages of children, family/husband's income, husband's occupation, previous work history, length of employment in mining industry, work schedule, wage level history.
- (ii) reasons for working, husband's attitude to wife working; reasons for entering and remaining in the mining industry, present job; how recruited; how training acquired; need for special arrangements (child care, transportation); relationship with male and female co-workers, supervisor; future employment goals; effect of mine employment on family mobility.

(b) Work Characteristics:

Size of workforce; union affiliation; job structure and progression including a consideration of earnings, production bonuses,

overtime, etc.; years since operations began; ownership; type of technology; promotion possibilities; percent of female workers; involvement in the community; part-time employment possibilities; management attitudes to employment of women; process by which women were first introduced into 'male' jobs; sex mix of work teams; effect of hiring women on turnover.

(c) Community Characteristics:

With special reference to child care, transportation, and housing as they relate to the employment of women.

- discuss the availability of training opportunities accredited by mining firms for women to enter the mining industry.
- discuss the role of legislation with respect to the integration of women into the mining work force.
- review the benefits and costs of employing women in the mining industry.
- provide a photographic commentary.
- provide an analysis of the findings including a listing of policy recommendations.

**APPENDIX B**

**FINAL DRAFT TERMS OF REFERENCE  
(MANPOWER SUB-COMMITTEE)**

Final Draft Terms of Reference

1. Objectives

- a) To identify the magnitude and composition of the labour force required for the construction and operation of the coal mining developments, the associated and spin-off industry and the planned social facilities in the North East coal development; and
- b) To make recommendations as to the ways and means of securing and retaining the required labour force as a stable and viable community and, more specifically, to investigate ways and means of training, recruiting and retaining an initially stable and steadily expanding female labour force for the North East coal development.

2. Method

In order to achieve these objectives it will be necessary and desirable:

- a) To estimate the magnitude, occupational composition, and timing of the manpower requirements for every stage of the construction and operation of the mining development, the roads, the local railways, associated and spin-off industries, the townsite and the associated social infrastructure and facilities;
- b) To identify and evaluate the various actual and potential sources for the estimated manpower requirements, and the social benefits and costs associated with the use of each of these sources;
- c) To identify and evaluate the major factors which will or may affect the recruitment training and retention of this labour force. Given the geographic setting of these developments and the nature and image of the industry, such identification and evaluation should include specifically the issues of:
  - labour turnover
  - employment of non-traditional groups
  - job rotation and job sharing
  - health, safety and other working conditions;
- d) To examine and recommend ways of ensuring that all training and hiring of females will take place in an affirmative action setting. For the purpose of the Manpower Sub-Committee affirmative action is defined as any special measures which enable employers, unions and educators to demonstrate yearly improvement in the training, hiring and promotion of any designated target groups in their respective jurisdictions;

- e) To collect information related to the above points from primary and secondary sources and to organize and/or synthesize this information for the purpose of achieving the objectives;
- f) To identify areas where negotiations between the Provincial and Federal governments, the mining companies and unions concerning sharing of costs and/or training responsibilities may be required; and
- g) To closely cooperate with other Sub-Committees and agencies.

3. Results

The results of the study shall be presented in the form of clearly defined alternative courses of action (when and where possible with associated cost-estimates) plus recommendations as to each of these alternative courses of action. These results to be presented in the form of an interim report by September 1, 1976, and in the form of a final report not later than October 15, 1976.

4. Funding

In order to meet the Terms of Reference, funds will be made available to the Sub-Committee from the \$130,000 budget supplement for North East Coal in the Department of Labour budget for 1976-77.



**APPENDIX C**

**QUESTIONNAIRES**

QUESTIONNAIRE #1  
WOMEN WORKING IN NON-TRADITIONAL POSITIONS

This questionnaire has been designed in order to examine the personal, work and community characteristics associated with the successful integration of women into non-clerical mining positions.

We would like to assure you that your identity will be kept completely confidential and that no information you provide will be identified by its source except by general job position.

---

SECTION I  
QUESTIONNAIRE

A. Personal Data

1. Name \_\_\_\_\_

2. Community \_\_\_\_\_

3. Company \_\_\_\_\_

4. Age                      Under 25    \_\_\_\_\_  
                                 26 - 35    \_\_\_\_\_  
                                 36 - 45    \_\_\_\_\_  
                                 46 - 55    \_\_\_\_\_  
                                 56+        \_\_\_\_\_

5. Height and Weight

a) Short	_____	b) Light	_____
Medium	_____	Medium	_____
Tall	_____	Heavy	_____

6. Education and Training Completed

Grade 8 \_\_\_\_\_  
Grade 12 \_\_\_\_\_  
College/University \_\_\_\_\_  
Technical School \_\_\_\_\_  
Apprenticeship \_\_\_\_\_  
On-the-Job Training \_\_\_\_\_  
Other \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

7. Housing

a) Type  
House \_\_\_\_\_  
Apartment \_\_\_\_\_  
Mobile Home \_\_\_\_\_  
Bunkhouse \_\_\_\_\_

b) Tenure  
Owned \_\_\_\_\_  
Private Rental \_\_\_\_\_  
Company Owned \_\_\_\_\_  
Other \_\_\_\_\_

c) Adequacy  
More than Adequate \_\_\_\_\_  
Adequate \_\_\_\_\_  
Inadequate \_\_\_\_\_

8. Marital Status

Married \_\_\_\_\_

Single \_\_\_\_\_

Divorced/Separated \_\_\_\_\_

Widowed \_\_\_\_\_

If married:

Living with family

yes \_\_\_\_\_

no \_\_\_\_\_

9. Family History

	Yes	No
History of mother working in mining		
In farming		

B. Family Data

1. Number of Children \_\_\_\_\_

2. Ages of Children \_\_\_\_\_

Type of Childcare Used: Family \_\_\_\_\_

Husband \_\_\_\_\_

Babysitter \_\_\_\_\_

3. Husband's Occupation \_\_\_\_\_

Employer \_\_\_\_\_

Length of Time Position Held \_\_\_\_\_

4. Husband's Wage Level

- Under \$8,000 per Annum \_\_\_\_\_
- \$8,000 - \$9,999 \_\_\_\_\_
- \$10,000 - \$11,999 \_\_\_\_\_
- \$12,000 - \$14,999 \_\_\_\_\_
- \$15,000+ \_\_\_\_\_

5. Husband's Hours of Work

- Shift Work \_\_\_\_\_
- 8 - 5, Weekdays \_\_\_\_\_
- Other \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

6. Age of Husband

- Under 25 \_\_\_\_\_
- 26 - 35 \_\_\_\_\_
- 36 - 45 \_\_\_\_\_
- 46 - 55 \_\_\_\_\_
- 56+ \_\_\_\_\_

7. Attitude to Wife

	Positive	Neutral	Negative
Working			
In Mining			

8. Husband's Career Goal \_\_\_\_\_

C. Work Data

1. Type of Mining Operation

Coal	_____	Underground	_____
Metal	_____	Surface	_____
		Combination	_____

2. Position in Mine

a) Supervisory \_\_\_\_\_  
Clerical \_\_\_\_\_  
Production - Surface \_\_\_\_\_  
    - Underground \_\_\_\_\_  
    - Preparation Plant  
      (Mill) \_\_\_\_\_

Other \_\_\_\_\_  
\_\_\_\_\_

b) Fulltime \_\_\_\_\_  
Part-time \_\_\_\_\_  
Seasonal \_\_\_\_\_

c) Specific Job \_\_\_\_\_

3. Total Length of Time Mining Position Held

Under 6 months \_\_\_\_\_  
6 months - 1 year \_\_\_\_\_  
1 - 2 years \_\_\_\_\_  
2 - 5 years \_\_\_\_\_  
More than 5 years \_\_\_\_\_

4. Previous Positions in Mine and Length of Time Positions Held

a) Supervisory \_\_\_\_\_ Under 6 months \_\_\_\_\_  
Clerical \_\_\_\_\_ 6 months - 1 year \_\_\_\_\_  
Surface \_\_\_\_\_ 1 - 2 years \_\_\_\_\_  
Underground \_\_\_\_\_ 2 - 5 years \_\_\_\_\_  
Other \_\_\_\_\_ 5+ years \_\_\_\_\_  
\_\_\_\_\_

b) Supervisory \_\_\_\_\_ Under 6 months \_\_\_\_\_  
Clerical \_\_\_\_\_ 6 months - 1 year \_\_\_\_\_  
Surface \_\_\_\_\_ 1 - 2 years \_\_\_\_\_  
Underground \_\_\_\_\_ 2 - 5 years \_\_\_\_\_  
Other \_\_\_\_\_ 5+ years \_\_\_\_\_  
\_\_\_\_\_

c) Supervisory \_\_\_\_\_ Under 6 months \_\_\_\_\_  
Clerical \_\_\_\_\_ 6 months - 1 year \_\_\_\_\_  
Surface \_\_\_\_\_ 1 - 2 years \_\_\_\_\_  
Underground \_\_\_\_\_ 2 - 5 years \_\_\_\_\_  
Other \_\_\_\_\_ 5+ years \_\_\_\_\_  
\_\_\_\_\_

5. Have you ever asked to be promoted to another mining position?

Yes \_\_\_\_\_ Outcome Positive \_\_\_\_\_  
No \_\_\_\_\_ Negative \_\_\_\_\_

How many bids? (if applicable) \_\_\_\_\_

6. Previous Employment Background

- Managerial, Professional \_\_\_\_\_
- Clerical, Sales \_\_\_\_\_
- Service and Recreation \_\_\_\_\_
- Unskilled, Labourers \_\_\_\_\_
- Farming \_\_\_\_\_
- Craft, Production and Related  
Workers \_\_\_\_\_
- Other \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

7. Present Wage Level

- Under \$8,000 \_\_\_\_\_
- \$8,000 - \$9,999 \_\_\_\_\_
- \$10,000 - \$11,999 \_\_\_\_\_
- \$12,000 - \$14,999 \_\_\_\_\_
- \$15,000+ \_\_\_\_\_

8. Hours of Work

- Shift Work \_\_\_\_\_
- 8 - 5, Weekdays \_\_\_\_\_
- Other \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_



9. Training Required for Present Position

Professional \_\_\_\_\_  
Technical \_\_\_\_\_  
On-the-Job \_\_\_\_\_  
Apprenticeship \_\_\_\_\_  
N/A \_\_\_\_\_

Length of Training

Under 1 month \_\_\_\_\_  
1 - 6 months \_\_\_\_\_  
6 months - 1 year \_\_\_\_\_  
1 - 2 years \_\_\_\_\_  
2+ years \_\_\_\_\_

10. Hiring Procedure

Manpower - Local \_\_\_\_\_  
                  - City \_\_\_\_\_  
Mining Office - Local \_\_\_\_\_  
                  - City \_\_\_\_\_  
Private Employment Office \_\_\_\_\_  
Other \_\_\_\_\_  
\_\_\_\_\_

11. Physical Strength Required for Position

Heavy \_\_\_\_\_  
Moderate \_\_\_\_\_  
Light \_\_\_\_\_  
Nil \_\_\_\_\_

12. Future Career Plans

In Mining Yes \_\_\_\_\_

No \_\_\_\_\_

If Yes, Name Position \_\_\_\_\_

If No, Name Job Area \_\_\_\_\_

D. Attitudinal Data

1. What is your general attitude towards your present job?

Very Positive \_\_\_\_\_

Positive \_\_\_\_\_

Neutral \_\_\_\_\_

Negative \_\_\_\_\_

Very Negative \_\_\_\_\_

2. Have you ever wanted to change your work position or job hours?

No \_\_\_\_\_

Clerical \_\_\_\_\_

Supervisory \_\_\_\_\_

Underground \_\_\_\_\_ Other \_\_\_\_\_

Surface \_\_\_\_\_

Seasonal \_\_\_\_\_

Part-time \_\_\_\_\_ Other \_\_\_\_\_

Shift \_\_\_\_\_

3. What are your major reasons for working?

(1 = most important      5 = least important)

