Using Gender-based Provisions to increase participation of Women in the trades

CUPW
Trading Places – clip of 8-minute video filmed by CUPW

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Before:
women's participation rate in technical services hovered around 0.2 %

Now:
it is at 2.8%

How did we do it?
“Service Expansion and Innovation and Change Committee”

Job creation and training
Our program

Vehicle Mechanic

Postal System Technician
(Electro-mechanical technician)

College + on the job learning

Classes mixed with existing CPC technicians in cross skill training

Fully paid training

All costs paid including incremental childcare costs
Women apprentices
Selection process before 2000

Within Technical Services Group

After: Double seniority list

Within Technical Services Group

All other groups Female

All other groups Male

Senior-most
Interest in apprenticeship
High retention rate

- Average years of service to date (inclusive of training): 8.3 (women 5.6)
- Average years of service until expected retirement: 14 (women 14.9)
- 63% women vs 93% men graduates still in trades
• Job satisfaction and pride
• New role models
• Communication with equipment operators
• Canada Post beginning to do its part in apprenticeship training instead of poaching technical workers from other employers
• Positive union image, new shop stewards

Other benefits
Success factors

- Political mandate from membership and leadership
- Mechanism and Money: Appendix T Committee
- Gradual changes – preparing workfloor
- Awareness building
- Workfloor mentors
- Mixed classes – old and new
- Having more than one woman in a class
- Coordinator and supports