

Franco Bellolosa

Windsor Working Women



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WINDSOR WORKING WOMEN

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Introduction

"Where are women working in Windsor?"

"What are they thinking and doing?"

It was the purpose of an Opportunities for Youth Project to answer these questions. Opportunities for Youth is a federal program initiated to employ people in a project of their own design. Windsor Working Women or PW 3, composed of six women, both students and workers, conducted research throughout the summer, from May 15 to September 1, obtaining information from various businesses regarding women working in Windsor. We acknowledge that fulltime housewives are working women but due to the impossibility of obtaining these numbers in such a limited time period we concentrated our research on women working outside their homes.

Very little has been published on working women. Research of this type has never been attempted before on women in Windsor. It is important for working women to be able to perceive themselves as a part of the total work field in Windsor rather than as an isolated segment. The following pamphlet is intended as a simple summary of the data which we were able to compile. It is a descriptive view both statistically and informally of women working in Windsor. We also hope it will prove useful as a starting point for readers who wish to study working women in more detail, e.g. researching housewives, attitude formation.

This booklet is not intended to make any judgements or interpretations of the information set forth. This is merely a limited description of women working in Windsor since we were unable to obtain information from every establishment that employs women. During our three month time period, we found that much of the accessible information has limitations since we were operating on the principle that the information obtained from people is true. Therefore, one sometimes may question the validity of certain data.

Our preparation began by reading the available information concerned with the problems and issues relating to female employment. Using the 1961 Census of Canada Occupational Classification as a guide we pinpointed certain areas and began our active research. The occupational categories we utilized are as follows:

- 1) Managerial: owners of businesses, managers, executive directors, all administrative executives and supervisors.
- 2) Professional: teachers, health professionals such as doctors, dentists, nurses, medical technicians, dieticians, occupational and physi-

cal therapists, pharmacists, lawyers, librarians, social workers.

- 3) Service: nursing aides, ward attendants, orderlies, maintenance and housekeeping workers, waiters and waitresses, kitchen helpers, hairdressers, porters, police men and women, bartenders, telephone and telegraph operators.
- 4) Clerical: secretaries, clerk-typists, receptionists, switchboard operators, cashiers, bookkeepers, stock clerks, stenographers, attendants, doctors' and dentists' office workers.
- 5) Sales: sales clerks, insurance salesmen and agents.
- 6) Craftsmen: technical workers, such as butchers, bakers, tailors, seamstresses, radio and TV, equipment operators, production workers in manufacturing industries.
- 7) Transportation: taxidrivers, drivers for restaurants, truck drivers.

The statistical tables in this report have been compiled by telephone interview, by letter, and if information was not forwarded by personal interview, at the place of employment. Other tables are footnoted. The names of the manufacturing industries we studied were originally obtained from the Greater Windsor Directory 1972, published by the Greater Windsor Industrial Commission.

The women on Project W 3 wish to express appreciation to

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Guide to Abbreviations in Sections A and B

Office occupations: Op.=operator
 Jr.=junior
 Sr.=senior
 I.=intermediate
 Steno.=stenographer

Marital Status: S.=single
 M.=married
 D.=divorced
 W.=widowed
 Sep.=separated
 CL.=common law

Education: C.=commercial training
 TC.=teachers' college
 RN.=registered nurse
 MD.=medical doctor
 CGA.=certified general accountant
 Eur.=educated in Europe
 Chem.=chemistry education
 1U.=1 year of university
 2U.=2 years of university
 3U.=3 years of university
 4U.=4 years of university
 BA.=Bachelor of Arts degree
 BFA.=Bachelor of Fine Arts degree
 BScN.=Bachelor of Science in Nursing
 BLS.=Bachelor of Library Science
 MA.=Master of Arts degree
 MLS.=Master of Library Science

Time
 Working: wk.=week(s)
 m.=month(s)
 yr.=year(s)

Guide to Coded Factual Information of the Various Occupational Categories in Section B

Sample copy for a sales clerk who is 45, married, with grade 8 education, who has been working for 5 years and has 3 children:

Sales clerk: 1.(45,M,8,5yr,3)

Table 1.-Distribution¹ of employable population by age group, Census of Windsor 1971
 Total population - 199,199
 Total No. Men - 98,351 Total No. Women - 100,848

Age Group	♀	♂	Total	♀ as a % of ♂ + ♀
16	1934	1960	3894	49.67
17	1886	1924	3810	49.5
18	1738	1887	3625	47.95
19	1817	1847	3664	49.59
20	1820	1684	3504	51.94
21-25	9057	8822	17879	50.66
26-30	6468	6696	13164	49.13
31-35	5640	5602	11242	50.17
36-40	5572	5550	11122	50.1
41-45	6138	6265	12403	49.49
46-50	6450	5871	12321	52.35
51-55	5145	4696	9841	52.28
56-59	3659	3371	7030	52.05
60	703	708	1411	49.82
61-65	3934	3504	7438	52.89
66-69	3071	2638	5709	53.79
69+	7684	5782	13466	57.07
Total	72716	68807	141523	51.38

Table 2.-Unemployment Rate² for July 1972 (males and females registered with Canada Manpower according to job performance)

Job Categories	♀	♂
Professional, Techn., Managerial	58	252
Clerical & Sales	640	108
Service	697	431
Farming	8	45
Processing	149	104
Machine Trades	70	276
Fabrication - Bench Work, Welders, Flame Cutters, Structural Work	373 3	98 1008
Miscellaneous	93	666
Others	1086	1262
Total	3177	4250

Table 3.-Distribution of Windsor families³ by marital status, age and sex of head showing family size, type and composition, Census of Canada 1966

Marital Status, Age, Sex of Head Windsor	Total	Persons in families Average per Family		Families by no. of Children at home		Children at home by age				Average No. of Children per Family	
		Number	Average Family	0	5	Total	Under 6 Years	6-14 Years	15-18 Years		19-24 Years
All Family Heads	50517	189086	3.7	16258	3891	89255	27105	39862	13852	8436	1.8
Male	48857	178548	3.8	15320	3713	83613	26065	37470	12644	7434	1.8
Female	3660	10538	2.9	938	178	5642	1040	2392	1208	1002	1.5
Married	47550	181031	3.8	15207	3794	85563	26719	38407	12897	7540	1.8
Husband + Wife at home	46022	176110	3.8	15098	3672	82337	25895	36892	12341	7209	1.8
Husband only at home	330	1021	3.1	34	24	639	116	310	135	78	1.9
Wife only at home	1198	3900	3.3	75	98	2587	708	1205	421	253	2.2
Widowed	2477	6647	2.7	1018	78	2849	213	1049	782	805	1.2
Male	407	1147	2.8	163	16	525	44	212	139	130	1.3
Female	2070	5500	2.7	855	62	2324	169	837	643	675	1.1
Divorced	386	1111	2.9	5	15	717	101	375	160	81	1.9
Male	63	161	2.6	-	1	98	7	50	27	14	1.6
Female	323	950	2.9	5	14	619	94	325	133	67	1.9
Never married	104	297	2.9	28	4	126	72	31	13	10	1.2
Male	35	109	3.1	25	-	14	3	6	2	3	1.4
Female	69	188	2.7	3	4	112	69	25	11	7	1.6

Table 4.-Number and percentage by sex in the major occupational categories.

Occupational Categories	♀	♂	♀ as a % of ♀ + ♂
Managerial	579	2313	20.02
Professional + technical	2786	1884	59.65
Clerical	3541	780	81.95
Service	4056	4773	45.94
Sales	849	404	67.76
Production*	1327	5140	20.52
Transportation	17	195	8.02

*Includes skilled, semi-skilled, + unskilled labourers.

Table 5.-Number and percentage of specific areas covered.

PLACES	NUMBER		% COVERED
	COVERED		
Bakeries	19		100.00
Banks	64		100.00
Beauty Salons	145		100.00
Cleaners	41		100.00
Confectionaries	85		95.50
Credit Unions	24		100.00
Dentists' Offices **	16		21.62
Department Stores	25		80.25
Doctors' Offices**	72		30.25
Education	--		100.00
Finance	29		100.00
Grocery Stores	131		100.00
Health Services***	19		100.00
Hotels Motels	72		98.63
Insurance	112		100.00
Public Libraries	8		100.00
Manufacturing*	68		---
Other Industries	15		---
Pharmacies	42		100.00
Public Administration	3		100.00
Radio Stations	3		75.00
Religious Organizations	7		87.50
Restaurants	192		97.46
Shoe Stores	41		100.00
TV Stations	1		100.00
Taxi Service	2		33.30
Telegraph	1		100.00
Telephone Systems	1		100.00
Trust Companies	9		100.00

* employing over 20 people with women among the employees

** systematic sample was used to cover these areas

*** Hospitals, nursing homes, Red Cross, V.O.N.

Table 6.-Number + percentage by sex in selected occupations of the professional + service categories

Occupations	♀	♂	Q as a % of Q + ♂
Pharmacists	17	75	18.48
Doctors	11	227	4.62
Dentists	1	73	1.35
Nurses	815	9	98.90
Teachers(elem. + second.)	1508	770*	66.19
Professors(coll. + univ.)	96	553	14.79
Librarians	38	29	56.72
Lawyers	1	197	.50
Beauticians	203	26	88.65

* except separate school board

Table 7.-Number + percentage by sex in hospitals.
(Does not include all workers only specific occupations)

Occupations	♀	♂	Q as a % of Q + ♂
Registered nurse	717	8	97.52
Graduate nurse	20	0	100.00
Ass't head nurse	19	0	100.00
Head nurse	47	1	97.90
Supervisor	27	1	96.43
R. N. A.	272	2	99.00
Nurses aide	310	65	82.66
Clerical	212	1	99.53
Technicians*	76	17	81.72
Therapists**	38	7	84.44
Pharmacists	5	24	17.14
Dieticians	12	1	92.30
Child care workers	3	10	23.08
Administration	35	18	66.04
Social workers	4	3	57.14
Kitchen	173	27	86.50
Housekeeping***	174	89	66.16
Engineering	0	41	0.00

*Includes X-ray, laboratory and other facilities

** occupational, physical, inhalation and speech

*** Includes Laundry and Linen.

Table 8.- Number and percentage distribution by sex in retail.

