

PAY EQUITY

*The
Labour-Feminist
Challenge*

Carl J. Cuneo

Pay Equity The Labour Feminist Challenge

Susan K. Schroeder, Lynne Chester



Pay Equity The Labour Feminist Challenge:

Pay Equity Carl J. Cuneo, 1990 This book documents the struggle of the labor feminist alliance to obtain legislation of equal pay for work of equal value in businesses and neo conservative anti feminist interests Examining the gender and class struggles in the paid workplace the marketplace and the household it focuses on the arguments used by both sides in jurisdictions where such legislation has been achieved at the federal levels in Canada and the United States The author demonstrates that defects and loopholes in the laws mean that the victory is far from complete and that equal pay legislation may represent a passive revolution an attempt to co opt the labor and feminist movements

Women Challenging Unions

Linda Briskin, Patricia McDermott, 1993-12-15 Women Challenging Unions is a collection of original papers that presents a vision of an invigorated and vibrant labour movement one that would actively seek the full participation of women and other traditionally excluded groups and that would willingly incorporate a feminist agenda This vision challenges union complicity in the gendered segmentation of the labour market union support for traditionalist ideologies about women s work breadwinners and male headed families union resistance to broader based bargaining and the marginalization of women inside unions All of the authors share a commitment to workplace militancy and a more democratic union movement to women s resistance to the devaluation of their work to their agency in the change making process The interconnected web of militancy democracy and feminism provides the grounds on which unions can address the challenges of equity and economic restructuring and on which the re visioning of the labour movement can take place The first of the four sections includes case studies of union militancy that highlight the experiences of individual women in three areas of female dominated work nursing banking and retailing The second and third sections focus on the two key arenas of struggle where unions and feminism meet inside unions where women activists and staff confront the sexism of unions and in the labour market where women challenge their employers and their own unions The fourth section deconstructs the conceptual tools of the discipline of industrial relations and examines its contribution to the continued invisibility of gender

Pay Equity Carl J. Cuneo, 1990

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Unions, Equity, and the Path to Renewal Janice R. Foley, Patricia

L. Baker, 2010-07-01 Trade unions in Canada are losing their traditional support base and membership numbers could sink to US levels unless unions recapture their power Unions Equity and the Path to Renewal demonstrates that equity within unions is not simply one possible solution it is the path to union renewal A distinguished group of union activists and equity scholars

explore how traditional union cultures practices and structures have eroded solidarity and activism and created an equity deficit in Canadian unions Informed by a feminist vision of unions as instruments of social justice the authors discuss the types of changes needed to reposition organized labour as a central institution in workers lives This volume highlights the central role that equity issues should play in debates on union renewal It is mandatory reading for anyone interested in the future of labour and unions in Canada and abroad

Women and the Canadian Welfare State Patricia Marie Evans, Gerda R. Wekerle, 1997-01-01 Explains not only how women are affected by changes in policy and programming but how they can take an active role in shaping these changes

Femmes Et L'état Canadien Caroline Andrew, Sanda Rodgers, 1997 A collection of essays presented at a conference to commemorate the twentieth anniversary of the release of the Report of the Royal Commission on the Status of Women Women and the Canadian State both celebrates and critically assesses the Report Women bureaucrats activists and academics consider the impact successes and failures of the Report from a variety of viewpoints and reflect on the experience of Canadian women since its publication in 1970

Changing Canada Wallace Clement, Leah F. Vosko, 2003 Changing Canada examines political transformations welfare state restructuring international boundaries and contexts the new urban experience and creative resistance The authors question dominant ways of thinking and promote alternative ways of understanding and explaining Canadian society and politics that encourage progressive social change They examine how the evolution of capitalism is producing new types of transformations and new forms of resistance and show that aspects of the state and the wider society are being contested They also discuss the often paradoxical or contradictory effects of various social forces such as the liberating but also constraining features of new communications technologies new employment norms and new household forms Contributors include Laurie E Adkin University of Alberta Caroline Andrew University of Ottawa Pat Armstrong York University William Carroll University of Victoria Elaine Coburn Stanford University William D Coleman McMaster University Mary Cornish senior partner with Cavalluzzo Hayes Shilton McIntyre Cornish Judy Fudge York University Christina Gabriel Carleton University Sam Gindin York University Joyce Green University of Regina Eric Helleiner Trent University Robert G Hollands University of Newcastle Jane Jenson Universit de Montr al Roger Keil York University Stefan Kipfer York University Fuyuki Kurasawa York University Laura Macdonald Carleton University Rianne Mahon Carleton University Wendy McKeen Dalhousie University Elizabeth Millar consultant Nelligan O'Brien and Payne Law Firm and Labour Consulting Group Vincent Mosco Carleton University Susan Phillips Carleton University Ann Porter York University Tony Porter McMaster University Daniel Salee Concordia University Vic Satzewich McMaster University Jim Stanford Canadian Auto Workers Union Toronto Mel Watkins emeritus University of Toronto and Lloyd L Wong University of Calgary

