

There is a final point which the book raises that I want to take up, and that is the notion of working with working class immigrant women (p. 10). As a result of the work on the left and in the women's movement, there is by now a recognition that the lives of working people, including women, have been rendered invisible by scientific and literary writings. But together with this awareness is the development of an ideology and a rhetoric that, if we work with working class people, our work is somehow justifiable. Again, it is time to critically examine the extent to which our work, in fact, serves the interest of working people. Recent inquiries have pointed out the problem of orthodox analysis which divides people into different classes according to education, occupations and income levels, and the central role of the state in mediating and organizing the struggle between labour and capital (eg. Cockburn, 1977; Jossop, 1982). Analysis conducted by community activists, such as that undertaken by the London-Edinburgh Weekend Return Group (1979), indicates that we need to re-think our methods of working with disadvantaged groups so that we do not inadvertently take up the perspective of the dominant classes against the interest of those with whom we work for instance, the way in which advocacy work masks the social character of the client's problems and seeks individualist solutions. This is also how research and intellectual work can help us to identify and clarify the contradictions which confront us in our attempt to strive for social change. Although *Getting There* does not directly address this issue, I think that the methodology the producers adopted points to the underlying tension between our work with working people and our own contradictory location as members of the intelligentsia.

In conclusion, I would recommend this book to those interested in ethnic and gender relations, and in alternative teaching methodologies (keeping in mind the questions I raised above). In addition to using the book for adult education classes suggested by the producers (p. 92), it

would also be useful for high school social studies courses. Finally, the ideas in the book can be adopted in numerous contexts by those interested in "multiple ways of learning, and multiple forms of art and media to enrich that learning" (p. 15).

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Women and Part-time Work. Julie White. *Ottawa: The Canadian Advisory Council on the Status of Women, 1983. Pp. 159.*

With her latest book, *Women and Part-time Work*, Julie White has made another important contribution to the study of women and work in Canada. Long ignored by researchers, part-time workers have become an increasingly significant constituent—13.5%—of the Canadian labour force. The majority (72%) of this part-time work force, as White points out, are women. At present, approximately one in four of the women who work in the paid labour force work part-time. Many are mothers seeking to find some reasonable accommodation between their domestic work and their paid labour force participation. Since we know that in the years following

1975 (when the current definition of part-time work as less than 30 hours per week was adopted) women's part-time work has increased at a faster rate than their full-time work, it is reasonable to assume that part-time work will be an even more crucial issue for women in the coming years.

The basic concern, as White points out in her first chapter, is whether or not part-time work for women is good or bad. Given the heavy burden of housework and child care that most women in our society continue to shoulder, given the increasing necessity for a second income in many families, given the inadequacy of most available day care, given the enormous stress often entailed in attempting to balance full-time paid work along with domestic responsibilities and given the strong ideological pressures on women to stay home and look after their children, part-time work may be seen as a welcome solution to the dilemmas besetting many women. Since, however, most part-time workers are ghettoized—more so than women full-time workers—in low pay, little advancement areas of “women's work”, since part-timers earn less than full-timers on an hourly basis, since they enjoy few if any benefits, since their work often entails considerable inconvenience (hours of employment may fluctuate from week to week and day to day), since much part-time work is a frenzied effort to deal with business peaks and overload periods, since as many as two-thirds of part-timers are casual rather than regular and so have no job security whatsoever and since many part-time workers would in fact prefer full-time work, women's part-time work is clearly not an unqualified blessing. Having weighed the above considerations, White urges that part-time work not be seen as an “either/or” issue. Quite rightly, she sees policies advocating the elimination of part-time work as unrealistic and out of touch with women's present socio-economic situation. At the same time, White is quick to caution that if part-time work as we now know it is allowed to expand unchecked, women's secondary status in the labour force will only be further reinforced.

Having established the contradictory nature of part-time work, White then introduces some of the finer complexities of the issue and examines the specific mechanisms—unions and legislation—which can be used to improve the lot of part-timers. It is no easy task to come to terms with part-time work because there is no universally-accepted definition and because there are various discrete sub-groups within the part-time labour force—casuals, regulars, students on vacation, married women and so forth. Given this basic complexity, it is difficult to sort out all the reasons why part-time work has expanded so dramatically in recent years. Certainly, as White indicates, the growth in services and trades, the increase in peak period work, the recognition of part-timers as cheap labour, the economic recession and high unemployment, the general entry of women into the labour force, the introduction of new technology and the reduction of full-time working hours have all contributed to the general proliferation of part-time work. Here again, White advises that this growth in part-time work must not be simply characterized as an undesirable development. In particular, while the recession appears to have encouraged the use of part-timers, it is not the deciding factor and the elimination of part-time work would not resolve unemployment.

Turning to the trade unions' involvement with part-time workers, White suggests that unions in fact have been inclined to adopt this ill-advised policy of simply opposing part-time work. This position is understandable since, as White's interviews with the representatives of 18 unions reveal, much evidence indicates that employers have misused part-time work and used part-time workers both to reduce the cost of labour and to prevent unionization. White, however, wants unions to be more cognizant of the fact that a substantial section of the labour force wants and needs part-time work, that the exploitation of part-time workers should encourage unions, not to oppose part-time work, but rather to challenge the ghettoization of this

work. Specifically, White proposes that the unions endeavour to make part-time work available to all workers in all jobs at all levels, and that they struggle to gain control over the actual organisation of work in terms of hours, vacation, overtime, the appropriate mix of part-time and full-time workers and so on. Although the union contracts White reviews fall far short of these goals, the evidence also suggests that the unions have hardly been entirely remiss in support of part-time workers—particularly regular part-timers.