Retail Outlets	Managerial ♀	Q as a % of Q + ♂	Clerical ♀	Q as a % of Q + ♂	Sales ♀	Q as a % of Q + ♂	Service ♀	Q as a % of Q + ♂
Shoe Stores	3	7.69	--	--	18	42	--	--
Dept. Stores	64	35.36	4	97.08	469	34	131	45.42
Grocery Stores*	25	15.06	87	--	--	--	289	39.59
Confectionaries	31	34.06	78	88.61	78	10	16	0.00
Bakeries	1	5.88	--	--	50	1	0	0.00
Pharmacies	0	0.00	5	100.00	164	2	--	--

* includes meat markets, fruit + vegetable markets, delicatessens

Table 9.-Number and percentage distribution by sex in finance.

Finance	Managerial ♀	Q as a % of Q + ♂	Clerical ♀	Q as a % of Q + ♂	Sales ♀	Q as a % of Q + ♂
Banks	95	34.55	693	96.12	--	--
Trust Companies	5	15.10	65	92.90	13	9
Insurance Co.	18	11.25	214	100.00	9	247
Finance Co.	2	1.00	80	89.88	--	--
Credit Unions	9	39.13	27	100.00	--	--

Table 10.-Number and percentage by sex in Community, Business, and Personal Service Industries

	Managerial ♂	♀ as % of Q+♂	Professional ♂	♀ as % of Q+♂	Clerical ♂	♀ as % of Q+♂	Service ♂	♀ as % of Q+♂
Education + Related Services	12	11.81	1556	1323	147	34	292	817
Public Libraries	-	-	21	6	35	4	11	12
Health Services	5	62.50	-	2	6	-	66	2
Red Cross	-	-	30	-	-	-	-	-
V.O.N.	-	-	25	-	103	-	-	-
Dr.'s+Dentists'	-	-	-	-	-	-	-	-
Offices	49	62.03	372	157	310	-	963	437
Hospitals	70	50.00	12	-	80	100	133	16
Nursing Homes	10	20.00	73	-	13	-	8	3
Religious	94	75.81	-	-	-	-	203	26
Organizations	10	34.48	-	-	6	-	256	57
Personal Services	12	15.38	-	-	204	147	210	159
Beauty Salons	46	20.00	-	-	64	7	1171	660
Cleaners + Laundries	-	-	-	-	20	-	4	784
Hotels+Motels	10	15.38	-	-	-	-	-	-
Restaurants + Taverns	46	20.00	-	-	-	-	-	-
Police	-	-	-	-	-	-	-	-

*Includes all elementary, secondary, technical, and post secondary schools in Windsor.

Table 11.-Number and percentage distribution by sex in Transportation and Communication.

	Managerial ♂	♀ as % of Q+♂	Clerical ♂	♀ as % of Q+♂	Crafts- men	♀ as % of Q+♂	Sales ♂	♀ as % of Q+♂	Service ♂	♀ as % of Q+♂	Transport ♀
Radio	12	-	17	-	13	0	-	9	7	34	17.07
Television	4	14.81	20	2	1	48	2.04	-	1	6	14.30
Taxi Serv.	1	-	2	-	-	-	-	-	4	38	9.55
Telephone	22	69	81	-	135	-	55	6	152	8	95.00
Telegraph	-	-	-	-	-	-	-	-	1	8	11.11
Post -	-	-	-	-	-	-	-	-	-	-	-
Office -	14	48	45	137	24.7	-	-	-	2	186	1.06
CPR Rail	-	-	56	5	91.8	207	-	-	-	-	-

Table 12.-Number and percentage distribution by sex in Public Administration*

	Managerial ♀	Clerical ♀	Crafts- men	Sales ♀	Service ♀	Profess. ♀
Public Adminis.	39	283	12.1	691	288	70.6
*Includes federal, provincial and local Governments	56	462	10.8	-	-	204
	122	1488	12.05	-	-	122

Table 13.- Industries employing 20 or more male and female employees, number and % by sex.

	Manufacturing ♂	Other ♂	Clerical ♀	Crafts ♀	Sales ♀	Service ♀	Other ♀
Manufacturing	26	538	3.9	632	163	79.5	1208
Other	5	26	16.1	25	5	87.5	10
	31	564	20.0	657	168	87.0	1218

*Includes communications, professional and technical and any occupation not specified.

Table 15. Yearly pay rates for those employed in Education.

Teachers (Elementary & Secondary)	\$ Minimum	Maximum
Category # 1 H.S. and T.C.	5600.00	7700.00
Category # 2 1U. and T.C.	6000.00	9400.00
Category # 3 2U. and T.C.	6500.00	10900.00
Category # 4 3U. and T.C.	7600.00	12400.00
Caretakers	7883.20	8590.40
Caretaker-Engineers (Elementary)	-----	9443.20
Caretaker-Engineers (Secondary)	-----	10067.20
Bus Drivers	-----	9651.20
Principals, Vice Principals, Directors and Supervisory Staff		
Elementary Schools - Principals	15000.00	19800.00
Vice Principals	13000.00	15000.00
Secondary Schools - Principals (schools over 600)	20500.00	23000.00
(schools 600 or less)	19000.00	21600.00
Vice Principals	18500.00	19500.00
Technical & Commercial Directors	17000.00	18000.00
Supervisory Staff	-----	19800.00

Table 16. Pay rates for those employed in restaurants.

Occupations	Weekly Wage Rates		Hourly Wage Rate	
	Average	Predominant Range	Average	Predominant Range
Chef	159	113 - 170	---	---
Short Order Cook	74	---	---	---
Dishwasher	---	---	1.71	1.65 - 1.73
Waitress	---	---	1.64	1.50 - 1.70

Table 17. Pay rates for selected occupations in nursing.

Occupation	Average Starting Salaries	
	With Collective Bargaining	Without Collective Bargaining
Registered Nurse	495 - 605	590 - 595
Graduate Nurse	530 - 570	525 - 535
Ass't Head Nurse	565 - 640	625 ---
Head Nurse	605 - 669	685 ---
Supervisor	723 ---	770 ---
Public Health Nurse	612.50	---
R. N. A.	487	398 - 453
Nurses Aides	---	333 - 340

Table 18. - Community wage and salary rates for office occupations in Windsor for males and females. 4

MALE	# of Empl.	ALL INDUSTRIES		Predominant \$ Range	Manufacturing \$	Non-Manufacturing \$
		Average	\$			
Accounting Clerk, Junior	24	136	85 - 163	140	---	
Accounting Clerk, Senior	34	173	127 - 200	179	151	
Bookkeeper, Senior	29	173	95 - 235	194	162	
Clerk, Junior	30	134	85 - 173	150	107	
Clerk, Intermediate	117	139	91 - 187	167	122	
Clerk, Senior	185	160	121 - 217	196	143	
Cost Accounting Clerk	45	164	110 - 207	166	---	
Draughtsman, Junior	29	145	112 - 177	147	144	
Draughtsman, Intermediate	39	174	120 - 230	187	158	
Draughtsman, Senior	40	209	165 - 268	217	186	
Material Record Clerk	106	169	129 - 207	174	134	
Office Boy	18	111	69 - 129	116	---	
Order Clerk	32	165	121 - 201	172	158	
Tabulating Machine Operator	23	148	135 - 159	165	---	

Table 18b. -cont.

