

Pay and Employment Equity Lessons from Canada

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Abstract

In Canada, as elsewhere, there is a long history of attempts to address discrimination against women in the labour force. In the process of developing and applying regulatory initiatives, a number of important lessons have been learned. This paper sets out five of these lessons in relation to pay. However, pay equity initiatives offer only one piece of the puzzle in addressing inequality for women. Indeed, this lesson has long been known and was certainly recognized by those struggling for pay equity. Pay strategies must be linked to other strategies such as employment equity and universal childcare in order to create equitable conditions for women in paid employment. Pay equity is only one piece in the massive effort to achieve equity.