Of the 9 unions that had negotiated for seniority for job postings and lay-offs, in all 9, regular part-timers were able to accumulate seniority; all but 2 of the 18 unions in the study had negotiated equal starting pay for regular part-timers with full-time workers; 16 of 17 unions had negotiated the same initial vacation for part-timers as for full-timers; in 17 of 18 unions regular part-timers were eligible for at least some of the health and welfare benefits available to full-timers. It is clear that much remains to be accomplished and that casual part-timers still fare very poorly in contract negotiations. Some issues, particularly pensions and sick leave, are in pressing need of attention and White offers some useful suggestions. Undoubtedly, as she concludes, the unions must redouble efforts to organise the unorganised, must bargain for some control over the organisation of work, must attempt to equalize pay and benefits—so that part-timers are not exploited as cheap labour—and must, with affirmative action, focus on eliminating the ghettoization of part-timers. While White's arguments are well-taken, it also seems appropriate to applaud the significant gains that unions have made—in at best an unreceptive social and economic climate—in protecting and improving the status of many part-time workers.

White's final substantive chapter, on part-time work and law, suggests that legislators have been much more remiss than unionists. Employment standards legislation—minimum wage,

annual vacations, maternity leave, termination, etc.—fails to adequately safeguard the interests of many part-timers, particularly casuals. Labour relations legislation—unionization, negotiations, the right to strike—has in fact undermined efforts to protect part-timers through unionization. Finally, social welfare legislation—unemployment insurance, maternity benefits, pension plans—is especially inadequate when applied to part-time workers. Once again, White's criticisms are coupled with useful proposals for legislative change: part-time workers benefitting from the same rights under the law and in collective agreements as full-timers; pay for part-timers that is prorated according to the same grade and seniority as pay for full-timers; employers providing written contracts of work indicating job grade, pay, normal hours and additional hours and so on. In a well-timed final comment, White adds, for those who might dismiss her legislative suggestions as “unrealistic”, that all these protections for part-time workers have been in place in France since 1982.

In brief, White's work is an invaluable asset for those interested in both understanding and improving the position of part-time workers. It would be useful to have more detail from the human perspective—information on the ways in which individual women (and men) actually integrate part-time work into their lives. Existing statistics on the motivations of part-timers are wholly inadequate. There is little research that actually addresses the part-time worker and poses the question: is part-time work good or bad? Since so few part-timers are unionized (only 15%) and since research suggests that most part-timers are casuals rather than regulars, we now need a better sense of the ways in which these “typical” part-timers experience their paid work (for example, how many resort to multiple job-holding). Similarly, it would be helpful to know more from an international perspective—is Canada's part-time work experience typical and what is the relationship between part-time work and recession in other western industrialized

countries? White's research provides an excellent basis from which to begin these and other related enquiries. It is to be hoped that her book will motivate researchers to tackle the large gaps in our knowledge of part-time work and will encourage others to undertake policies which accept and support part-time work as a viable alternative in the organization of work.

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Fair Ball: Towards Sex Equality in Canadian Sport. M. Ann Hall and Dorothy A. Richardson. *Ottawa: The Canadian Advisory Council on the Status of Women, 1982. Pp. 124.*

The existence of sexual inequality in Canadian sport should not come as a surprise to anyone both because of the patriarchal nature of the sports system and because of continuing sexual inequality and discrimination in other areas of social and cultural life. Hall and Richardson's book documents the extent and forms of inequality in sports and examines some of the attempts that have been made to deal with this problem.

The book looks at inequality at different levels and forms of sports participation. Opportunities for participation and access to facilities and programs are shown to be much greater for males compared to females at both recreational and competitive levels. Inequality is also evident with regard to other types of sports participation, for example, women are under-represented among sports executives, administrators and coaches, and are virtually absent from the top positions in the field where power resides and where major policy decisions are made. According to the authors, this inequality within sports cannot be explained away by women's lower sporting interests, aspirations or achievements relative to those of men. Indeed, Hall and Richardson stress that Canadian women have a strong sporting heritage in terms of international suc-

cess in many different sports. Explanations for inequality, therefore, have to be sought elsewhere.

Chapter five of the book deals with the myths and realities surrounding female participation in sports. In particular, it briefly examines still existing societal beliefs (or myths) that female athletes are limited by their biology, that women do not have men's endurance capabilities, that exercise can harm the reproductive system in women and that women are more susceptible than men to sports injuries. It is not clear whether Hall and Richardson are suggesting that these societal beliefs—now largely shown to be inaccurate—are the main cause of sexual inequality, but the implication is that they are responsible for at least some of the continuing sexism in sport.

The book examines the effectiveness of legislative and government bodies in dealing with the problem of sexual inequality in sport. The pros and cons of American legislation (i.e. Title IX) are discussed, as is the efficacy of human rights legislation in Canada. In addition, the relevant actions (or inactions) of the federal Fitness and Amateur Sport Branch, provincial departments of education and of fitness and sports, and advisory councils on the status of women are documented. In some instances, legislation and government actions are seen to have had some beneficial effects, although the authors conclude that legal actions alone are not effective "especially when the law is in conflict with deeply rooted social attitudes and long-followed practices (28)."

Having described the continuing sexual inequality in Canadian sport and the problems surrounding legislative and government actions to deal with this issue, it is regrettable that the final section of the book dealing with how social reform might be effected is so short. The authors say that there is a need to develop a feminist presence in sport, although they do not discuss why there appear to be so few feminist athletes,