ALL INDUSTRIES					
FEMALE	# of Empl.	Average \$	Predominant \$ Range	Manufacturing	Non-Manufacturing
Accounting Clerk, Junior	66	99	78 - 125	109	94
Accounting Clerk, Senior	52	121	92 - 153	129	115
Billing Machine Operator	37	90	75 - 116	109	87
Bookkeeper, Senior	54	118	78 - 162	126	113
Bookkeeping Machine Operator	143	91	70 - 124	127	85
Calculating Machine Operator	35	122	80 - 162	139	86
Clerk, Junior	227	102	70 - 136	127	95
Clerk, Intermediate	370	106	87 - 128	135	102
Clerk, Senior	115	123	102 - 133	---	122
Cost Accounting Clerk	15	117	81 - 159	119	---
Filing Clerk	59	100	77 - 136	135	89
Key-Punch Operator, Junior	52	122	89 - 139	127	---
Key-Punch Operator, Senior	65	135	96 - 154	140	---
Material Record Clerk	19	100	62 - 130	110	87
Order Clerk	64	118	73 - 136	126	117
Secretary, Junior	179	135	90 - 171	145	110
Secretary, Senior	174	148	105 - 190	160	132
Stenographer, Junior	78	98	77 - 115	106	96
Stenographer, Senior	132	129	95 - 166	147	113
Tabulating Machine Operator	--	---	---	---	---
Tel. Switchbd. Op. & Recept.	122	98	73 - 130	109	91
Typist, Junior	142	93	70 - 128	105	86
Typist, Senior	164	110	80 - 146	127	101

A-10

a) Professional Women

Pharmacists: 1. (28, M, U, 6yrs., 1)
2. (36, M, Phillipines trained, 15yrs., 0)

I Reasons for Working

1. She enjoys her work, has good working conditions.
2. Money helps the household.

II Attitudes towards Job

1. Not very satisfying, a routine job, more responsibility now.
2. Satisfied with the conditions since no. of hours is an advantage in a hospital; sees discrimination with the public.

III Opinions of Unions

1. Good thing to belong to a union; they back you up in your job.
2. Does not want to be in a union; it's nice on her own.

IV Opinions of Women's Liberation

1. It's a good movement; believes in independence from men; goes along with women's rights and part about job.
2. "Happy to be done by a husband." "Important that husband be head of the family." If she didn't have a family she would work.

Librarians: 1. (24, M, M, LSc., 2yrs., 0)
2. (28, M, B.A., B.LSc., 2yrs., 0)
3. (32, Sep., M.A., B.LSc., 4m., 1)

I Reasons for Working

1. Really likes the work, finds the work varied and interesting.
2. Enjoys work; works because she wants to as well as because she is a major supporter of her husband who is a student; would work even if they had children and her husband worked.
3. Has always worked and intends to continue.

II Attitudes towards Job

1. Seemed to be a second choice after teaching; also higher pay.
2. Felt that her salary was reasonable for her second year in the profession and chose the career because she could make more money than in social work.
3. Really likes her job.

III Opinions of Unions

1. Disn't fancy the idea of unions coming into the library
2. She thinks that the university library needs a union but would not embrace the whole union field. She feels that unions have taken a right wing slant within the NDP, manifested by the sentencing of the Waffle.

B-1

3. She was disappointed that when they had tried to enter the library, they had only been interested in the clerical staff, not the professional. If the union decided it wanted to organize the professionals she would be most interested.

IV Opinions of Women's Liberation

1. As far as WL is concerned she knows about it and is interested but is neither pro nor con although she supports some of their positions.
2. Wholeheartedly agrees with WL and thinks that a couple of times her sex may have swung the balance against her in the job field.
3. As for WL she favoured it and classed herself as a "Women's Libber." She felt she had experienced discrimination as the men were the ones at the top with above average wages.

Doctors: 1.(40's,M,M.D.,Psychiatrist, 7yrs.,6)
2.(30's,M,M.D.,12yrs.,5)

I Reasons for Working

1. Her mind wanted a challenge, medicine wasn't enough. She wanted to know why people behave the way they do, what makes them do the things they do. It's an opportunity to grow.
2. Loves her work, sometimes now taking on 40 patients a day; didn't want to be anything else. She is from a family of doctors, her father, grandfather, brother.

II Attitudes towards Job

1. Sees and handles her position with her other patients on a human level helping them to work upon and look at their lives and their earlier relationships. She admits she is happy, changing day to day, each new experience being an opportunity to grow and develop.
2. States that the atmosphere in Britain is much more accepting for women doctors than in Canada. Here in Windsor a whole different attitude prevails toward women physicians, more antagonism. Often when she meets her patients she is asked "Are you a REAL doctor." She is sometimes treated differently by her male patients. She talked about the difficulty of females in the medical profession and how in Ontario there is less acceptance and opportunities open for females. She stated that girls in training have to have their morales boosted periodically to keep going.

III Opinions of Unions

1. No information collected
2. No information collected.

IV Opinions of Women's Liberation

1. During her training she was often treated as a pri-

vileged person. It was "advantageous" and "nice", at times.

RN Receptionists: 1.(50's,M,RN,26yrs.,0)
2.(25,Sep.,RN,4yrs.,0)
3.(44,M,RN,15yrs.,4)

I Reasons for Working

1. Works because she loves people and loves to keep busy; if she weren't here, she'd be working voluntarily in some other field.
2. Likes job and would not quit; however, would not work if she had a family - "Keeps her sanity"
3. Likes to work. Likes the money.

II Attitudes towards Job

1. Feels that many offices are ruined by secretaries at the desk; women should be abrupt; not ignorant, but firm and know what they are doing. "Not many like me. I'm an old gal; some say I'm traditional, maybe I am. I couldn't work 48 hours within our present day hospitals. They are too much caught up in bureaucracy and administration. The patient is important and not the number!"
2. Not really happy with conditions.
3. Likes conditions.

III Opinions of Unions

1. Not collected.
2. Not in favour of unions.
3. Unions - of course!

IV Opinions of Women's Liberation

1. "Females must be really bitches in order to get by: you have to work hard. I'm not anti-women's Lib, but I don't agree with all of it." She feels women could only go into certain branches of medicine eg. they couldn't go into bone resetting because of the strength required. Also there are few female urologists.
2. Does not feel discriminated against.
3. Feels Women's Lib has gone overboard.

Nurses: 1.(30's,Sep.,RN,10yrs.,2)
2.(30's, S,gr.13+RN,12yrs.,0)
3.(41,M,gr.12+RN,15yrs.,1)
4.(46,W,gr.12+RN,10yrs.,6)

I Reasons for Working

1. Sole financial supporter of family; originally wanted to get away from her father. Nursing offered the cheapest education since room and board had been paid for.
2. "I'm an active person;" also for the pleasures you want.
3. Money is needed to pay for babysitter of child.

"Work is good for me mentally and physically. I like working."

4. "I'm proud of what I'm doing. I love it." she had supported her 6 children for 8 years.

II Attitude towards Job

1. The prevalent attitude toward nurses is that they are "easy". People think that they have seen everything and therefore will do anything. On the ward many doctors feel nurses are inferior. There's often a lot of friction, because doctors think we are put there for their purpose - their slaves. In the O.R. there is very little respect many times, and sometimes a very tense operating team. Generally nurses won't take as much guff from female doctors. "We relate to them as women. The barrier is not there in the same sense. We don't see her as a doctor, but a woman. We have less confidence in her. We will listen to a man more readily than to a woman."
2. Communications are poor; you are not consulted with advancements; personal viewpoint is not considered; administration does not know staff; everyone does what the management decides; if you talk too much you endanger your position; there is some form of clique - friendship sometimes gets you a position.
3. Good hours; can arrange her life and work. Feels media has glamorized the picture; that it is a hard job. Sometimes she doesn't realize what she has to put up with. Sees lack of communication; they count hands but not skills and ability.
4. Sees TV image as hogwash, not true to life; not much communication between administration and staff, more among staff and staff.

III Opinions of Unions

1. Not collected.
2. Never cared for unions; if it made things better it would be okay; could work without the union if there was cooperation, better administration and workers.
3. There are both pros and cons to unions; the situation with nurses will not change; they do get better benefits.
4. Things don't change much with unions; they do change benefits.

IV Opinions of Women's Liberation

1. Not collected.
2. Agrees with Women's Liberation. "A person should be considered by his capabilities."
3. It's good to a certain point. The man should still be head of the house."
4. "I'm not interested. I'm fine. There used to be discrimination between doctors and nurses. It's different

now, more friendly, not just a servant."

- Teachers: 1.(20's, S,13+TC,1yr.,0)
2.(20's, S,TC,2yrs.,0)
3.(40's,M,MA in Chem.,12yrs.,1)

I Reasons for working

1. "It's a job and you are doing something with your life." I wanted to get out of school fast so I took one year of teacher's college and just went into it because I like working with young kids."
2. Needs the money to live; since she lives in a house with 4 other students and workers and wishes to teach high school in the future; if married would want to be at home with her children.
3. Doesn't particularly like teaching as a job - since she has to get up every morning at a regular time to put in a certain number of hours, and especially since she knows that our need for education isn't answered in our present schools.

II Attitudes toward Job

1. Always encounters difficulty in her job because one must adhere to wishes of administration, namely the principal. "Students should know that they can't always get what they want. Schools don't allow you to talk about what is happening to students' lives and their personal relationships." She is in a constant position between principal and parents, and admits schools should be for students and not for the ideas of administration.
2. The principal is easy to work with and there is an even amount of male teachers and female teachers. A male teacher is held in greater respect due to a recognition of his authority. Sees a dependence on schools and teachers to provide for one's learning.
3. Only female on the staff. Notices no difference in relationships in faculty; paid for being a teacher "as long as you can teach". She sees student-teacher relationships as important, and remarks that kids are bored, but says she will not leave them like that anymore. She feels the graded method seems to be the only way and sees no practicality in many of the things happening at school.

III Opinions of Unions

1. to 3. Not collected.

