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ANG 553: Women Writers

April 2nd, 2009

Pay Equity in Québec



“ The world average gender pay gap is 15.6 per cent” (ITUC, 10). This means that, in 2004 (and in 2009 as well) women were still segregated when it came to salary. However, blinded by our post-feminist ideologies, we have the tendency to believe that the fight for women rights is over, at least in our

tolerant, open-minded and liberal province. Nonetheless, for the same job, women continue to earn less than men, even here, in Québec. The gap between men and women’s wage is not as big in Québec as it is elsewhere in the world, but that doesn’t take away the disparity that still prevails and imposes itself on our workforce.

A brief history:

1981: Men and women are officially and legally equal inside of matrimony. Both can now lawfully contribute to the financial aspect of the household.

1982: Creation of the CIAFT (*Conseil d'intervention pour l'accès des femmes au travail*). It was founded in order to help women gaining access to non-traditional jobs.

1989: Creation of the FRONT (*Femmes regroupées en options non-traditionnelles*), which shared a common goal with the CIAFT.

1996: The Pay Equity Act is adopted.

In 2007, The *Commission de l'équité salariale* published a video (http://www.ces.gouv.qc.ca/apropos/equite_024-4a.asp) in which they address a lot of the stereotypes that we still have about women's work in Québec. They tell us that, even now, salary is still based on gender. For example: women only earn 85% of men's salary, the lowest paid jobs are those occupied by female workers, women have to work harder than men to earn the same wage, etc.

Works Cited

World Health Organization. *Closing the Gap in a Generation*. 2008.

International Trade Union Federation. *Gender Pay Gap*. 2008.

Histoire des femmes < <http://pages.videotron.com/histoire/femmes7.html>>