

Pay Equity Commission (Ontario)
<http://www.payequity.gov.on.ca/>

Resource List
Pay Equity and related Wage Gap Issues
2011

Assessments on Pay Equity

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- Armstrong, P. & Armstrong, H. (1991). "Limited Possibilities and Possible Limits for Pay Equity", in Patricia McDermott and Judy Fudge, (eds.) *Just Wages: A Feminist Assessment of Pay Equity*. Toronto: University of Toronto
- Armstrong, P. (1997) "Pay Equity: Not Just a Matter of Money" in Patricia Evans and Gerda Werkerle, (eds.) *Women and the Canadian Welfare States: Challenges and Changes*. Toronto: University of Toronto Press, pp. 246-265. Revised version, pp. 122-137 in Caroline Andrew and Sandra Rogers, (eds.) *Women and the Canadian State*. Kingston: McGill-Queen's University Press, 1997.
- Armstrong, P., & Cornish, M. (1997). "Restructuring Pay Equity for a Restructured Work Force: Canadian Perspectives." *Gender, Work and Organization* 4.2: 67-86
- Armstrong, P., Cornish, M., & Millar, E. (2003). "Pay Equity: Complexities and Contradictions in Legal and Social Processes" in Wallace Clement and Leah Vosko, (eds.) *Changing Canada*. Montreal: McGill-Queen's University Press, 2003.
- Saunders, R. (January 2006). Risk and Opportunity: Creating Options for Vulnerable Workers, *Canadian Policy Research Networks Inc., Vulnerable Workers Series – No.7*, January 2006
- Armstrong, P. & Scott-Dixon, Krista. (2008). "Pay Equity in Canada, The Story Continues" in Gillian Whitehouse, (ed.) *Equal Pay for Women? Trends and Perspectives in Cross-National Perspective*. New York: Routledge Press

Gender Wage Gap

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Drolet, M. (2011). Why has the gender way gap narrowed? *Statistics Canada – Perspectives on Labour and Income*, Spring 2011

Younger Women

Frenette, M. & Coulombe, S. (June 2007). Has Higher Education Among Young Women Substantially Reduced the Gender Gap in Employment and Earnings? *Statistics Canada*.

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Immigrant Women

Picot, G. & Hou, F. (June 2003). The Rise in Low-Income Rates Among Immigrants in Canada Analytical Studies Branch Research Paper Series, *Statistics Canada*.

Transgendered Workers

Schilt, K. & Wiswall, M. (2008). "Before and After: Gender Transitions, Human Capital, and Workplace Experiences," *The B.E. Journal of Economic Analysis & Policy*, 8(1):1-26.

Aboriginal Women

Hull, J. (February 2006). *Aboriginal Women: A Profile from the 2001 Census*, Women's Issues and Gender Equality Directorate Indian and Northern Affairs Canada

Women on Low Incomes

Townson, M. (2005) *Poverty Issues for Canadian Women*, Status of Women Canada

Wallis, Maria & Kwok, S. (2008). *Daily Struggles: The Deepening Racialization and Feminization of Poverty in Canada*. Toronto: Canadian Scholars' Press Inc

Women Caregivers

White, L. (2001) "Child Care, Women's Labour Market Participation and Labour Market Policy Effectiveness in Canada" *Canadian Public Policy*. 27(4)385-405

England, P. (2005). Gender Inequality in Labor Markets: The Role of Motherhood and Segregation, *Social Politics*, 12(2): 264-288.

Wage Gap and Organizational Issues

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Catalyst (2010). Pipeline's Broken Promise. *The Promise of Future Leadership Research Project, Catalyst*

Global Picture

Cornish, M. (2007). Closing the Global Gender Pay Gap: Securing Justice for Women's Work. *Comparative Labor Law & Policy Journal*, 28(2):219-250.

Grown, C., Gupta, G. R. & Kes, A. (2008). "Seven Priorities, Seven Years to Go: Progress On Achieving Gender Equality" *International Centre for Research on Women*

Hausmann, R., Tyson, L., & Zahidi, S. (2006-11) Global Gender Gap Report 2006, 2007, 2008, 2009, 2010, 2011. *World Economic Forum*

International Labour Organization, Geneva

- Global Employment Trends for Women, March 2008
- Gender Equality at the Heart of Decent Work. Campaign 2008-2009

Organized Labour and Pay Equity

Forrest, A. (2007) "Bargaining against the Past: Fair Pay, Union Practice and the Gender Pay Gap" pp.49-54 and

Haiven, J. (2007) "Union Response to Pay Equity: A Cautionary Tale" pp.75-100 *Equity, Diversity, and Canadian Labour* (eds.) David Morton Rayside & Gerald Hunt, Toronto: University of Toronto Press

Kainer, J. (2002). Cashing in on Pay Equity: Supermarket Restructuring and Gender Equality. *Toronto: Sumach Press.*

Business Case for Closing the Wage Gap

Catalyst (2004). The Bottom Line: Connecting Corporate Performance and Gender Diversity

RBC Financial Group (2005). The Diversity Advantage: A case for Canada's 21st Century Economy

Creary, S.. (September 2008). Leadership, Governance, and Accountability: A Pathway to a Diverse and Inclusive Organization, *The Conference Board of New York*

Other Initiatives

National Women's Law Centre (US), Pay Equity Resources

New Brunswick Wage Gap Reduction Initiative

Gender and Work Database (Canada)