IV Opinions of Women's Liberation

1. Not collected
2. Sees a woman's place in the home. Says that if she gets married she sees her first few years with her children.
3. Presently does not feel discriminated against.

b) Clerical

- Bank Tellers: 1.(21,S,gr.13,6mos.,0)
2.(22,S,gr.13,2yrs.,0)
3.(19,S,B.A.,3mos.,0)
4.(21,M,T.C.+B.A.almost complete,2mos.,0)

I Reasons for Working

1. Needs to work.
2. Needs to work and likes it.
3. For the money.
4. It's okay for the summer; in September I start teaching.

II Attitudes towards Job

1. Has no attitude that she could think of. It's "just a job" for her.
2. It's alright; she likes it, but the rushing to and from home is a drag. The general working conditions are good.
3. Likes the job. The hours are good. Dislikes pressure for perfection i.e. she has to put money in, if there are shortages in her till.
4. Just an in-between job.

III Opinions of Unions

1. Yes, she likes unions.
2. Yes, unions are good; likes the way they stick together.
3. Was in a union at a Windsor hospital where she was a nurse's aide, but they could nothing about bad hours.
4. Likes unions because they help to establish a pay scale.

IV Opinions of Women's Liberation

1. No opinion.
2. Satisfied.
3. Not collected.
4. Some of the advertizing that I've come in contact with makes it really unappealing. eg. like the loud-mouthed university students and the feminist I heard in Toronto, who went on and on about baby blue for boys and pink for girls. It was really stupid.

- Finance Company Clerks: 1.(21,S,2yrs. U., 1yr.,0)
2.(22,S,gr.12+sec.,1yr.,0)
3.(24,S,gr.12+comm.,5yrs.,0)
4.(24,M,gr.13+comm.,6yrs.,0)

I Reasons for Working

1. Really likes it and is bored at home; thinks that women should work if they can handle it emotionally.
2. Needs to work for the money.
3. Needs the money.
4. Needs the money for furnishings in her new house.

II Attitudes towards Job

1. Enjoys working very much, but finds the pay small.
2. Likes working and finds the conditions good. Says that you have to take the bad with the good.
3. Finds the working conditions to be good though the money is poor. She enjoys working but nothing outstanding.
4. Really likes it; working conditions are good. Enjoys being in charge of herself with no one over her.

III Opinions of Unions

1. Likes unions for the protection that you get.
2. They didn't do anything for me at the factory.
3. No reasons for or against the unions.
4. Doesn't think much of unions; the worst thing about them is the things that are pushed under the carpet, e.g., a personal grievance that was not liked after - she felt shunned.

IV Opinions of Women's Liberation

1. Is for it to a point. Is not always in agreement as to the handling of a situation.
2. I agree with some stands like equal opportunity but I don't know much about it.
3. It's got its place. It's fine in the office, if your capable of doing the job then you should be able to do it.
4. Equal pay is good - better for a woman to just stay home and care for a baby but it is an individual thing.

- Secretaries: 1.(25,S, 3yrs .0)
2.(33,M,gr.12,5yrs.,2)

I Reasons for Working

1. Hopes to start her own business.
2. Needs money and enjoys being out of the house.

II Attitudes Toward Job

1. Things are fine now; I'm content.
2. Loves it, except for some of the staff and some people.

III Opinions of Unions

1. Sees no use for unions, can talk work-related problems over with her boss.
2. Not in favour of unions, they are too strong and don't take much initiative for the people.

IV Opinions of Women's Liberation

1. It's about time, it needs more communication with the people.
2. Lots of women feel threatened by it.

c. Service

- Waitresses: 1.(22,M,12,8yrs,2) 2.(19,CL,11,1wk,0)

3.(18,M,8,3yrs.,1) 4.(18,S,11,3yrs.,0)

I Reason for Working

1. Needs the money.
2. It gives me cash.
3. Has no choice of another job.
4. Enjoys waitressing.

II Attitudes Toward Job

1. Customers think that waitresses are servants. Would not be a waitress forever. The pay is usually small.
2. Alright but doesn't thrill me. You take a lot of abuse from customers.
3. I hate it. I have to slave for people.
4. She wants to leave and go back to school.

III Opinions of Unions

1. Should be one, we have no job security.
2. No information.
3. We need a union.
4. We should have a union.

IV Opinions of Women's Liberation

1. I agree with it, we are equal.
2. I'm for it all the way.
3. No information.
4. It's a bunch of bullshit! It turns me right off.

Hotel Workers: 1.(__,S,2yrs,0) 2.(__,S,in Israel,1 1/2yrs,0)
3.(__,S,in Europe,2 1/2yrs.,0)

I Reasons For Working

1. I need the money. I have no training.
2. No information.
3. Good conditions.

II Attitudes towards Job

1. It's as good a job as any. A lot of people put it down but it's not that hard.
2. Likes it very much.
3. It's not hard work.

III Opinions of Unions

1. to 3. No information.

IV Opinions of Women's Liberation

1. I agree with equal pay
2. & 3. No information.

Hairdressers: 1.(30,S,12,11yrs.,0) 2.(20,M,9,6yrs.,0)
3.(19.S,12,2m,0) 4.(20,M,10,1yr.,1)

I Reasons For Working

1. It's what I've done mostly.
2. I like it, I'll always be a hairdresser.
3. She likes hairdressing; works to keep in touch with the world and to meet a lot of kids her own age.
4. She enjoys hairdressing a lot; it's helping to pay for her house.

II Attitudes toward Job

1. There are good conditions. I would like to work in a travel agency.
2. Public is difficult to work with. She does not like to deal with the public.
3. It's satisfying. I'm free here to do what I want.
4. You need lots of patience to cope with the customers. It's not really boring or routine.

III Opinions of Unions

1. They're alright - we're under paid.
2. Unions would be a good idea. We have low wages.
3. They should not have a union. It's not that big a deal.
4. They are a good idea, our hours are long.

IV Opinions of Women's Liberation

1. They have taken on more than they can handle. I'd sooner work for a man because I can twist him around my little finger.
2. I'm not in favour of it. It's okay to make the pay equal
3. I'm not in favour of it.
4. I don't like it at all myself. I enjoy staying home and caring for kids. She now has a choice to do what she wants.

Doctor's Receptionists: 1.(47,M,13,20yrs.,2)
2.(23,M,1U,2yrs.,0)

I Reasons For Working

1. I hate working in the house. She likes the money.
2. She needed the money when her husband was in school. Now she works to make extra money.

II Attitudes Towards Job

1. She likes working for doctors and would not change jobs. She said that she would get into a "rut" by staying home.
2. She enjoys the people she works with. Sometimes there are problems with the boss re; hours, there is too much routine. She is not really satisfied.

III Opinions of Unions

1. She is in favour of unions but not for herself.
2. They are good but they go too far.

IV Opinions of Women's Liberation

1. Not in favour; can't see the point in picketing or public protest.
2. Against it. "I don't think we're equal." There is definitely discrimination. I like waiting on him. I feel more of a woman taking care of my man.

Dry Cleaners Clerks:

- | | |
|------------------------|-------------------------------|
| 1.(50's,M,__,10yrs.,0) | 3.(50's,M,__,8yrs.,4) |
| 2.(50's,W,__,25yrs.,1) | 4.(18,S,gr.13,parttime,
0) |

I Reasons for Working

1. Works to survive, supports ill husband.
2. Has to work otherwise she'd go into dressmaking.
3. Doesn't know why she works because she is not making any money. No reason except she was offered to run the place and did.
4. Needs spending money.

II Attitudes toward Job

1. Likes it, clean arrangements; wouldn't know what to do if she didn't have to work.
2. Thinks pay is good; gets very hot and gets baked but she is used to it.
3. Finds it boring and busy at times.
4. Boring.

III Opinions of Unions

1. Doesn't belong to a union.
2. Unions have gone too far; want too much; causing prices to rise so we want more.
3. Too much power. Don't allow management any say.
4. Yes. Something to back you up on pay, etc.

IV Opinions of Women's Liberation

1. No information collected.
2. I'm not much for WL. Because I've been on my own for so long; my daughter is happy, she's a nurse and she does not go for it either.
3. "All for" WL. If I was young I'd be right into it. I worked with men and they always got more.
4. I believe in some things - equal pay. Chivalry is still important.

City Hall Clerks, 1 Customs Officer.

- | | |
|---------------------|--------------------------|
| 1.(30,M,12,lim.,0) | 2.(58),Sep.,13,13yrs.,3) |
| 3.(20,S,4U,3yrs.,0) | |

I Reasons for Working

1. Worked in a legal office before and was bored so moved.
2. Necessity.
3. Need money for school.

II Attitudes toward Job

1. Likes it very much.
2. Likes it very much, good hours, satisfied.
3. It's kind of monotonous after the third year. It's kind of a discriminating job but the pay is good. People try to take advantage of me because I'm a female. They think they can talk to me in a certain way and they'll get into the country.