- a) Boredom \_\_\_\_\_
- Need the Money \_\_\_\_\_
- Contact with Other People \_\_\_\_\_
- Enjoy the Work \_\_\_\_\_
- Husband Works \_\_\_\_\_
- Other \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

b) Major Reasons for Working in Mining Position

- Only Job Available \_\_\_\_\_
- Husband Works in Mining \_\_\_\_\_
- Interesting Work \_\_\_\_\_
- Work Outdoors \_\_\_\_\_
- Good Hours \_\_\_\_\_
- Good Pay \_\_\_\_\_
- Good Fringe Benefits \_\_\_\_\_
- Other \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

c) Major Reasons for Working in Non-Traditional Position (if applicable)

- Challenging Work \_\_\_\_\_
- Only Job Available \_\_\_\_\_
- Good Hours \_\_\_\_\_
- Good Pay \_\_\_\_\_
- Good Fringe Benefits \_\_\_\_\_
- Other \_\_\_\_\_
- \_\_\_\_\_

4. How do you feel about women working?

	In Mining	In Non-Traditional Positions
Very Positive		
Positive		
Neutral		
Negative		
Very Negative		

E. Company Data

1. What fringe benefits are provided by the company for women?

	No	More than Ad.	Adequate	Inadequate
Childcare Provisions				
Accommodation				
Washrooms				
Changing Facilities				
Maternity Leave				
Other				

F. Union Data

1. Union Affiliation

- United Steelworkers of America \_\_\_\_\_
- Mineworkers' \_\_\_\_\_
- Operating Engineers \_\_\_\_\_
- C. A. I. M. A. W. \_\_\_\_\_
- Other \_\_\_\_\_
- \_\_\_\_\_

2. Length of Time Member \_\_\_\_\_

3. Have you ever held a union executive position?

Yes \_\_\_\_\_ No \_\_\_\_\_

4. Have you ever taken a complaint or grievance to your union relating to your position, hours of work or fringe benefits?

Yes \_\_\_\_\_ No \_\_\_\_\_

	Adequate	Inadequate
Response from Union		
Response from Company		

G. Community Data

1. <u>Length of Time in</u>	<u>Present Community</u>	<u>Previous Residence</u>
Under 1 year	_____	_____
1 up to 3 years	_____	_____
4 up to 9 years	_____	_____
10+ years	_____	_____

2. Community Background

- a) Rural \_\_\_\_\_
- Small Town \_\_\_\_\_
- Urban \_\_\_\_\_
- b) Industry dependent \_\_\_\_\_
- Integrated \_\_\_\_\_
- Farming \_\_\_\_\_

3. What distance is mine from home?

- Under 1 mile \_\_\_\_\_
- 1 - 10 miles \_\_\_\_\_
- 11 - 30 miles \_\_\_\_\_
- 30+ miles \_\_\_\_\_

4. What transportation system do you use to get to work?

- Own car \_\_\_\_\_
- Company-provided system \_\_\_\_\_
- Other \_\_\_\_\_
- \_\_\_\_\_

5. Which of the following services and resources were the most helpful or least helpful in terms of your work?

a) Childcare Services

	Very Helpful	Helpful	Not Helpful	N/A
Organized Community Daycare				
Babysitting				
Afterschool Care				
Company-Provided Childcare				
Other				

b) Community Health Resources

	Very Helpful	Helpful	Not Helpful	N/A
Private Practitioners				
Hospital Services				
Dental Services				
Public Health Services				
Mental Health Services				
DHR - Social Workers				
Psychiatrists				

c) Educational, Recreational Community Services

	Very Helpful	Helpful	Not Helpful	N/A
General Community Services				
- Youth Organizations				
- Women's Organizations				
- Alcohol/Drug Groups				
Community College Services				
Vocational Courses				
Secondary Schools				
Library				
Recreation Services - Adult				
- Teenagers				
- Children under 6				
Police				
Other				

d) Business Services

	Very Helpful	Helpful	Not Helpful	N/A
Grocery Outlets				
Restaurants				
Laundries				
Laundromats				
Clothing Stores				

e) Communication and Transportation Services

	Very Helpful	Helpful	Not Helpful	N/A
Railway Connection				
Road Connection Outside Community				
To Mine				
Airline Connection				
Boat Connections				
Taxi				
Bus				
T. V. Reception				
Radio Reception				
Other				

6. Which of these services were most beneficial to your work?

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7. Voluntary Group Membership

Number of Organizations \_\_\_\_\_

Type (determined by major component)

Church \_\_\_\_\_

Work-oriented \_\_\_\_\_

Recreational \_\_\_\_\_

Service \_\_\_\_\_

Social \_\_\_\_\_

Business \_\_\_\_\_

Political \_\_\_\_\_

Other \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

8. Attractions of Community

Size \_\_\_\_\_

Locale \_\_\_\_\_

Friendliness \_\_\_\_\_

Climate \_\_\_\_\_

Recreational Opportunities \_\_\_\_\_

Other \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

SECTION II  
INTERVIEW GUIDE

The following represents a general guide to the topics which will be covered. The guide is flexible to allow for shaping by the respondent.

