



Resource list for Facilitator's Reference

The following is a reference list compiled from a large number of workshops using the slide show, "What Happens To Women In Tradesland". It is not necessary that participants name each barrier or attraction on the list; time and the facilitator's inclination will determine the length of emphasis placed on these questions in the discussion guide. We have placed a star next to those issues that it is more essential to note, and this may sometimes require prompting on the part of the facilitator.

ATTRACTIONS

higher wages*
fascination with mechanical world*
tangible accomplishments*
challenge of new field
challenge of being a pioneer
health and well-being doing physical work*
often out of doors
security of a union
greater status and respect*
camaraderie of a crew*
learning practical things*
love of the type of work
union of brain and muscle*
variety of kinds and places of work
mobility of skill*
independence*
informal clothing
physical development
mastering difficult skills*

BARRIERS

pioneer - few charted courses*
outsider - woman in a man's territory*
reception often hostile and confusing*
child care*
difficulty in getting into training
employer resistance*
lack of networks and contacts in these fields*
prejudice - people tend to think of the jobs
as men's jobs
perception that women can't do the same kinds
of jobs as men*
preconceived notion that women lack strength
and endurance*
" " that they need special
facilities*
" " that women only work til
they get married
many women are socially programmed with
low self esteem and low self-confidence
pressure to succeed "for all women"
isolation*
conspicuousness
lack of support from: family, friends, co-worker
instructors, counsellors*
lack of financial support*
language: tools, male terminology, expressions
of anger, swearing, etc.
harassment: both sexual and gender*
employer's reluctance and shyness in dealing
with issues of harassment*
women lack bluffing skills and are often afraid
of making mistakes
lack of opportunity for background/development
in mechanical skills*
attitudes of working world that women
can't/shouldn't, are wierd if they
want to*

In dealing with question #6 in the discussion guide, it is useful to break the participants into smaller groups and have each group work on ways of resolving a different set of barriers from the list, and report back to the large group. This way, more creative time can be spent on each issue, and most of the list can be covered.

Ensuring that tradeswomen are present to speak to these issues from real experience is vital to a truly productive discussion.