

For use with slide/tape presentation
WHAT HAPPENS TO WOMEN IN TRADESLAND
 when automatic synchronization
 is not possible.

Produced for WOMEN IN TRADES, KOOTENAY COUNCIL by Marcia Braundy
 Speech by Kate Braid/Adapted for Audio-Visual by Kem Murch (June, 1983)

Slide #	AUDIO	VISUAL
1.	FOUR BAR INSTRUMENTAL LEAD-IN	TITLE SLIDE: "WHAT HAPPENS TO WOMEN IN TRADESLAND"
2.	FOUR BAR INSTRUMENTAL LEAD-IN	TITLE SLIDE: "PRODUCED BY WOMEN IN TRADES - KOOTENAY COUNCIL"
INSTRUMENTAL LEAD-IN CONTINUES THROUGH SLIDES: #3 - #25		
3.	Almost every woman who chooses to work in the trades has also worked in the traditional "woman's job".	Three women's faces
4.	She was either a teacher or a secretary,	Secretary.
5.	a bank clerk, a chambermaid,	Bank clerks.
6.	or a waitress --	Waitress.
7.	and she may also be a mother. Tradeswomen are familiar with these kinds of jobs.	Mother with child.
8.	but they have chosen a non-traditional one instead ... Why?	Welder tradeswoman.
9.	Higher wages are one of the attractions of the trades.	Carpenter tradeswoman
10.	Women also like the mechanical aspects of it -- the satisfaction of a tangible accomplishment.	Airplane mechanic.

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11.	There's the challenge of entering a new field.	Truck driver tradeswoman.
12.	And tradeswomen like the sense of health and well-being that comes from doing physical work and being out of doors..	Woman carrying wood.
13.	The trades can offer women the security of a large union.	Woman by union door.
14.	and greater status than many traditional "women's jobs". They can experience the camaraderie of a crew,	Woman on boat deck.
15.	working together as a team... Those are the best parts about being a woman worker in the trades. Almost everything else is a struggle...	Men and women standing together with hardhats
16.	(TITLE SONG:) "All I want to be is the best that I can, I don't want to hurt you, make you less of a man, Just like you, I want to work with my hands,	Woman in tugboat.
17.	but it takes a strong -hearted woman to face a proud-minded man."	Woman and man carrying fence.
18.	(FOUR BAR INTERLUDE BETWEEN VERSES OF SONG)	Woman and man at transit.
19.	"Well I never seen a woman haul a fifty-foot line, or frame up a house, or sweat it out in a mine,	Woman carrying wood wall.

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20.	but if you've got the guts to face a crew full of men,	Woman's face, helmet lifted up.
21.	guess I've got the courage to hire one woman in."	Old photo, women and men in crew.
22.	"The sun on your back, and the sweat in your eyes,	Woman digging in field.
23.	and the feeling you get being 'one of the guys',	Woman and two men lifting log.
24.	It takes a proud-minded woman and a strong-hearted man,	Man and woman at house site.
25.	working together -- to be the best that they can."	Man and woman lifting log.
	(TITLE SONG ENDS)	
26.	For tradeswoman, the struggle is one of a pioneer. There are few cleared paths ahead, and as an 'outsider', a woman in a man's territory - her reception may be hostile and confusing.	Woman carpenter alone on house.
27.	She may be tenacious enough to get through trades training or an apprenticeship program even without financial or child care provisions.	Woman with male students in class.
28.	But when that hurdle's crossed, she'll realize that getting training	Woman with diploma.
29.	doesn't necessarily mean she'll get a job.	Woman at telephone.

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30.	Trades men as well as women have a tough time finding a job these days, but a woman will find more resistance and fewer resources.	Chart of women in work force
31.	She's on her own, without the natural trades and industry contacts	Woman with electrical equipment.
32.	that many men pick up from their father, brothers, and male friends.	Two men/woman at car.
33.	Most women find their jobs through sheer determination and gut stubbornness.	Woman operating machine.
34.	Often women get the jobs that no man was available to fill.	Projectionist.
35.	For the most part, trades employers, teachers and workers still think of the trades as men's work	Carpenter tradeswoman.
36.	and men's jobs. This is a major prejudice that tradeswomen and men	Woman heavy duty mechanic
37.	must work to overcome.	Woman at transit.
(MUSICAL INTERLUDE : "Roll With It" bridges slide 37 to 38)		
38.	What do you say to your prospective boss when he honestly asks you what you'll wear to work?	GRAPHIC: WOMAN DRESSED IN FORMAL GOWN, CARRYING TOOL.

