

**WOMEN IN THE SKILLED TRADES: A Select Annotated  
Bibliography of Canadian Resources  
Compiled by the Saskatchewan Apprenticeship and Trade Certification  
Commission (SATCC)**

*Accessing and Completing Apprenticeship Training in Canada: Perceptions of Barriers.* 2004. Ottawa, ON: Canadian Apprenticeship Forum.

Although becoming somewhat dated, this remains one of the most comprehensive Canada-wide analyses of the challenges facing both women and other under-represented populations in the trades. This document is available online at: [http://www.caf-fca.org/files/access/1-Report\\_jan04\\_e.pdf](http://www.caf-fca.org/files/access/1-Report_jan04_e.pdf)

**K. Tompkins and Associates Ltd.** 2008. *Pre-Trades Training for Northern Women: An Inventory of Existing Pre-Trades Training Programs for Women in the Yukon Territory, the Northwest Territories, and Nunavut Territory.* Yellowknife, NT: Northern Territories Federation of Labour.

The bulk of this report describes the current trades-related training available for women living in the territories. Additionally, this document presents both a research agenda on this subject and some conclusions about best practices.

The report can be found at:

<http://www.ccl-cca.ca/ccl/Research/FundedResearch/20090126Pre-TradesTrainingProgramsWomen.html>

**Martin, Cynthia, ed.** 2004. *In the Picture...a future with women in trades, science and technology, volumes 1-2.* Halifax, NS: Hypatia Association and the Women's Economic Equality (WEE) Society.

--. 2006. *In the Picture...a future with diversity in trades, science and technology, volume 3.* Halifax, NS: Hypatia Association.

These three volumes outline the challenge of creating a more representative workforce in the trades and other occupations related to science and technology in Nova Scotia. Volume 1 is intended for use in secondary schools, Volume 2 is for community colleges, and Volume 3 is for employers. These documents are available at: <http://www.hypatiaassociation.ca/index.php?id=5>

**Overend, Valerie, and Carolyn J. Emerson.** 2010. "Actions to Balance Supply and Demand: The Women in Trades Dialogue at the 2010 Canadian Apprenticeship Forum Conference." *Canadian Apprenticeship Journal*, 3: 1-7. <http://journals.sfu.ca/caj/index.php/caj-jca/article/view/43/76>.

This article summarizes the “ideas generated by more than 200 people who gathered in St. John’s, Newfoundland and Labrador, on June 8, 2010 to participate in the Women in Trades Dialogue at the biennial conference of the Canadian Apprenticeship Forum” (p. 2). The article’s authors helpfully classify these suggestions into five major themes.

*RAMP-UP: A Study on the Status of Women in Canada’s Minerals and Metals Sector.* 2010. Toronto, ON: WIM (Women in Mining) Canada.

The major contribution of this report is its provision of a timely statistical snapshot of the experience of women in this key sector of the Canadian economy. This document is available at: <http://www.wimcanada.org/research.html>

**Scullen, Jennifer.** 2008. *Women in Male Dominated Trades: It’s still a man’s world.* Regina, SK: Saskatchewan Apprenticeship and Trade Certification Commission.

“The purpose of this paper is to discuss some of the factors which may be influencing low participation rates of women in the skilled trades, as well as the issues that affect women in these occupational areas in Saskatchewan” (p. 3). The author goes on to present some strategies to overcome this gender deficit. This report is available at: [http://www.saskapprenticeship.ca/PUBLICATION/Other\\_Reports\\_Info/](http://www.saskapprenticeship.ca/PUBLICATION/Other_Reports_Info/)

*The State of Women in Construction in Canada.* 2010. Ottawa, ON: Construction Sector Council.

“Despite successful initiatives to increase the numbers of women in the construction industry, the rate of their participation, particularly in the trades and onsite construction management, has not grown significantly over time. To address this problem, questions about the challenges and barriers women face must be reopened. This research examines the barriers, as well as good practices that could be implemented to overcome them” (p. 2). Visit the following website to read the report: <http://www.csc-ca.org/en/catalog/recruitment/women>

**Vojakovic, Dragana.** 2008. *Women in Trades: A Discussion Paper.* Vancouver, BC: Industry Training Authority.

This report was written to highlight the barriers to female participation in the trades in British Columbia. Attention also is paid to possible solutions. This document can be found at: <http://www.itabc.ca/AssetFactory.aspx?did=1096>

*Women in Science and Engineering in Canada*. 2010. Ottawa, ON: Corporate Planning and Policy Directorate, Natural Sciences and Engineering Research Council of Canada.

This report has university-linked occupations such as engineering as its primary focus. However, there is value in this document from a trades perspective for three reasons. First, it is very recent, having been publicly released in November 2010. Second, there is a concise and easy-to-read literature review of much of the research that explores challenges facing women in the fields of science and engineering. Women considering a career in the trades also must handle many of the same issues. Finally, the brief section presenting possible measures to remedy these problems also has a considerable level of applicability in the trades. This report can be found at: [http://www.nserc-crsng.gc.ca/doc/Reports-Rapports/Women\\_Science\\_Engineering\\_e.pdf](http://www.nserc-crsng.gc.ca/doc/Reports-Rapports/Women_Science_Engineering_e.pdf)