- A. Describe the positive and negative aspects of your present position.
- B. Discuss the benefits of hiring women in non-traditional positions in relation to the following:
1. Women Themselves
    - pay
    - type of work
    - fringe benefits
    - opportunities for promotion, upgrading
    - personal satisfaction
  2. Other Workers
    - job satisfaction
    - good co-workers
  3. Company
    - competence
    - stability
    - absenteeism
  4. Union
    - involvement in union
    - improved living conditions
  5. Family
    - stability
    - morale
  6. Community
    - involvement
  7. Other

C. What are the major problems which women in non-traditional roles face?

Discuss in relation to the following:

1. Self
  - training
  - confidence
  - stamina/strength
2. Other Workers
  - attitudes, superstitions
  - job security
  - workers' wives
  - clerical staff attitudes
3. Union
  - attitudes - superstitions, job security
  - training, hiring restrictions
  - grievance support
  - regulations
4. Company
  - adequacy of wages, fringe benefits, facilities
  - promotional possibilities
  - availability of work - types, shift
  - attitudes
  - recruitment policy
5. Family
  - husband's attitude
  - household chores
  - childcare available
6. Community
  - pressures/gossip
  - service lacks - recreational, educational, medical
  - transportation
  - housing
  - business
  - type of community

- D. Are women suited/unsuited for any particular jobs in mining?  
Explain.
- E. What role could the following play in improving the position of women in mining:
1. Company
  2. Union
  3. Women
  4. Male Workers
  5. Community
  6. Government
- F. Does a successful woman miner have any specific qualities?
- G. General Comments on the Interview.

QUESTIONNAIRE #2  
WOMEN NO LONGER EMPLOYED IN MINING INDUSTRY

This questionnaire has been designed in order to examine the personal, work and community characteristics associated with the successful integration of women into non-clerical mining positions.

We would like to assure you that your identity will be kept completely confidential and that no information you provide will be identified by its source except by general job position.

---

SECTION I  
QUESTIONNAIRE

A. Personal and Work Data

1. Name \_\_\_\_\_

2. Mining Company \_\_\_\_\_

3. Type of Operation

Coal \_\_\_\_\_

Metal \_\_\_\_\_

Surface \_\_\_\_\_

Underground \_\_\_\_\_

Combination \_\_\_\_\_

4. Position in Mine

a) Supervisory \_\_\_\_\_

Clerical \_\_\_\_\_

Underground \_\_\_\_\_

Surface \_\_\_\_\_

Other \_\_\_\_\_

\_\_\_\_\_

- b) Fulltime \_\_\_\_\_
- Part-time \_\_\_\_\_
- Seasonal \_\_\_\_\_
- c) Specific Job \_\_\_\_\_

5. Length of Time Position Held

- Under 6 months \_\_\_\_\_
- 6 months - 1 year \_\_\_\_\_
- 1 - 2 years \_\_\_\_\_
- 2 - 5 years \_\_\_\_\_
- 5+ years \_\_\_\_\_

6. Wage Level

- Under \$8,000 \_\_\_\_\_
- \$8,000 - \$11,999 \_\_\_\_\_
- \$12,000 - \$14,999 \_\_\_\_\_
- \$15,000+ \_\_\_\_\_

7. Previous Position in Mine and Length of Time Position Held

- |                   |                         |
|-------------------|-------------------------|
| Supervisory _____ | Under 6 months _____    |
| Clerical _____    | 6 months - 1 year _____ |
| Surface _____     | 1 - 2 years _____       |
| Underground _____ | 2 - 5 years _____       |
| Other _____       | 5+ years _____          |
| _____             |                         |
| _____             |                         |

8. Present Occupation

\_\_\_\_\_

9. Physical Strength Required for Position

- Heavy \_\_\_\_\_
- Moderate \_\_\_\_\_
- Light \_\_\_\_\_
- Nil \_\_\_\_\_

10. Age

- Under 25 \_\_\_\_\_
- 26 - 35 \_\_\_\_\_
- 36 - 45 \_\_\_\_\_
- 46 - 55 \_\_\_\_\_
- 56+ \_\_\_\_\_

11. Education and Training Completed

- Grade 8 \_\_\_\_\_
- Grade 12 \_\_\_\_\_
- College/University \_\_\_\_\_
- Technical School \_\_\_\_\_
- Apprenticeship \_\_\_\_\_
- On-the-Job Training \_\_\_\_\_
- Other \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

12. Marital Status

- Married \_\_\_\_\_
- Single \_\_\_\_\_
- Divorced/Separated \_\_\_\_\_
- Widowed \_\_\_\_\_

Questionnaire #2

13. Number of Children \_\_\_\_\_

14. Ages of Children \_\_\_\_\_

15. History of Women in Family

	<u>Yes</u>	<u>No</u>
Working	_____	_____
In Mining	_____	_____
In Farming	_____	_____

16. Length of Time in                      Present Community    Previous Community

Under 1 year	_____	_____
1 - 3 years	_____	_____
4 - 9 years	_____	_____
10+ years	_____	_____

17. Work Background

Managerial, Professional	_____
Clerical, Sales	_____
Service, Recreation	_____
Unskilled, Labourers	_____
Farming	_____
Craft, Production and Related Workers	_____
Other	_____
	_____
	_____

18. Husband's Occupation \_\_\_\_\_

Employer \_\_\_\_\_



19. Union

- Tunnel & Rock Workers \_\_\_\_\_
- C. A. I. M. A. W. \_\_\_\_\_
- Mineworkers \_\_\_\_\_
- United Steelworkers \_\_\_\_\_
- Operating Engineers \_\_\_\_\_
- Teamsters \_\_\_\_\_
- Other \_\_\_\_\_

B. Attitudinal Data

1. What was your basic attitude towards your mining position?

Very Positive	Positive	Neutral	Negative	Very Negative

C. Data Related to Leaving the Job

1. Which factors related to work influenced your decision to leave your position?

	Very Important	Important	Unimportant
No jobs in skill or interest area			
No promotion opportunities			
Inadequacy of pay			
Boredom			
Inadequate working facilities			
Inadequate housing			
Inadequate transportation			
Inadequate childcare			

	Very Important	Important	Unimportant
Attitude of company			
Attitude of male workers			
Attitude of union			
Attitude of female co-workers			
Attitude of clerical staff			
Other job offer			
Family moved			
Other			