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39.	How does a woman answer a male interviewer who asks her "What does your husband think about you doing this job?"	GRAPHIC: EMPLOYER IMAGINING WOMAN DRESSED IN APRON, CARRYING TOOLS.
40.	And when he learns she's not married, asks, "Well, what does your father think about it?"	GRAPHIC: EMPLOYER IMAGINING LITTLE GIRL HOLDING TOOLS.
41.	These questions aren't meant to be insulting. THEY REPRESENT A GENUINE CURIOSITY AND CONFUSION about why a woman would want to do 'a man's work'.	GRAPHIC: WOMAN WITH HARD-HAT IMAGINING A CREW OF MEN.
(MUSICAL INTERLUDE: "E Thump Country Blues", BEGINS AT SLIDE 42 AND CONTINUES THROUGH 46.)		
42.	This is the first myth that women face in tradesland: "Women can't do the same kinds of jobs as men."	MYTH CARD: "WOMEN CAN'T DO THE SAME KINDS OF JOBS AS MEN."
43.	Another myth: "Women only work until they get married." Tradeswomen with years of experience in their field are still judged on marital status.	MYTH CARD: "WOMEN ONLY WORK UNTIL THEY GET MARRIED."
44.	Another common interview question is "How much do you weigh?" The question is based on the myth that women don't have the physical strength and endurance to do trades work.	MYTH CARD: "WOMEN DON'T HAVE THE PHYSICAL STRENGTH AND ENDURANCE."
45.	A fourth myth is that women need special facilities on an all-male work site... And, of course, every tradeswoman's all-time favourite interview question is.....	MYTH CARD: "WOMEN NEED SPECIAL FACILITIES PARTICULARLY ON AN ALL-MALE WORK SITE."

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46.	"Do you type?"... (MUSICAL INTERLUDE ENDS HERE)	Tough-looking woman labourer.
47.	The biggest challenge for a tradeswoman is the actual pressures she'll face on the job.	Sign: "Men Working"
48.	Any man or woman faces stress on a new job - lack of confidence or familiarity with the work environment, fear of failure,	Woman and man setting tile.
49.	and pressures to work at high speed.	GRAPHIC : WOMAN WITH MANY ARMS.
50.	But these anxieties are heightened for a woman because of her conspicuousness.	Woman with sledgehammer.
51.	The problem of isolation -- of being the only woman -- is a key one	Logging truck.
52.	in the success or failure of women at every occupational level.	Close-up of woman driving truck.
53.	It's a feeling of being perpetually unwelcome, as if you exist only as an exception to every rule.	Backs of 3 tradesmen by waterfront logging operation.
54.	To study or work with another woman brings the an instant change, a relief.	Two women roofers working.
55.	There is someone to talk to who understands your experience.	TWO WOMEN CARRYING LUMBER.

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56.	It takes the pressure off being a symbol -- feeling like you represent all women on the job.	GRAPHIC : SUPERWOMAN
57.	Every woman is under intense scrutiny in the trades, especially when there's only one of them. Some bosses have stated directly "do well, or we'll never hire another woman".	GRAPHIC: WOMAN AND CRITICAL MEN
58.	A tradeswoman face all of these challenges. Plus her own eagerness to succeed and not to let down the employer who finally...	Woman working on board.
59.	was willing to take a chance on her. A woman working in the trades feels like she can't make any mistakes.	Woman gyprock mudder
60.	But a good instructor or employer will help her accept that no one learns without making mistakes.	Woman with tool box.
(MUSICAL INTERLUDE: "C Damp Walking", bridges between slides 60 and 61)		
61.	Trades language is a male language that has developed over centuries. It is often explicitly sexual and hostile.	GRAPHIC CARTOON OF MALE TALK.
62.	Men talk without any real sense of personal insult of the tits on a saw, of 'female connections'	Plug and Socket.
63.	into which things are 'screwed'. A tradeswoman on the job becomes aware that	Machine parts

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64.	She didn't help create this world. That it is neither friendly nor familiar.	Man in store w/tools on wall.
65.	Instructors and crew speak of tradesMEN, FELLOWS and MASTER craftsMEN. There is a sense that, as a woman, you don't exist.	GRAPHIC: MALE WORDS
66.	In situations where men have been forcibly isolated from women and society, as in prison or wartime --	Old photo: billboard from wartime.
67.	their language often reflects an impersonal and even violent approach to those outside their day to day world.	Old photo: men in mines.
68.	It will be interesting to see the effects	Old photo: male blacksmiths.
69.	of integrated work places on the changing tradition of trades language.	Old photo: man and women around piano singing.
(MUSICAL INTERLUDE: "Lili Marlene", bridge between slides 69 and 70.)		
70.	In our society we're raised to believe that certain behaviours are good for boys and bad for girls. For example, the expression of anger.	Two men on construction site.
71.	When a man makes a mistake, his foreman or partner is likely to yell at him and tell him to 'get it together, or else!'	Two men on construction site.