III Opinions of Unions

1. Rather not belong. "Won't say why."
2. Have to belong and it's a good thing.
3. I don't belong to a union because I'm considered as casual help. I would belong if I was full-time. (works 4 months a year)

IV Opinions of Women's Liberation

1. Neutral.
2. Women shouldn't interfere with men. Physically a woman isn't built like a man. If it's within reason I'm for it
3. "It's a step in the right direction." It'll work as long as it's not forced in but brought in casually. I agree with it basically.

d) Retail

Drug Store Clerks:

- | | |
|---------------------|----------------------|
| 1.(43,M,10,5yrs.,2) | 4.(50's.M,-.6yrs.,0) |
| 2.(25,S,11,3yrs.,0) | 5.(18,S,11,6m.,0) |
| 3.(21,S,12,1wk.,0) | 6.(16,S,11,6m.,0) |

I Reasons for Working

1. My doctor suggested that I get out of the house for the sake of my mental health. I had faced an emotional problem and working was the best thing for me..
2. I need to support myself.
3. It's a necessity for living!
4. I have to live.
5. It's the only money I have. I have to!
6. I have to buy my own clothes and things like that.

II Attitudes towards Job

1. I enjoy working here. I've always wanted to be a drug store clerk. That's the way it is, so here I am.
2. I love it. The people are easy to work for as long as the work is done. Before I didn't have a very considerate supervisor, now I do.
3. It's pretty good so far. I took this job because there wasn't anything else available. I'd like to do something that has to do with art.
4. I like it very much. I like the public.
5. I really enjoy the public.

6. I'm treated well, so I like it.

III Opinions of Unions

1. Well, we can't get enough women to join one.
2. I don't know much about them.
3. I think they give a lot of security.
4. I would belong to a union only if I had to.
5. I think unions are pretty fair. If they weren't compulsory I'd still belong.
6. I don't know anything about them.

IV Opinions of Women's Liberation

1. Never thought about it.
2. I like being a "lady". I'm for it in a way. I like the idea of equal pay.
3. Sometimes am - well, it's kind of comme-çi comme ça.
4. I'm not interested in it.
5. Some of the things they fight for are pretty stupid, but some are alright.
6. I like what they're working for. Some are going about it the wrong way. Women should have equal pay. Some of the women just belong and don't know what they're doing.

Department Store Clerks: 1.(20,M,--,3yrs.,0)
2.(19,S,gr.13,2mos.,0)
3.(47,M,gr.13,7yrs.,2)
4.(21,S,B.A.,6yrs.,0)

I Reasons for Working

1. We're paying for the mobile home we just bought.
2. I need money for school.
3. Well, we depend on money for living. My husband works as well.
4. It pays for school, my own entertainment, etc.

II Attitudes toward Job

1. I like it very much.
2. No, I don't like the job. It's too repetitive. It's not exciting. I'd take another job if it paid well.
3. I like it very much. I like meeting the public.
4. I like the job because I meet a lot of guys.

III Opinions of Unions

1. I belong to one. It's good to have one.
2. I wouldn't take a job that made me belong to a union.
3. I've belonged for 7 years. It's fine.
4. I think they're for the birds.

IV Opinions of Women's Liberation

1. I don't know anything about them.
2. I'm not interested in it. The way you present yourself is the way you will fit into society.
3. I don't want to comment about it.
4. I think it's full of bull. If a girl works and she's

qualified she'll get the same pay. I don't believe in this man takes care of the kids, Uh, Uh. the woman's place is at home unless she's the breadwinner, The man should wear the pants in the family. It's crazy, just crazy.

Variety and Confectionary Clerks: 1.(55,M,gr.8,4yrs.,0)
2.(21,M,gr.10,--,0)
3.(21,M,gr.12,4mos.,0)
4.(47,M,gr.13,+RN,16yrs.,
2)

I Reasons for Working

1. Make extra money. It gets me away from the house.
2. Well, I need the money.(Another lady says: "I can tell you that my son is her husband and he's been laid off since November.")
3. For something to do and for the money.
4. It's a necessity.

II Attitudes toward Job

1. We have pretty good working conditions.
2. It's alright.
3. One of the things I don't like is that everyone knows that I'll work for them so they manage to get me to work part of their shift.
4. I think it gives women an identity. Instead of being unfulfilled it makes them feel needed. I think if the children are young the mother should stay at home with them. It's old fashioned, but I think it's how it should be.

III Opinions of Unions

1. I wouldn't pay union dues.
2. I've never had to belong to one.
3. I did belong to one once, but no one would stand up for the employees.
4. We don't need one.

IV Opinions of Women's Liberation

1. Doesn't fizz me. Not complaining. It's alright for younger ones. Women shouldn't be slaves. I don't want to be liberated I'm fine the way I am.
2. I've never given it much thought.
3. Why should there be a fuss over women wanting to work in factories? They should if they want to.
4. I'm not in 100% agreement. Pay wise, women should have more.

Shoe Clerks: 1.(45,M,gr.10,4yrs.,2)
2.(18,S,gr.12,6mos.,0)
3.(16,S,gr.10,1day,0)

I Reasons for Working

1. Help my husband, and I live the way we want to. It

- buys things for the house, helps us on our vacations.
- By selling I get to see what others are doing. I work to promote myself so that in a few months I'll have my own store.
 - I need the money for school.

II Attitudes toward Job

- There's nothing really wrong with it. I get treated well.
- I wouldn't work if I didn't like it. It's great.
- So far-fine.
- It's okay but I won't do it forever. I'd like to be a nurse some day.

III Opinions of Unions

- Don't know much about them.
- They stick up for you to change something. Everyone gets to tell what's bothering them.
- You can get better wages from them.
- I'd hate to have to pay the dues.

IV Opinions of Women's Liberation

- They seem to be wasting their time.
- They're crazy. Nothing they are doing is good. They're a little stupid. Nowadays you don't know what to expect.
- I only agree for equal pay.
- Who needs it. I like doors opened for me.

Bakery Clerks: 1.(22,M,BA,2yr,0)
 2.(17,S,gr.11,6yr,0)
 3.(46,M,gr.10,7yr,0)

I Reasons for Working

- I need the extra money for school.
- I don't have anything else to do. It helps pay for tuition.
- I have to support myself and my husband.

II Attitudes toward Job

- It's just a job, nothing great.
- I like working with people-besides my girlfriend works with me.
- I get treated well and I get paid. What else can I expect.

III Opinions of Unions

- I'd belong if there was a union.
- I'd never belong. They don't stick up for you.
- Don't know enough to comment.

IV Opinions of Women's Liberation

- Don't agree entirely.
- Some ideas are good, some dumb. A dumb thing is guys

- not opening doors-I haven't heard anything else.
- I don't know about it.

Grocery Clerks: 1.(21,S,2U,5yr,0)
 2.(30,M, ,6yr,3)
 3.(20,S,1U,4yr,0)

I Reasons for Working

- I'm going to school in Toronto this fall so I need the money.
- I'd be a harried housewife if I didn't. I couldn't take being at home all day.
- I wanted to be a teacher since the situation is so tight now I can't teach in Windsor. I would have to leave the city to teach and I don't want to. I used to be only part time in the store.

II Attitudes toward Job

- I hate it. Ask the cashiers-they hate it too. It's monotonous. There's nothing to think about, like right now I'm putting up cups. I can't stand it-that's why I'm going to school.
- The conditions are fine. I like people. I like coping with people. I worked as a bookkeeper in a bank before but I prefer this.
- No answer given.

III Opinions of Unions

- Only full timers are involved in the union. Women don't stand up for you.
- No problems. We have representation.
- I'm not that interested in them. I don't attend meetings.

IV Opinions of Women's Liberation

- I agree with half of it. I agree with equal rights in work.
- Women are not discriminated against as far as jobs go. If a woman is physically able and half way emotionally stable she can get any job.
- I'm not part of it.

e) Transport

Taxi-Driver: 1.(40's,M, ,27yrs.,4)

I Reason for Working

- She has to work as her husband cannot find work; they are on welfare.

II Attitudes Towards Job

- So-so; the hours aren't bad neither is the money. It's a good job for women if you are not qualified in other fields.

III Opinions on Unions

1. No information collected.

IV Opinions of Women's Liberation

1. She does not approve of women drinking, leaving the family or driving at night. She thinks that Women's Liberation is "AACH".

f) Communications

Telephone Operators: 1.(20's,M,__,7yrs.,2)
2.(20's,M,__,18yrs.,2) 3.(30's,M,__,1,0)

I Reason for Working

1. Mainly for the money; her husband was 19 when they were married and she feels that it would have been too much to expect him to shoulder all of the financial responsibility. "Our marriage would have been in deep trouble if it had all been up to him. If he was making \$10,000 a year it would be different, but we have to worry about money for the next bill."
2. To get out of the house; it's boring at home. I like being out with people. After working as long as I have, I couldn't settle for home life. I'm not one for T.V. If I couldn't work I might go back to school if I could work it, perhaps take sewing lessons; I've taken ceramics.
3. She works for the money; this is the highest paying job that she could get. She enjoys the work, talking to and helping people but the customers expect you to drop everything to help them. The work load on long distance is high, 35 calls per hour, and in information it's 100 calls per hour.

II Attitudes towards Job

1. Likes working because it keeps her out of the house but she thinks that if she had children she would stay at home with them until they were in school.
2. Likes working, and is too restless to stay at home. Her situation is much different than that of other people she said; her job is not frustrating though at times it is a grind.
3. She enjoys working but finds it tiresome at times.