2. Which factors were most important?

D. Community Data

1. Which factors in the community influenced your decision to leave your position?

a) Childcare Services

Service	Very Important	Important	Unimportant
Organized Community Daycare			
Babysitting			
Family Daycare			
Afterschool Care			
Company-Provided Childcare			
Other			

d) Educational, Recreational and Health Services

Service	Yes	No	Description
Community Services			
Women's Groups			
Alcohol and Drug Groups			
Youth Groups			
Police			
Adult Education			
Vocational Training			
Library			
Recreation - Adult			
- Children			
- Children Under 6			
Secondary School			
Theatre			

e) Transportation and Communication

Service	Yes	No	Description
Railway			
Road - To Mine			
- Outside			
Airline			
Boat			
Bus			
Taxi			
Radio			
T. V.			

e) Communication and Transportation Services

Service	Very		
	Important	Important	Unimportant
Railway Connection			
Road Connection Outside Community			
To Mine			
Airline Connection			
Boat Connections			
T. V. Reception			
Radio Reception			

f) Housing

	Very		
	Important	Important	Unimportant
Cost of Housing			
Availability of Housing			
Other Housing Problems			

COMMUNITY PROFILE

1. Name of Community \_\_\_\_\_

2. Type of Community

One-Industry-Dependent \_\_\_\_\_

Integrated \_\_\_\_\_

Other \_\_\_\_\_

\_\_\_\_\_

3. Population of Community \_\_\_\_\_

4. Age of Community

Under 5 years \_\_\_\_\_

5 - 10 years \_\_\_\_\_

10 - 25 years \_\_\_\_\_

25+ years \_\_\_\_\_

5. Mining Companies

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

6. Community Government

Incorporated \_\_\_\_\_

Unincorporated \_\_\_\_\_

Other \_\_\_\_\_

7. Administrative Structure

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

- 4. Company
  - adequacy of wages, fringe benefits, facilities
  - promotional possibilities
  - availability of work - types, shift
  - attitudes
  - recruitment policy
  - housing, transportation
  - distance from townsite
- 5. Family
  - husband's attitude
  - household chores
  - childcare available
  - pressures
  - husband's mobility
- 6. Community
  - isolation
  - service lacks - recreational, educational, medical
  - transportation
  - housing
  - business
  - type of community

C. What role could the following play, if any, in improving the position of women in mining?

- |           |                |
|-----------|----------------|
| - Company | - Male Workers |
| - Union   | - Community    |
| - Women   | - Government   |

D. Are women suited or unsuited for any particular positions in the mining industry?

E. Reasons for leaving position. General comments.

F. Would you go back? Under what conditions?

G. General Comments on Interview.

3. Which voluntary organizations in the community are most helpful to women working in mining?

(1 = most helpful)

Church

Work

Recreational

Service

Social

Business

Political

Other

6. General attitude towards present job

Very Positive	Positive	Neutral	Negative	Very Negative



d) Business Services

Service	Very Helpful	Helpful	Not Helpful	Helpful (doesn't exist)	N/A
Grocery Outlets					
Clothing Outlets					
Restaurants					
Laundries					
Laundromats					
Other					

e) Housing

Service	Very Helpful	Helpful	Not Helpful	Helpful (doesn't exist)	N/A
Bunkhouse - Single Male					
- Single Female					
Apartments					
Houses					
Mobile Homes					

C. What are the major advantages of your present position (compared to a non-traditional position)?

Discuss in relation to the following:

1. Work
  - type of work
  - hours
  - wages
2. Contacts With Other Workers
3. Company Policy
  - no other opportunities
  - need clerical workers
4. Union Policy
  - tradition
  - job security issue
5. Family
  - attitudes
  - childcare services
  - homemaker support services
6. Own Attitudes
  - work more suitable
  - men need jobs
  - husband's job area
7. Community
  - pressures
  - lack of social, business services
8. Other

D. What are the attractions, if any, to working outside the mine?

E. What are the general feelings of women in the office towards women working outside? (Do they feel dissatisfied, etc.?)

F. Are there any mining jobs which you feel women are most suited/unsuited for? Explain.

G. General Comments on Interview.

8. Length of Time Worked in Community

- Under 1 year \_\_\_\_\_
- 1 - 3 years \_\_\_\_\_
- 3 - 5 years \_\_\_\_\_
- 5+ years \_\_\_\_\_

B. Community Data

1. How would you assess the following services in your community as they relate to the successful integration of women in the mining industry?

a) Childcare Services

Service	Very Helpful	Helpful	Not Helpful	Helpful (doesn't exist)	N/A
Organized Community Daycare					
Babysitting					
Family Daycare					
Afterschool Care					
Company-Provided Childcare					
Other					

5. Workforce Breakdown

	Total	Male	Female
a) Size of Workforce			
b) Job Divisions			
Surface			
Underground			
Clerical/Administration			
Plant			
Other			
c) Part-time Workers			
Fulltime Workers			

6. Recruitment

(1 = largest % of recruitment)

	<u>Underground</u>		<u>Surface</u>	
	Male	Female	Male	Female
Locally				
Urban Areas - province				
Out of Province				
Out of Country				

7. Hiring

(1 = largest % of recruitment)

	Male	Female
Own Office - Local		
- Vancouver		
Canada Manpower - Local		
- Vancouver		
Private Employment Office		
Other		

D. What role, if any, could the following play in relieving these problems?

1. Union
2. Company
3. Women
4. Male Workers
5. Community
6. Government

E. Are there any jobs in mining which women are particularly suited/unsuited for? Explain.

F. What are the qualities of a good woman miner?

G. General Comments on Interview

11. Growth Rate of Female Work Force Over Past 10 Years  
(non-traditional positions)

1966 \_\_\_\_\_ 1971 \_\_\_\_\_ 1976 \_\_\_\_\_

12. Worker Benefits or Facilities Provided by the Company

	<u>All Workers</u>			<u>Women Working in Mine</u>	
	Yes	No	Partly Support	Yes	No
Accommodation					
Apartments					
Housing					
Trailers					
Bunkhouse - Male					
- Female					
Transportation to Site					
Health Facilities					
Dental Facilities					
Eating Facilities					
Recreation Facilities					
Other					