Cashing in on Pay Equity? Jan Kainer, 2002 Annotation Pay equity has been on the political agenda of the women's movement in Canada for at least twenty five years In that time political action by women and the labour movement has culminated in pay equity laws in six of ten

Canadian provinces Despite this a gender wage gap continues to exist Why hasn't pay equity law resulted in better pay for women Why does the gender wage gap continue to exist Is pay equity law an effective tool for eliminating workplace practices that contribute to gender wage inequality Cashing In On Pay Equity explores these questions through an in depth study of pay equity implementation in Ontario's supermarket chains during the 1990s a period of workforce reorganization for the retail food sector Despite union representation and pay equity legislation that had the potential to deliver gender wage fairness gender wage inequities remained following the pay equity exercise Intense industry competition economic restructuring and business unionism worked to prevent a more favourable pay equity outcome Nonetheless Cashing In On Pay Equity argues that pay equity legislation has the flexibility to win economic justice for women

State of Struggle Lois Harder, 2003-07-04 State of Struggle offers a unique perspective on Alberta's recent political history Viewed through the lens of feminist and anti feminist efforts to gain political legitimacy the book observes the consequences of Alberta's oil and gas economy and the province's peripheral location from the locus of Canadian political decision making on the effectiveness of feminist efforts to both challenge and contribute to provincial governance The book traces the dynamic interaction between the development of second wave feminist organizing and the shift from Alberta's peculiar variant of a welfare state to its neoliberal form Using archival data from feminist organizations and various provincial government departments as well as interviews with activists policy makers and politicians the book's chronologically organized chapters offer a series of rich tales illuminating the transformations within both the feminist movement and the Alberta state from the election of Lougheed's Conservatives through Ralph Klein's second term of office It is a kind of we laughed we cried drama composed of dialogues of the deaf strategic missteps organizational cunning and occasional policy change that is sure to leave readers shaking their heads in amusement disbelief or outrage

Our Union Jason Russell, 2011 The post war period witnessed dramatic changes in the lives of working class families Wages rose working hours were reduced pension plans and state social security measures offered greater protection against unemployment illness and old age the standard of living improved and women and members of immigrant communities entered the labour market in growing numbers Existing studies of the post war period have focused above all on unions at the national and international levels on the post war settlement including the impact of Fordism and on the chiefly economic issues surrounding collective bargaining while relatively scant attention has been paid to the role of the union local in daily working class experience In Our Union Jason Russell argues that the union local as an institution of working class organization was a key agent for the Canadian working class as it sought to create a new place for itself in the decades following World War II Using UAW CAW Local 27 a broad based union in London Ontario as a case study he offers a ground level look at union membership including some of the social and political agendas that informed union activities As he writes in the introduction This book is as much an outgrowth of years of rank and file union activism as it is the result of academic curiosity Drawing on interviews with former members of UAW CAW Local 27 as well

as on archival sources Russell offers a narrative that will speak not only to labour historians but to the people about whom they write *Labour*, 1993

The Evolution of the Gender Pay Gap Frances Hamilton, Elisabeth Griffiths, 2023-11-10 Through interdisciplinary research this book explores the continued cause of the significant gender pay gap that still exists in many countries today This gap persists despite a wide range of measures having been introduced to protect women at work Internationally varied approaches which have been attempted include prohibiting discrimination maternity leave maternity pay health and safety protections for pregnant workers tax breaks childcare vouchers shared parental leave and gender pay gap reporting This volume makes a significant and original contribution by tackling the topic through fresh historical and activist approaches specific consideration of certain professions and topical issues such as the gig economy treatment of carers post coronavirus and developing approaches to prosecuting pay equity claims Our comparative approach interrogates how countries studied in this volume have had varying approaches and differing success in tackling this pervasive issue of the gender pay gap Lessons to learn regarding policy reform are included in chapters from authors based not only in the UK but also in the United States Australia and the Republic of Ireland and fully developed in the conclusion

Challenging the Public/private Divide Susan B. Boyd, 1997-01-01 Feminist scholars in disciplines ranging from law to geography challenge our traditional notion of a public private divide in legal and public policy in Canada and internationally

Gender Economics and Gender Pay Gap - Trends and Explanations, 2025-06-25 Gender Economics and Gender Pay Gap Trends and Explanations brings together studies on gender inequalities in the labour market with a specific focus on disparities in earnings This comprehensive volume assembles scholarly research that explores the complexities of gender wage gaps investigating their extent causes and effects as well as local efforts to enhance women's socio economic status through economic activities The book comprises nine insightful chapters that will appeal to those interested in empirical and practical advancements in the field of gender studies particularly students teachers and researchers across disciplines as well as professionals employers and practitioners working towards addressing gender inequalities worldwide