III Opinions On Unions

- 1.-3. No information collected.

IV Opinions of Women's Liberation

1. She is not a strong believer in it. It's great for a no child couple. Women should be at home with small kids. Some women are suited to motherhood and some are not. All women should work to a degree - they have more patience with the children if they are allowed to get out of the house sometimes. It's good for my husband e-

motionally as well; he enjoys being with the kids.

2. I think it's great. I'm for a lot of things, like money. If you're in this company and in the management you just don't make as much as the men; it's unfair. You should have equal pay for equal jobs. My husband didn't mind me going back to work.
3. Women are always talking about better pay and better working conditions. Women operators are considered better as they tend to have more patience. Men like to flirt with the operators. There is a negative reaction to this on the part of the operators. She went to a couple of Women's Liberation meetings before she was married and felt strange there. She feels strongly that the work should be split between the husband and the wife though she finds that it is not working out that way. On one hand she feels she should do more work in the home but then she resents it. "They're not my dishes they're ours."

Free Lance Writers for Radio: 1.(41,D,8,lyr.4)
2.(__,M,M.A.,lyr.,0) 3.(50's,S,Journalism,15yrs,0)

I Reasons for Working

1. Former job was satisfying but did not receive enough money to support her family.
2. Can't stay in the house; if she was not in this job she would do something else.
3. To keep alive mentally, she needs both the challenge and the money.

II Attitudes towards Job

1. She is not as satisfied as she would like to be but it pays well; has the opportunity to spend more time with her family; she feels that this is necessary especially now that they are in their teens.
2. She taught in England for three years; she likes what she is doing now better. She also loves the challenge and working with people, and being able to take off when she wants to but regrets the lack of benefits that her free lance status denies her.
3. Enjoys working as a means of keeping in touch with the world and staying mentally alive.

III Opinions of Unions

1. Does not now belong to a union because she is free lance but she wishes that she could because she would like to receive the benefits.
2. Wishes that she could get the benefits.
3. Does not belong to a union.

IV Opinions of Women's Liberation

1. Women are needed in politics so that things like family planning clinics can receive some attention. For any woman to be successful she must develop a thick skin.

- Talked about women and the home. She said if she had children she would spend the first couple of years at home with them. She sees that hiring and promotion of women has a lot to do with her husband's job. They take into consideration before promoting a woman whether her husband will soon be transferred because if he is she will likely follow and go where he goes. She wants to be where her husband is.
- She agrees that it would be hard for a girl today in radio and T.V. At present there are no female announcers and the public doesn't always like a female voice on air. She had an experience after one show where a man called up and said that he couldn't stand to hear a female voice so early in the morning especially after boozing the night before. When she first began to write they told her that women were only good for writing commentaries on food, children and commodities. If you want to be a success as a woman she said, you have to be a success. Women have to work twice as hard as men to get ahead.

Reporter for a Radio Station : 1.(20,S,1U,__,0)
 News Assistant Operator: 2.(22,S,MA,3m.,0)

I Reasons for Working

- Needs some money to pay for university, working full time in summer and part time in winter.
- I want to be a reporter,

II Attitudes towards Job

- She likes what she is doing now but says that it is very demanding.
- She feels female reporting announcers should not use low sexy voices on the air. A woman in the news room is a novelty. The male attitude provides a challenge.

III Opinions of Unions

- No opinion recorded.
- She feels no use for a union since she has good rapport with her boss.

IV Opinions of Women's Liberation

- She is the only woman in the news room; the boss has been there for 20 years and another man for 15. They found it a little strange to get used to having a woman around. She realizes also that it is very difficult for a woman to get into radio and knows two women who have been trying to get in and have not been able to as yet.
- She doesn't like "Womens' Lib" used as a title. Many use it. You can get away with many things without using the label.

Data Processor at a Radio Station: 1.(40's,-,M,8yrs.,2)
 Administration Clerk at CNR 2.(30's,-,M, --,.-)
 Telecommunications Clerk 3.(22,-,M,2yrs,0)

I Reasons for Working

- I like nice things and therefore need more money. If I couldn't work I'd do some charity work.
- Needs the money as the cost of living is high.
- She wants some nice things and had just bought a new house.

II Attitudes Toward Job

- It is a good means by which to provide the extras that will make her family life more comfortable and to provide some financial security. It is challenging, need to work hard and concentrate.
- It provides for the cost of living.
- Needs it to furnish her new home.

III Opinions of Unions

- No information collected.
- No information collected.
- She belongs to a union but does not know it's name and does not attend meetings.

IV Opinions of Women's Liberation

- Some women look for a lot of glory. I want to be treated as a woman. If I have that, I can't have equal rights: I like to have doors opened etc.
- All women who work for the CNR are in clerical positions.
- No information collected.

g) Female Union Leaders

Postal Clerks: 1.(52,D,__,7yr,1)
 2.(42,M,__,28yr,2)

I Reasons for Being In the Union

- Poor conditions and feeling of commitment to other workers.
- Because of injustice. She doesn't believe that a man should be able to push her around. You need to be in a job you like. The company has a habit of moving you from job to job.

II Attitudes toward Unions

- Before 1940-1 any discussion of unions caused dismissal. They worked from 7-5 with no coffee breaks in the factory. People had to ask to go to the bathroom. Sometime she squealed when she tried to organize a union and she was fired. When unions first came in it was rough. The contracts that did come were broken. Unions fought a-

gainst layoffs and for shorter hours and better conditions.

Until recently it was hard to organize older people because of loyalty to management. Young bloods won't take anything and took the management by surprise. They know their rights, they work 8 hours-no more no less. It is more pleasant now that they are allowed to complete their job and not have tasks built up. Previously the young had been too hot under the collar but are now cooling off. She defines this as a process of learning how unions work.

2. Unions are too lenient. There should be no backing down. The assemblers' position is the worst. Times have not changed. Wages are up but the cost of living acts as a whip forcing you to work when and where you don't want to. Her job in the union is to appease people and not just negotiate. New stewards are less willing to approach the workers.

III Attitudes towards Women's Liberation

1. She doesn't understand WL, but notes that a lot more women are working. She worked because she had to support her son. She has always supported equal pay for equal work. She sees no discrimination in her work. Women are not interested in other people-they are money hungry and bored.
2. "It's no good being a soft spoken woman but good that they have more finesse."

Plant Workers: 1.(50,M,8,14yr,1)
2.(50,W,12,14yr,0)
3.(26,S,10,8,0)
4.(42,M,_,14yr,0)
5.(20,S,_,9yr,0)
6.(20,S,11,_,0)

I Reasons for Working

1. She needs the money.
2. Needs the money to live,since she is self-supporting and lives with another woman.
3. No qualifications needed for working here. Worked on the line for another company but now gets paid more. Some girls work here because their mothers won't let them loaf at home.
4. Just got married a year ago and feels she must work for the money because she wants the enjoyments in life-luxuries,e.g.coloured TV, vacation. It also helps to support her hobby-horses. She admits that many women don't get this opportunity to enjoy lu uries and that she is lucky. She also feels that she must work for health reasons. She feels, however, she was more on her feet financially when she was single.
5. Has to work. She had wishes to work in a hospital as

an RNA but was turned down because she did not have enough education.

6. She had to work but she'd rather work for less and get a job which was more satisfying or allowed her to feel alive again.

II Attitudes toward Job

1. Likes to work here.
2. Yes, she likes working here though it gets boring at times. States there are women supervisors but men foremen.
3. Likes her job mostly because of pay; finds it very boring.
4. The work and pay is okay but it is very boring.
5. She stated that her they aren't allowed an education. In an office at least you learn a little about the ways of the world. You become educated. Here you come in at a certain time, you don't even know you are alive for 8 hours of the day. There is less competition in this factory because you don't have to meet a production quota.
6. It's not satisfying. You don't feel like you've accomplished anything. You don't feel like you're involved in any of the production. There is no going forward, no advancement or feeling that you're doing anything.

III Opinions of Unions

1. Doesn't know if there are women on the executive of the union;doesn't think so. No, doesn't attend union meetings.
2. Belongs to Local 61-Distiller's Union. She thinks there are about two women on the executive of the union. Does not attend union meetings; feels that if something important comes up they will hear about it-the union will take care of it.
3. Not many women are involved in the unions, hardly any participation.
4. There is no participation on behalf of women in the unions.
5. No information collected.
6. No information collected.

IV Opinions of Women's Liberation

1. Shrugs her shoulders and doesn't comment.
2. Doesn't agree with all; doesn't agree with women having the same jobs as men.
3. WL is screwing us. Most of the women here have greater seniority than the men. The women may be put on the men's jobs while the men may get layed off or put on a part time basis which is what most women like. If the women don't accept the men's jobs they get layed off-men's jobs may be the same or different such as bleners,

- truck loaders, janitors, etc. Some women just can't handle these jobs.
- Doesn't feel that women should have the same jobs as men and that WL is messing it up.
 - No information collected.
 - No information collected.

h) Women in Administrative Positions

- (41, M, HS, 5yrs., 5)
- (50's, M, B.ScN., 11yrs., 0)
- (68, M, HS+C, 15yrs., 1)
- (24, S, B.A., 3yrs., 0)
- (40's, S, M.FA., 7yrs., 0)

I Reasons For Working

- Her husband died; works to keep the family. She later remarried but now her husband is layed off regularly and she works to keep the family finances stable.
- She must keep herself, so works partly for the money; thinks that her job is a career towards which she feels much dedication and a responsibility to the well-being of the patients.
- Her family is grown so she works to keep busy.
- She has spent a lot of time and money on her education and therefore wanted a career, not just a job.
- She is from an academic background and therefore feels most capable to deal with the people in these fields.