13. If women not employed in non-traditional positions, what facilities would be required before hiring them?

	Yes	No
Childcare Services		
Bunkhouse Accommodation		
Washrooms		
Changing Rooms		
Maternity Leave		
Special Training Facilities		
Other		

7. Career Goal

In Mining \_\_\_\_\_  
Other \_\_\_\_\_

8. Union Affiliation

United Steelworkers \_\_\_\_\_  
Tunnel & Rock Workers \_\_\_\_\_  
Operating Engineers \_\_\_\_\_  
C. A. I. M. A. \_\_\_\_\_  
Teamsters \_\_\_\_\_  
Other \_\_\_\_\_

C. Attitudinal Data

1. What is your attitude towards:

	Very Positive	Positive	Neutral	Negative	Very Negative
Women working					
- in mining					
- in non-clerical roles in mining					

D. Women Co-Workers

1. Number of women working in specific job area \_\_\_\_\_

5. Turnover Rates (1975-76)

	Total	
Male		
Female (non-clerical)		

C. Community Data

1. Location of mine

- a) From nearest townsite
- |               |       |
|---------------|-------|
| Under 1 mile  | _____ |
| 1 - 10 miles  | _____ |
| 11 - 30 miles | _____ |
| 30+ miles     | _____ |

- b) From nearest employee centre of residence
- |               |       |
|---------------|-------|
| Under 1 mile  | _____ |
| 1 - 10 miles  | _____ |
| 11 - 30 miles | _____ |
| 30+ miles     | _____ |

2. Nature of Company Transportation to Minesite

- Bus \_\_\_\_\_
- None \_\_\_\_\_
- Other \_\_\_\_\_

3. Availability of

- |                      | <u>Yes</u> | <u>No</u> |
|----------------------|------------|-----------|
| Seasonal Employment  | _____      | _____     |
| Part-time Employment | _____      | _____     |



2. Position in Mine

Supervisory	_____
Clerical	_____
Production - Surface	_____
Production - Underground	_____
Preparation - Plant	_____
Other _____	_____
_____	_____

3. Length of Time Position Held

Under 6 months	_____
6 months - 1 year	_____
1 - 2 years	_____
2 - 5 years	_____
5+ years	_____

4. Previous Positions in Mine and Length of Time Positions Held

a) Supervisory	_____	Under 6 months	_____
Clerical	_____	6 months - 1 year	_____
Surface	_____	1 - 2 years	_____
Underground	_____	2 - 5 years	_____
Other _____	_____	5+ years	_____
_____	_____		

- higher absenteeism, turnover
  - special facilities
  - special hours/types of work
  - health adequacy
  - strength and stamina
  - 2. Other Workers
    - increased tension (related to attitudes, job insecurity, etc.)
    - work interference
    - tension - clerical/non-clerical workers
    - instability
  - 3. Other
- D. What are the major problems women themselves face in adjusting to non-traditional mining positions?
- E. What role, if any, could the following play in helping women handle these difficulties?
- 1. Company
  - 2. Union
  - 3. Women Themselves
  - 4. Male Workers
  - 5. Community
  - 6. Government
- F. Are there any jobs in mining which women are particularly suited for? Explain. What would be any benefits or costs in hiring women in certain jobs and not others?
- G. General Comments on Interview

QUESTIONNAIRE #6  
MALE CO-WORKER REPRESENTATIVE

This questionnaire has been designed in order to examine the personal, work and community characteristics associated with the successful integration of women into non-clerical mining positions.

We would like to assure you that your identity will be kept completely confidential and that no information you provide will be identified by its source except by general job position.

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SECTION I  
QUESTIONNAIRE

A. Personal Data

1. Name \_\_\_\_\_

2. Community \_\_\_\_\_

3. Company \_\_\_\_\_

4. Age

Under 25 \_\_\_\_\_

26 - 35 \_\_\_\_\_

36 - 45 \_\_\_\_\_

46 - 55 \_\_\_\_\_

55+ \_\_\_\_\_

5. Marital Status

Single \_\_\_\_\_

Married \_\_\_\_\_

Divorced/Separated \_\_\_\_\_

Widowed \_\_\_\_\_

5. Union Position \_\_\_\_\_

6. Date Union Organized \_\_\_\_\_

7. Last Contract \_\_\_\_\_

Upcoming Contract \_\_\_\_\_

8. Union Regulations Relevant to Hiring

Prior membership \_\_\_\_\_

30 days within hiring \_\_\_\_\_

None \_\_\_\_\_

Other \_\_\_\_\_

9. Union Executive Members

Male	Female	Total

B. Women Workers in Non-Traditional Positions

1. Grievances 1975-76      Number of grievances \_\_\_\_\_

   Related to women \_\_\_\_\_

   Related to women in  
non-traditional positions \_\_\_\_\_

SECTION II  
INTERVIEW GUIDE

- A. From the union point of view, are there any particular benefits in hiring women? Isolate financial benefits.

Discuss in relation to:

1. On the job - job quality, training needs
2. Other workers - job satisfaction, stability,  
increased pressure for facilities
3. Family and Community - effect on workers
4. The Union - women's involvement in
5. Women themselves

- B. Are there any particular costs or problems to the union in hiring women? Isolate the financial costs.

Discuss in relation to:

1. Workplace - retraining programs  
- lack of ability, strength
2. Other Workers - work tension (related to?)  
- job insecurity  
- conflict with wives, clerical workers  
- increased union activity (facilities, etc.)
3. Union - increased grievances  
- increased retraining needs  
- job security for male workers
4. Family and Community - family breakdown=worker problems

- C. What are the most serious problems women face in mining?