Changing Women, Changing History Diana Pederson, 1996-10-15 Changing Women Changing History is a bibliographic guide to the scholarship both English and French on Canadian's women's history Organized under broad subject headings and accompanied by author and subject indices it is accessible and comprehensive

Historical Dictionary of Feminism Janet K. Boles, Diane Long Hoeveler, 2004 This Second Edition is an essential resource for librarians scholars and students This succinct handbook includes more than 1 000 entries covering the persons organizations campaigns and court cases goals and achievements and current and future directions of the feminist movement 75 percent of which are new and revised from the first edition This second edition also features a more internationally focused introduction that provides an overview of the history and development of feminism as a movement and as a philosophy Rounding out this new edition are an expanded chronology and an updated bibliography that brings attention to many feminist online resources and periodicals and emphasizes global and third wave feminism both new

developments in the field since the publication of the first edition Paying tribute to the struggles of the women and men who have worked to change and to improve the living conditions for women in the world this book promises a comprehensive historical overview for readers of all interest levels **Women, Work and Inequality** J. Gregory,R. Sales,A. Hegewisch,1999-04-30 Brings together academics lawyers trade unionists and industrial relations experts to provide an incisive analysis of the impact of globalisation and deregulation on gender inequality in employment It reviews the evolution of pay equity polices and examines the impact of economic and social trends on divisions between women The Elgar Companion to Feminist Economics Janice Peterson,Margaret Lewis,2001-01-01 Comprehensive reference work introducing readers to the field of feminist economics It addresses key concepts as well as feminist economic critiques and reconstructions of major economic theories and policy debates **Scratching the Surface** Enakshi Dua,Angela Robertson,1999 Scratching the Surface brings together 14 anti racist feminists who examine ways in which race and gender interact to shape the lives of women of colour in Canada This collection of articles covers a broad range of topics such as the impact of colonialism and its associated discourses on First Nations and other groups of colonized women racism in the Canadian labour movement the impact of globalization on women of colour the ways in which the institution of the nuclear family shapes racism sexism in communities of colour and the ways in which the women s movement can create an anti racist praxis The book not only provides exciting new insights into how women of colour experience Canadian society but also provides instructors with a textbook that integrates anti racist and feminist approaches **Challenging the Orthodoxy** Susan K. Schroeder,Lynne Chester,2013-11-19 Political economy focuses on issues that are fundamental to individual and collective well being and rests on the proposition that economic phenomena do not occur in isolation from social and political processes One leading Australian political economist is Frank Stilwell Highlights of his work include concerns with the creation and use of wealth inequalities between rich and poor the spatial implications of economic growth and the tensions between economic growth and the environment Stilwell has been especially prominent in developing alternative economic policies with seminal contributions to understanding the radical shift in Australian economic and social policies since the early 1980s He has also been a leader in the teaching of political economy to many cohorts of first year university students This collection spanning these themes honours Stilwell s contribution to Australian political economy after more than 40 years teaching at the University of Sydney The book provides not only an opportunity to appreciate his contribution but also a greater understanding of these themes which remain of crucial contemporary relevance

Whispering the Strategies of Language: An Psychological Journey through **Pay Equity The Labour Feminist Challenge**

In a digitally-driven world where displays reign great and quick conversation drowns out the subtleties of language, the profound secrets and mental subtleties concealed within phrases often move unheard. Yet, set within the pages of **Pay Equity The Labour Feminist Challenge** a charming literary prize sporting with fresh emotions, lies an exceptional quest waiting to be undertaken. Penned by a skilled wordsmith, that charming opus encourages readers on an introspective journey, lightly unraveling the veiled truths and profound influence resonating within the very fabric of each and every word. Within the mental depths of this emotional review, we can embark upon a honest exploration of the book is key styles, dissect its captivating writing fashion, and fail to the effective resonance it evokes deep within the recesses of readers hearts.

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web your refutation the specifics of your counterargument will depend upon the nature of your disagreement if you challenge the writer's evidence then you must present the more recent evidence if you challenge assumptions then

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web counterargument at least one paragraph which explains the opposite point of view concession a sentence or two acknowledging that there could be some truth to the counterargument refutation also called rebuttal sentences which explain why the counterargument is not as strong as the original argument

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web counterargument in two steps respectfully acknowledge evidence or standpoints that differ from your argument refute the stance of opposing arguments typically utilizing words like although or however in the refutation you want to show the reader why your position is more correct than the opposing idea where to put a counterargument

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web the refutation sometimes called rebuttal paragraph the refutation paragraph uses logical evidence to explain why the opposing view is incomplete problematic or simply wrong the opening sentence start with an opening sentence this sentence summarizes the opposing view use words like may or

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web in general to address a counterargument you ll need to take the following steps state the counterargument and explain why a reasonable reader could raise that counterargument counter the counterargument how you grapple with a counterargument will depend on what you think it means for your argument

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web feb 2 2023 a counter argument is a perspective or point of view that contradicts or refutes the opposing argument presented in a persuasive essay usually to win a debate

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