# Women's job status needs counselling

By JULIAN REED, M.P.P. Halton-Burlington Career Counselling for women

Partl It's now widely accepted that appropriate career counselling is essential to the provision of equal opportunity for the increasing numbers of women entering the pald labour force.

If women are to move beyond the traditional areas and gain equal access to all aspects of the workplace, they must be made aware of all available options. Yet in recent years, particularly over the past decade, it has been difficult for career counselling to keep pace with the rapid changes in the workplace.

Notwithstanding the increasing participation of women in

the labour force, there is little evidence that the status of working women has improved significantly. Anti-discrimingtion legislation and the encouragement of equal opportunity-affirmative action programs have had only minor impact on the wage gap, and have done little to diminish occupational segregation.

There is widespread concern about the mismatch between the skill requirements of industry and the people seeking employment, and the full potential of the female labour force can no longer be overlooked. Women with mechanical, scientific and technical ability must be encouraged to consider non-traditional occupations in business, industry and construction.

By Symon Zucker, LL.M.

collect money that someone else owes them. This article is

involved in the construction industry either as contractors,

sub-contractors, workmen, or material suppliers. This

remedy is given by law in The Mechanics' Lien Act. You can

still sue for the money you are owed; The Mechanics' Lien

property that is being worked on, and every contractor and

sub-contractor, must keep a small fund (a percentage of the

money owed on a project) until 37 days after work is

completed. This fund is kept for contractors, sub-contract-

ors, work people and suppliers, just in case these people are

paid. However, if an owner or contractor receives notice of a

lien, no further payments can be made until the lien has

been paid off, or settled, or until the case is taken to court.

llen is registered, it is filed on the title to the property. This

means that the owner of the property doesn't have clear title

about one remedy in particular - a Mechanics' Lien.

Act provides an extra remedy.

are owed.

not paid by the person who hires them.

should pay you has gone bankrupt.

The law provides a variety of remedies to help people

The rights to a Mechanics' Lien are given to people

Roughly, the Act provides that the owner of the

Once the 37 days have gone by, the "holdback" can be

What gives the Act its "muscle" is the fact that when a

Women who seek career counselling today, vary widely in their needs and expectations. During the '60s and '70s, career programs were developed primarily to meet the needs of the large number of women wanting to re-enter the workforce. The economy was expanding and women were needed to fill jobs in sales, service, and the clerical

sector. Special programs for women usually included consciousness raising, career planning and acedemic upgrading. Today, however, career programs must adapt to the rapidly changing needs of working women. While child

care and the special problems

of re-entry women are still

very important issues, there is

Mechanics' liens extra remedy

when collecting due debts

barriers to better paying skilled jobs, and inadequate for retirement options A wide variety of career

counselling services are available to women in Ontario. In almost every community. there are local centres run by the federal government. In addition to basic job placement; these centres have counsellors available to provide personal assessment, testing

a growing awareness of the

dual difficulties of women who

are poor, handicapped, or over

50. These, as well as immi-

grant or native women, can

suffer double discrimination

when they seek training and

Other Issues facing women,

are blocked career paths,

employment.

and information on occupational trands. A variety of tob search and skill training programs are also available on a limited basis. Career II is a special workshop for women re-entering the workforce. INTO (Introduction to Non-Traditional Occupations) is an 8-week program for women interested in exploring non-

traditional jobs in industry. Every Canada Employment Centre has a women's employment co-ordinator specifically assigned to help women with · difficult job search or training problems.

All community colleges and universities in Ontario have counselling services for students. Many offer special courses in career exploration. In some cases there are special programs and counselling services for women.

Some communities have career counselling services, either serving both women and men, or offering special services for women only. For Information on these services. women can enquire at their local information centre, library or Y.W.C.A. They can also conject the Career Consultant at the Women's Burcau.

The Bureau is located at 400 University Avenue in Toronto: telephone number (416) 965-1537. A number of publications are available from the Bureau on the subject of career counselling. For example:

Career Selector: Seven booklets listing approximately 200 occupations, with job descriptions and information on working conditions, training requirements and repre-

sentative pay levels. Job Search: A self-help workbook that takes a person through the process of planning for a career. Sample resumes are included, along with information on available resources.

New Skills for Women: A brochure outlining how to go about exploring career options in technology and the skilled trades; includes a section on apprenticeship training.

Options: A resource book for career counsellors and their clients, which provides information on the changing role of women, education and training, and the labour market.

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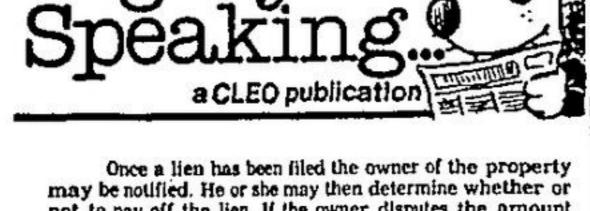
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the disputed amount, plus costs, into Court and thus have the lien "vacated", or removed from the title to the property.

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not to pay off the lien. If the owner disputes the amount owing or the quality of work performed, he or she can pay

(ie: full ownership) of his or her property until the lien claimants (the people who filed the liens) are paid what they To sum up, The Mechanics' Lien Act gives a kind of Legal Aid Clinic at insurance that, if you are a person working in the construction industry, you will be paid at least part of what you are owed for your work, as long as you claim your lien properly, and in time, and as long as the work is properly 5 Wesleyan St., 877-5256 done. This is true even if, for example, the person who



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