II Attitudes Towards Job

- She likes to be the front 'man', loves people and handling their problems.
- Always wanted to do this and had gone almost as far as she could in her field. Nursing fills her needs; she has the satisfaction of knowing that people get proper care.
- Enjoys her work and is part owner of the company but feels that her family must come first; she doesn't have to work and said that she wouldn't if it ever became a grind.
- She enjoys the involvement with people at all levels and finds it a satisfying way to use the skills that she learned in University.
- She sees her work setting up a day-care centre and a women's information centre. All other deans are men and they treat her and each other equally in the job; however she notices little things e.g. the men always go out together for lunch. She, although on the same level as them, is never considered on the lunch, but she doesn't mind. She feels, she, as the only woman works more independently from the others, and states it is very difficult for a woman to get any administrative position within the university.

III Opinions of Unions

- Likes unions and thinks that they do a good job.
- There are no unions at her level.

- She thought that unions have served their purpose and that they no longer cared for the general state of the country, but only for their own immediate goals.
- Yes, she thinks there is a place for unions; They have done good work but at times they ask for too much.
- No information collected.

IV Opinions of Women's Liberation

- Womens' Liberation is good: but hasn't experienced any prejudice in her job. She is the odd one: has three men working for her. Customers wishing to talk to the manager often say "I don't want to talk to HER".
- Womens' Lib. does not effect her. She said that she was indifferent and had done no reading about it on purpose. She has not suffered any discrimination in her job but thought that a man might. She becomes irritated when sales persons try to sell her a product on "looks" without mentioning the technical aspects of the product.
- She likes parts of W.L. but felt that they should not be talking about male and female but about people. She did not believe that there was any difference between the abilities of men and women and that if she had persisted in her career she would have experienced discrimination. People should be paid according to their needs.
- Had experienced discrimination once or twice and felt that it was probably a result of tradition rather than a deliberate attempt to put her down. She is not effected by W.L. but is all for it. She has felt no prejudice on the job: women are just as good as men but we must remember that the employer is taking a greater risk with women because they leave to have babies.
- She feels that many of the things W.L. get into are not very important; not the real issues. She mentions the protest of Miss UniRoyal as an unimportant issue. She sees the women who protested as militants and degrading to other women. This type of action makes women appear silly in the eyes of the public. She feels that the women at K-Mart with curlers in their hair and babies beside them are disgusting. She sees many reasons why women don't go further to take a profession. (1) they get discouraged (2) they give up to avoid the hassle and it is much easier (3) women sometimes have different values than men and therefore cannot always get into the same rat-race as men. "Generally", she said "I do not have a very high opinion of women."

Whole Interviews

Interview with a Doctor I.

The doctor attended medical school in the U.S.A. and planned to go back to work in India since this is where her heart lies. Since she could not find work in India due to Indian medical regulations she stayed here. When she came to Canada she was required to take another year of internship. She has been practised here for eleven months. She prefers to practice in Windsor because of the lack of big city pressure and competition. This allows her to remain in contact with her patients. At present she does not have a full caseload so that she can spend time with her children. She said that she loves medicine and working with people.

The doctor sees that Canada definitely needs doctors. Doctors are concentrated in the hospitals and not enough in general practice she said.

In medical school the doctor was determined to make it through (in India it isn't unusual for women to be doctors). What she did have to deal with was her foreign descent.

She had wanted to study anatomy and write her thesis on it but the professors told her she couldn't do it with a child at home even though she felt that she could handle it. Finally she decided against this and studied cardiology and internal medicine instead.

She taught for a year but would not do it on a full time basis. Although she loves teaching she feels that because of her Eastern background and because she is a woman, the schools would prefer not to hire her. She is a registered practitioner and has her fellowship.

In the interview the doctor mentioned several times that her foreign background has hindered her from doing many things and that she has had to struggle with that.

Interview with a Doctor II.

She is married and has been practising for 6 years, 4 in Australia, and 2 in Windsor. "Ever since I can remember I've always wanted to be a doctor. I love my work. The only thing I object to is the fact that soon there will be complete governmental control. I'm the type that doesn't like to have a boss over me because I like to choose my own hours. I could never take a job where I had to work a prescribed number of hours a week. Oh I do really enjoy my work. I like the hours, and feel dedicated to my patients. My husband is a doctor and if he has deliveries then I take his patients. Sometimes it gets a bit heavy.

I have a three year old boy and I leave him with a babysitter. She is a fine person and she gets instructions

from me as to how I want him to be brought up. We have the house adjoined to the offices so he can come and see us when he wants. Otherwise I wouldn't work the hours I do. I think a woman should work part time, about four hours a day because if she's home all day the child becomes too protected. This way he's very inquisitive and it's so nice for him to have different conversations with different people.

We came to Windsor because we felt this was about the only place that we could get our office with a house attached. If we went to Toronto or some place like that we would have to build our own office and house. This makes it much easier and better so that our child can see us when he wants and at meals."

"Do you think that what you make is more important than the hours you work?"

"Well a doctor that works only a few hours a day is not really going to make much money anyway. If you look at the income of most doctors that are lazy they don't really make much money. I find it's necessary to work the long hours most of all because many patients can't be seen in only a few hours.

The calibre of female doctors in Windsor is extremely high. I was quite surprised because some of the girls I went to medical school with I wouldn't want to have to put any trust in. I have studied extensively in many areas of medicine. I have been well prepared as a general practitioner."

Interview with a Lawyer

The lawyer has been in practice since the 1940's and has a general practice. She is single and decided to study law because she wanted to understand how the world worked and thought that law would help her in that.

When asked how she had managed in this male dominated field she replied that her family did not set limits. Her father wanted her to be a doctor and her mother wanted her to be a professional too. There was a trust in people then she said; now, you can't take them at face value.

If she had been a man she would have gone into criminal law but she complained that she did not receive the encouragement that she would have had if she had worked for a firm where the lawyers supported each other. At one time, in a different city she had wanted to be a trust officer, but she was told that the public was not ready to accept a female trust officer.

On the subject of male lawyers' attitude to her she commented that she would like to speak with another female lawyer as there would be better communications.

We asked her if she was married and she replied "I hate that question! It shouldn't matter. When your in a group it's always Mr. and Mrs. So and so. There are no individuals, you are either single or attached."

Interview with a Librarian

The librarian was twenty-eight and had worked at her job for four years. She is married and has one child. In order to get the job she needed a B.A. and a Bachelor of Library Science. She said that she works because she enjoys it and has made it her career. On becoming pregnant she thought that she would leave to take care of her child but realized that she would not be able to stay at home every day.

She explained that faculty personnel were covered by a union but she is head of a library and therefore does not come under the contract.

She said that she had read a lot about Women's Liberation and felt that most of it's ideas were good. She felt that equal pay and opportunities policies were especially needed but she did not identify with extremist fringes.

In her work she finds that there is a prevailing attitude of low esteem toward women, but did not call it prejudice. She said that it was the result of socialization and this was what "did it" for men and women. She felt that men listened to her to be polite and not because of her position, qualifications or valued opinion. She cited an instance when she and a number of other female librarians had got together to oppose a stand being taken in a professional organizations' meeting in Toronto. The women were quite determined to stop the proposal but a strong man who disagreed with them managed to silence them by weight of his masculinity. She said "We followed like sheep. I did too, it's part of our socialization process but at least we can recognize it now." She feels that Women's Liberation is effective since more women feel that they can work now and are demanding decent salaries.

Interview with a Chambermaid

She works at one of Windsor's hotels and is unmarried. At 20 she has worked as a chambermaid for two years. She was educated in NFLD., and after high school remained at home for a year. She was going to become a stewardess but at the minute decided not to go. She came to Windsor and wasn't looking for a job but took a vacancy at

the same hotel that a friend was working at. This was her first job of any kind.

When asked for her attitudes towards the job she replied "It's as good a job as any; a lot of people put it down but the work is not that hard." She continued to speak of the conditions and the people she worked with. "The people in the rooms are pretty nice. Only weekends are a little busy. It's good here - no hassles - they don't check up on you like at other places. I like it."

Reasons for working at the hotel were requested and she commented, "I need the money; I'm not trained for anything else. I'd like to go to St. Clair College and take a secretarial course but I'll probably just stay here."

About male clients: "Some will make remarks but you refuse to do a room unless they are gone, or you can call another girl to team up with you. About a year ago there was a rape but it was hushed up. There was a small mention in the newspaper but the hotel was not named. The girl was noticeably affected but refused to prosecute the man. Now when a man comes near me on the job I get uptight."