SECTION II  
INTERVIEW GUIDE

- A. From the union point of view, are there any particular benefits in hiring women? Isolate financial benefits.

Discuss in relation to:

1. On the job - job quality, training needs
2. Other workers - job satisfaction, stability,  
increased pressure for facilities
3. Family and Community - effect on workers
4. The Union - women's involvement in
5. Women themselves

- B. Are there any particular costs or problems to the union in hiring women? Isolate the financial costs.

Discuss in relation to:

1. Workplace - retraining programs  
- lack of ability, strength
2. Other Workers - work tension (related to?)  
- job insecurity  
- conflict with wives, clerical workers  
- increased union activity (facilities, etc.)
3. Union - increased grievances  
- increased retraining needs  
- job security for male workers
4. Family and Community - family breakdown=worker problems

- C. What are the most serious problems women face in mining?

5. Union Position \_\_\_\_\_

6. Date Union Organized \_\_\_\_\_

7. Last Contract \_\_\_\_\_

Upcoming Contract \_\_\_\_\_

8. Union Regulations Relevant to Hiring

Prior membership \_\_\_\_\_

30 days within hiring \_\_\_\_\_

None \_\_\_\_\_

Other \_\_\_\_\_

9. Union Executive Members

Male	Female	Total

B. Women Workers in Non-Traditional Positions

1. Grievances 1975-76      Number of grievances \_\_\_\_\_

   Related to women \_\_\_\_\_

   Related to women in  
non-traditional positions \_\_\_\_\_

QUESTIONNAIRE #6  
MALE CO-WORKER REPRESENTATIVE

This questionnaire has been designed in order to examine the personal, work and community characteristics associated with the successful integration of women into non-clerical mining positions.

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SECTION I  
QUESTIONNAIRE

A. Personal Data

1. Name \_\_\_\_\_

2. Community \_\_\_\_\_

3. Company \_\_\_\_\_

4. Age

Under 25	_____
26 - 35	_____
36 - 45	_____
46 - 55	_____
55+	_____

5. Marital Status

Single	_____
Married	_____
Divorced/Separated	_____
Widowed	_____



- higher absenteeism, turnover
  - special facilities
  - special hours/types of work
  - health adequacy
  - strength and stamina
  - 2. Other Workers
    - increased tension (related to attitudes, job insecurity, etc.)
    - work interference
    - tension - clerical/non-clerical workers
    - instability
  - 3. Other
- D. What are the major problems women themselves face in adjusting to non-traditional mining positions?
- E. What role, if any, could the following play in helping women handle these difficulties?
- 1. Company
  - 2. Union
  - 3. Women Themselves
  - 4. Male Workers
  - 5. Community
  - 6. Government
- F. Are there any jobs in mining which women are particularly suited for? Explain. What would be any benefits or costs in hiring women in certain jobs and not others?
- G. General Comments on Interview

2. Position in Mine

Supervisory	_____
Clerical	_____
Production - Surface	_____
Production - Underground	_____
Preparation - Plant	_____
Other _____	_____
_____	_____

3. Length of Time Position Held

Under 6 months	_____
6 months - 1 year	_____
1 - 2 years	_____
2 - 5 years	_____
5+ years	_____

4. Previous Positions in Mine and Length of Time Positions Held

a) Supervisory	_____	Under 6 months	_____
Clerical	_____	6 months - 1 year	_____
Surface	_____	1 - 2 years	_____
Underground	_____	2 - 5 years	_____
Other _____	_____	5+ years	_____
_____	_____		

5. Turnover Rates (1975-76)

	Total	
Male		
Female (non-clerical)		

C. Community Data

1. Location of mine

- a) From nearest townsite
- Under 1 mile \_\_\_\_\_
  - 1 - 10 miles \_\_\_\_\_
  - 11 - 30 miles \_\_\_\_\_
  - 30+ miles \_\_\_\_\_

- b) From nearest employee centre of residence
- Under 1 mile \_\_\_\_\_
  - 1 - 10 miles \_\_\_\_\_
  - 11 - 30 miles \_\_\_\_\_
  - 30+ miles \_\_\_\_\_

2. Nature of Company Transportation to Minesite

- Bus \_\_\_\_\_
- None \_\_\_\_\_
- Other \_\_\_\_\_

3. Availability of

- |                      | <u>Yes</u> | <u>No</u> |
|----------------------|------------|-----------|
| Seasonal Employment  | _____      | _____     |
| Part-time Employment | _____      | _____     |

7. Career Goal

In Mining \_\_\_\_\_

Other \_\_\_\_\_

8. Union Affiliation

United Steelworkers \_\_\_\_\_

Tunnel & Rock Workers \_\_\_\_\_

Operating Engineers \_\_\_\_\_

C. A. I. M. A. \_\_\_\_\_

Teamsters \_\_\_\_\_

Other \_\_\_\_\_

C. Attitudinal Data

1. What is your attitude towards:

	Very Positive	Positive	Neutral	Negative	Very Negative
Women working					
- in mining					
- in non-clerical roles in mining					

D. Women Co-Workers

1. Number of women working in specific job area \_\_\_\_\_

11. Growth Rate of Female Work Force Over Past 10 Years  
(non-traditional positions)

1966 \_\_\_\_\_ 1971 \_\_\_\_\_ 1976 \_\_\_\_\_

12. Worker Benefits or Facilities Provided by the Company

	<u>All Workers</u>			<u>Women Working in Mine</u>	
	Yes	No	Partly Support	Yes	No
Accommodation					
Apartments					
Housing					
Trailers					
Bunkhouse - Male					
- Female					
Transportation to Site					
Health Facilities					
Dental Facilities					
Eating Facilities					
Recreation Facilities					
Other					

13. If women not employed in non-traditional positions, what facilities would be required before hiring them?

	Yes	No
Childcare Services		
Bunkhouse Accommodation		
Washrooms		
Changing Rooms		
Maternity Leave		
Special Training Facilities		
Other		

