

Barriers to Employment

This list could have more items added to it however, the list was only compiled to give some indication of barriers that some will face, and overcome.

- ✚ Biased or discriminatory hiring practices
- ✚ Stereotypical perceptions of women's abilities
- ✚ Isolation of women in male-dominated worksites
- ✚ Unequal pay for women performing similar jobs as male co-workers
- ✚ Various forms of harassment (CLMPC, 1990; SPR Associates, 2002A; Grzetic, 1998;)
- ✚ There is a lack of diversity training among co-workers, including clarity around the issue of employment equity. (WITT-NN, 1999)
- ✚ Social isolation
- ✚ Lack of education and fundamental skills
- ✚ Lack of informal mentors to develop an interest in the trades
- ✚ Lack of management/supervisor leadership in setting an appropriate tone in terms of acceptance of women in male-dominated workplaces. WITT-Alberta, 2000)
- ✚ Physical Strength Limitations
- ✚ Stereotypes/Sexism/Perception of women on job site
- ✚ Lack of information available about trades as a career option
- ✚ Lack of daycare/difficulty with work/life balance

Getting around Barriers

- ✓ Recognize the friendly faces at your jobsite
- ✓ Dress appropriately for the trade
- ✓ Identify some thing your company does a lot of and get good at it
- ✓ Use common sense
- ✓ Find a mentor
- ✓ Become good at job hunting
- ✓ Network