I would like to get involved in helping pregnant girls. I like helping people. I don't think I'll ever move though."

Concerning Women's Liberation: "I agree with equal pay for men and women but the rest of it, well..."

Interview with a Primary School Teacher

She is married, has no children and is in her early 20's. She has worked for 2 years, after one year of teacher's college. She is paid according to the lowest scale on the Board of Education's Pay Rates.

The teacher said that she has no financial need to work (her husband is a butcher and earns sufficient for both of them); they are not saving for anything except maybe to get ahead. If she were not working she said that she would probably raise a family and that this is what she soon plans to do. The teacher presently finds that she can't stay home because there is nothing to do; she finds that she must keep busy or she becomes miserable and takes it out on her husband.

She has always wanted to become a teacher and finds it fulfilling to know that if you give something to children, they take it in and grow and develop.

She has no trouble with authority; however the principal always sets the rules for how things are going to be run. She sees great contradictions in what happens to children at school and at home. She notices that many parents do not seem to care about what is happening to their children during the school day. Children should go to school she said but all of the responsibility of teaching should not be on the teachers. Parents and teachers, homes and schools should be people and places where education is available. She sees that a lot of things which occur at home have a great deal to do with what the child learns. Children need to learn to work with others and love others. When asked if this could not be done anywhere at home and among one's peers, she responded that she had begun to look at the fact that schools take parents away from feelings of responsibility towards the teaching of their children. Schools have become good babysitting places where children can be dumped off for the day.

Children seem to look up to men teachers in a sense of fear; they see women teachers as mother images. She felt the fear they experienced could be attributed to the men's strength and their sense of authority.

Her observations of girl to girl play was giddyness "you know how women are"; among boys she found toughness and noted the roughness and egotism in their play. In boy-girl play she noted that boys still tend to be tougher.

The teacher and the interviewer then discussed the sharing of responsibilities in the home and how some men need reminding about such things as picking up clothes, cleaning the tub out, etc. They take it for granted that women will do the cooking and clean the house; thoughts of doing the laundry and other necessary chores don't even enter their heads. She felt that these jobs should be shared equally and husbands should also share the responsibility in child raising. What we say and what actually happens are two different things and it is up to us to have those things changed.

Women tend to feel that their place is in the home with their children; she feels that it depends upon how the woman herself feels, whether she falls in with this or not.

Women have internalized this feeling from their childhood and this explains why so many of them cannot make the break from home without any guilt.

Some women become teachers because of it's similarity to creating another little home where they are with their children; the mother and her child (rather than the parents and their child) image is perpetuated within the school.

Whole Interview with a Waitress

This interview was conducted during a break of a local waitress at her place of employ. She is twenty-two years old, has two children and has worked both full and part time for eight years.

She is presently studying for her Certified General Accountancy. Her children are cared for in the absence of a parent by a sitter who lives in the neighbourhood. When she graduates and begins working in her field she will have a sitter or use the day care facilities of the city.

The attitudes held by people toward waitresses is very poor. She very much resented the cliché "The customer is always right," and the feeling of being a servant. She said that customers "put you down, and bosses treat you badly." She feels strongly the sexual discrimination and abuse: "A lot of men try to pick me up and often give me a hard time if I refuse to go along. People treat us as if we were dumb, easy, and stupid."

She is all for unions and felt strongly that there should be one for waitresses: "There is no security in the job now. A boss can fire you when he wants to; a woman who worked here for fifteen years was one day without a job -- just like that!"

Women's Liberation was a positive thing for this woman and she agreed with it completely: "Women aren't below men--we are equal, but have to fight for it."

Whole Interview with an Entertainer

The woman interviewed was about twenty years old and had been dancing at the burlesque house for six months. Previous to that she had worked on cash and refreshments at the same place. When first asked to dance she declined but deep down inside she said she wanted to. Finally she said yes, rehearsed one night and went on stage.

When asked why she worked, she said simply that it was easy and the pay was pretty good. Regarding her future goals she said that she would dance for a few years and didn't want to become a top stripper.

Hassles arose in her work, especially when the audience didn't applaud. She said men come up to her on the street and compliment her. Others make rude comments about her work.

Working in other cities offered more freedom for her because the managers were not looking over her shoulder all the time as they do now. When asked what wage she received she said: "I think I can't tell you." However, she did say that if you did something different in the act you would get more money.

Whole Interview with Factory Worker

The woman interviewed was in her thirties, separated from her husband, and had five children. She had been working seven years at the factory as a power sewer. The factory is predominately women and according to her almost 50% of the women working there were like her, sole supporters of their families.

Despite the fact that the factory workers were predominately women there were no female foremen. She said that she would not like to be a foreman: "I would be a bitch". Women are competitive and don't like taking orders from other women."

According to the worker the factory was a clean place to work: "I bitch like the next guy but it's a nice place to work. I make \$4.38 an hour."

"Women should work in order to maintain a decent standard of living. I have to work in order to live."

She felt that there was no discrimination because of her sex, in her job. "You lose your femininity in the plant. You're all workers." However this changed outside the factory, especially in banks: "When borrowing money, a woman always needs a co-signer." This discrimination when extended to social relationships with other people (i.e. dating) was preferable to her: "When I'm out of the factory, I want to be treated as a woman. When I get dressed up, I expect doors to be opened for me and I won't stand for any swearing."

No women were on the executive of the union operating in the factory. The reasoning for this was: "Not enough women with the balls to do it." When asked why women weren't interested in getting involved in the union she replied that women didn't stick together and they were only interested in doing their job and going home. She herself would not consider being a union representative because: "Women are shitpickers. I don't have the patience to listen to their complaints. They complain and then when confronted by the company, they back down. What's the union representative going to do then?"

"Women are treated like they act. It's how you allow yourself to be treated." She felt she could work with women but not for them: "Women have a more superior attitude toward other women. Men are not catty...women are unfortunately."

When questioned about Women's Liberation, the worker felt the enemy was not the male of the species but other women: "Men are more willing to accept us as equals than women are."

She refused to go to a female doctor because she believed men were more sympathetic to her needs: "It is not a woman that's going to comfort me."

Whole Interview with a Woman in a Union

The woman interviewed is seventy-four, a widow with a grown son. She has been in unions since the 50's when she was working in a local department store. The working conditions were poor. She said she started work at only \$12 a week in 1942. By 1954 her pay was up to \$25 a week, but some people were still at the \$12 level. In general the people wanted a union but whenever they had tried to organize they failed and the agitators were fired. When asked what the conditions were like, the woman replied that the working hours were long—from 9 to 10 on Fridays and Saturdays, and any night that people still shopped at closing time. She claims the pay was very bad in comparison to other places and the management hired, fired and layed people off at any time.

When the vote was taken among the staff to see how many wanted to form a union the vote was 77% in favor. Only 55% was needed to obtain a union charter from the Labour Board of Ontario. The company tried as hard as it could to stop the union from getting into the shop. There were threats of dismissal; in fact the eleven who went to Toronto to get the charter did not know if their job would still be there when they got back. The management also tried to invalidate the vote by claiming that she was in fact a management person, however, her pay cheque clearly indicated that this was not the case. This time no jobs were lost but there was a bad attitude on the side of the management. The first contract that was negotiated was only for a one year period. When this came up for re-negotiation in 1955-6 a strike was called. The union was asking for a \$25 increase across the board in order to put the store in line with other businesses. This was refused by management and after three months of picketing and negotiating the workers went back to work by the old conditions. During this time they had received only \$10 a week which was strike pay. The negotiations that followed were more successful. The interviewee remarked that the workers became more militant and so got what they wanted.

When asked how she became president of the local she said that the first president had been a man and had been chosen because it was felt that a man could handle the tough situations and get the workers what they wanted. Unfortunately the man they chose was not able to do this and the resigned leaving the post open. She was then voted in because of her dedication to the union from the beginning.

By 1958-1960 the position of the workers had become reasonable e.g. in 1964 there was a union negotiated pension plan which provided for \$2.65 per month for each month of service completed before retirement. This pension lasted for five years until the old age pension

took over, and in the interviewee's case, fifteen years of service amounted to \$52.52 monthly. Now the pension plan provides for \$3.50 per month for each month of service lasting for life and some people get as much as \$100. The interviewee thought it was worth noting that these benefits do not apply to part time workers and are therefore of a limited value.

CONCLUSION

As we stated in the introduction our research is not a scientific study but a simple summary of data collected. Section A contains tables which have been supplemented by a written explanation. The questions in Section B that we asked were collectively selected by ourselves. Our priorities are shown by the questions we asked. Section C contains interviews that we felt would be more interesting if left in tact.

As is with any large amount of information collected, patterns and trends in thinking seem to emerge. The similarities which we have noticed from the information compiled in the booklet, are as follows:

1. many women enjoy their work
2. there is little understanding about Womens' Liberation; yet many women are aware of, and for equal pay
3. in professional categories most women are in teaching and in nursing
4. women dominate clerical and the largest number of women are found in service occupations
5. there are 36 labour organizations containing 30,992 men and 5040 women⁵
6. most women are apathetic towards unions
7. the major reasons for women working are boredom and money

These similarities are strictly from the women with whom we spoke in the greater Windsor area and from those tables taken from Statistics Canada

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