D. What role, if any, could the following play in relieving these problems?

1. Union
2. Company
3. Women
4. Male Workers
5. Community
6. Government

E. Are there any jobs in mining which women are particularly suited/unsuited for? Explain.

F. What are the qualities of a good woman miner?

G. General Comments on Interview

5. Workforce Breakdown

	Total	Male	Female
a) Size of Workforce			
b) Job Divisions			
Surface			
Underground			
Clerical/Administration			
Plant			
Other			
c) Part-time Workers			
Fulltime Workers			

6. Recruitment

(1 = largest % of recruitment)

	<u>Underground</u>		<u>Surface</u>	
	Male	Female	Male	Female
Locally				
Urban Areas - province				
Out of Province				
Out of Country				

7. Hiring

(1 = largest % of recruitment)

	Male	Female
Own Office - Local		
- Vancouver		
Canada Manpower - Local		
- Vancouver		
Private Employment Office		
Other		

8. Length of Time Worked in Community

- Under 1 year \_\_\_\_\_
- 1 - 3 years \_\_\_\_\_
- 3 - 5 years \_\_\_\_\_
- 5+ years \_\_\_\_\_

B. Community Data

1. How would you assess the following services in your community as they relate to the successful integration of women in the mining industry?

a) Childcare Services

Service	Very Helpful	Helpful	Not Helpful	Helpful (doesn't exist)	N/A
Organized Community Daycare					
Babysitting					
Family Daycare					
Afterschool Care					
Company-Provided Childcare					
Other					



C. What are the major advantages of your present position (compared to a non-traditional position)?

Discuss in relation to the following:

1. Work
  - type of work
  - hours
  - wages
2. Contacts With Other Workers
3. Company Policy
  - no other opportunities
  - need clerical workers
4. Union Policy
  - tradition
  - job security issue
5. Family
  - attitudes
  - childcare services
  - homemaker support services
6. Own Attitudes
  - work more suitable
  - men need jobs
  - husband's job area
7. Community
  - pressures
  - lack of social, business services
8. Other

D. What are the attractions, if any, to working outside the mine?

E. What are the general feelings of women in the office towards women working outside? (Do they feel dissatisfied, etc.?)

F. Are there any mining jobs which you feel women are most suited/unsuited for? Explain.

G. General Comments on Interview.

d) Business Services

Service	Very Helpful	Helpful	Not Helpful	Helpful (doesn't exist)	N/A
Grocery Outlets					
Clothing Outlets					
Restaurants					
Laundries					
Laundromats					
Other					

e) Housing

Service	Very Helpful	Helpful	Not Helpful	Helpful (doesn't exist)	N/A
Bunkhouse - Single Male					
- Single Female					
Apartments					
Houses					
Mobile Homes					

6. General attitude towards present job

Very Positive	Positive	Neutral	Negative	Very Negative

3. Which voluntary organizations in the community are most helpful to women working in mining?

(1 = most helpful)

Church

Work

Recreational

Service

Social

Business

Political

Other

- 4. Company
  - adequacy of wages, fringe benefits, facilities
  - promotional possibilities
  - availability of work - types, shift
  - attitudes
  - recruitment policy
  - housing, transportation
  - distance from townsite
- 5. Family
  - husband's attitude
  - household chores
  - childcare available
  - pressures
  - husband's mobility
- 6. Community
  - isolation
  - service lacks - recreational, educational, medical
  - transportation
  - housing
  - business
  - type of community

C. What role could the following play, if any, in improving the position of women in mining?

- |           |                |
|-----------|----------------|
| - Company | - Male Workers |
| - Union   | - Community    |
| - Women   | - Government   |

D. Are women suited or unsuited for any particular positions in the mining industry?

E. Reasons for leaving position. General comments.

F. Would you go back? Under what conditions?

G. General Comments on Interview.

COMMUNITY PROFILE

1. Name of Community \_\_\_\_\_

2. Type of Community

One-Industry-Dependent \_\_\_\_\_

Integrated \_\_\_\_\_

Other \_\_\_\_\_

\_\_\_\_\_

3. Population of Community \_\_\_\_\_

4. Age of Community

Under 5 years \_\_\_\_\_

5 - 10 years \_\_\_\_\_

10 - 25 years \_\_\_\_\_

25+ years \_\_\_\_\_

5. Mining Companies

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

6. Community Government

Incorporated \_\_\_\_\_

Unincorporated \_\_\_\_\_

Other \_\_\_\_\_

7. Administrative Structure

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

e) Communication and Transportation Services

Service	Very Important	Important	Unimportant
Railway Connection			
Road Connection Outside Community			
To Mine			
Airline Connection			
Boat Connections			
T. V. Reception			
Radio Reception			

f) Housing

	Very Important	Important	Unimportant
Cost of Housing			
Availability of Housing			
Other Housing Problems			

d) Educational, Recreational and Health Services

Service	Yes	No	Description
Community Services			
Women's Groups			
Alcohol and Drug Groups			
Youth Groups			
Police			
Adult Education			
Vocational Training			
Library			
Recreation - Adult			
- Children			
- Children Under 6			
Secondary School			
Theatre			

e) Transportation and Communication

Service	Yes	No	Description
Railway			
Road - To Mine			
- Outside			
Airline			
Boat			
Bus			
Taxi			
Radio			
T. V.			



	Very Important	Important	Unimportant
Attitude of company			
Attitude of male workers			
Attitude of union			
Attitude of female co-workers			
Attitude of clerical staff			
Other job offer			
Family moved			
Other			

2. Which factors were most important?

D. Community Data

1. Which factors in the community influenced your decision to leave your position?

a) Childcare Services

Service	Very Important	Important	Unimportant
Organized Community Daycare			
Babysitting			
Family Daycare			
Afterschool Care			
Company-Provided Childcare			
Other			