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72.	An hour later they may be sharing a beer and talking over old times.	Two men on construction site.
73.	Women have been less exposed to this form of feedback. They have to learn not to take yelling and demonstrative anger personally.	Man yells at woman on site.
74.	When somebody yells at you, most often he's yelling at what you did, not at who you are.	Woman walking away rejected.
(MUSICAL INTERLUDE: "Sad to Glad Rag", begins at slide 75, through to slide 78.)		
75.	There's a certain amount of initial testing that goes on in any trades work. Crew members may harass a woman as a way of finding out	GRAPHIC :TWO MEN WITH WOMAN, LAUGHING.
76.	how she's going to behave, what kind of a person she is, and how they should behave around her.	GRAPHIC: MAN PULLS RUG OUT.
77.	They may send her out to look for a 'sky hook', or devise other harmless initiation rites.	GRAPHIC: MAN SENDS WOMAN FOR SKY HOOK.
78.	If women are prepared, these traditions can be fun and can quickly make her feel like part of the team ... and that she's cared for.	Woman laughing with man.
(MUSICAL INTERLUDE ENDS.)		

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79.	Sometimes joking can get out of hand and develop into a form of sexual harassment. Women and their employers can learn to deal with this quietly and assertively.	GRAPHIC: SEXUAL HARASSMENT.
80.	Embarrassment or shyness has often prevented women or their supervisors from dealing directly with situations of harassment.	Man harassing woman on site.
81.	A few women have quietly quit their jobs and employers have lost top women workers	Woman asserting herself on site.
82.	for fear of confronting the issue; whereas a case of physical assault on the work site between two men would be dealt with swiftly.	Employer/foreman watching incident.
83.	These are areas where men and women need to dialogue openly and honestly -- both on the work site and in training and counseling situations.	Women and men work on site.
84.	Women are in the paradoxical position of being a "lady" in a "man's world". But men swear. Should tradeswomen swear?	GRAPHIC: LADY AND KNIGHT.
85.	Many do -- and well! It's a quick way to express frustration and anger.	Woman yelling on work site.
86.	And for both men and women, sometimes it's appropriate and sometimes it's not.	Woman and man welding.

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87.	Contradictions also arise in competition in the work place. If a woman asks for help on an awkward load, as every tradesperson does at times, she may be thought of as soft or weak.	Woman and man lifting log.
88.	But if she doesn't ask for help then her male co-workers may think she's trying to show them up.	Woman lifting log alone.
89.	And to complicate matters, if a man insists upon helping a woman when she doesn't want or need help, she'll be resented for her strength if she refuses...	Woman and man with shovel.
90.	But she may be resented for her weakness if she accepts.	Woman and man with shovel.
91.	It's all tied up into our elusive and complex expectations of what's male and what's female. What's a man's job and what's a woman's job?	Men and women working on log.
92.	None of us is immune to these stereotypes and all of us are challenged with freeing ourselves from them.	Woman car painter.

(MUSICAL INTERLUDE: "Recall of the title song", bridges between slides 92 and 93.)

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93.	On any job, almost without exception, there are individual men who are supportive and fair in their treatment of women in the crew. They're bravely bucking hundreds of years of tradition.	Woman and man.
94.	And employers and men co-workers are becoming more aware of	Men and women carrying log.
95.	women working in the trades on a regular basis. Women are no longer seen as short term or	Women miners walking in a line.
96.	emergency workers, as in the war years.	Old photo: sign from war days.
(MUSIC UP: INSTRUMENTAL OF TITLE SONG BEGINS WITH SLIDE 97, INSTRUMENTAL LAUNCHES INTO TITLE SONG AT SLIDE 108 AND SONG CONTINUES THROUGH LAST SLIDE 114.)		
97.	What a revelation, then, that to women as well as to men, that women can do "man's work".	Woman carpenter on site.
98.	The last all-male territory -- the construction site;	Carpenter tradeswoman sawing.
99.	the logging camp;	Woman driving tugboat.
100.	the airplane hanger.. Men and women in the trades are challenged	Woman piloting plane.
101.	to question some of their basic ideas about themselves. Trades-work demands and allows that women	Man/Woman carpenters.

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102.	become competent, assertive, strong and skilled --	Woman using lathe.
103.	all qualities that are not easily accepted as feminine.	Woman at airplane navigation board.
104.	Employers and educators can't legislate attitudes. But they can help to ensure that women are given every chance for success in the trades.	Carpenter tradeswoman.
105.	So that women and men have the opportunity to work together	Man and woman carrying fence.
106.	in an environment that is both understanding and demanding --	Woman and man laughing together.
107.	To achieve a sense of well-being and productivity that come with teamwork, challenge and change.	Three women's smiling faces.
	MUSIC: TITLE SONG	CREDITS