Women, Work & Unions in the Canadian Cultural Industries

Union Futures: Innovations, Transformations, Strategies
October 26, 2012
CRIMT
HEC Montreal
Quebec, Canada
Guerrilla Girls
Directors Guild of Canada National Membership data
Gender breakdown by select category, at July 2012
IATSE Local 411 Toronto Production Office / Craftservice / Honeywagon
Membership statistics by gender, as of July 2012

Production Coordinators: 44
  Male: 9
  Female: 28

Asst. Prod. Coords: 28
  Male: 12
  Female: 16

Production Secretary: 23
  Male: 16
  Female: 7

Script Coordinators: 26
  Male: 26
  Female: 0

Craftservice Drivers: 35
  Male: 26
  Female: 9

Craftservice Non Drivers: 16
  Male: 11
  Female: 5

Honeywagon Operators: 32
  Male: 32
  Female: 0

Male
Female
ACTRA – total # of performers with reported income by gender, 2008-2011

<table>
<thead>
<tr>
<th>Year</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>7079</td>
<td>9892</td>
</tr>
<tr>
<td>2009</td>
<td>7118</td>
<td>9709</td>
</tr>
<tr>
<td>2010</td>
<td>7515</td>
<td>10575</td>
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<tr>
<td>2011</td>
<td>7881</td>
<td>10733</td>
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</tbody>
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Total annual earnings by gender
ACTRA National, 2008-2011

- Women
- Men
Women & labour markets

- Highly unionized
- Freelancers
- Gendered jobs
- Wage / income gap – fewer days worked/ fewer projects worked / scale v. over-scale
- Training & education does not translate to jobs
- Women concentrated in smaller, lower budget shows & genres
Workplace issues

- Networks & the old boys club – pathways to leadership
- Employment gaps (mat leave, e.g.) & technological development
- Work-life balance: work environment hostile to family life
- Union commitment to equity?