

Bienvenu's study.

⁴For an excellent analysis of the strengths and weakness of the *Québec Pay Equity Act* for non-unionized women workers, see Claudyne Bienvenu.

⁵For a detailed analysis of the intentions of the legislator and the understanding that pay equality or pay equity had been achieved, see the Québec Superior Court judgement abrogating Chapter IX of the law, *Syndicat de la fonction publique du Québec v. Procureur general du Québec*, January 2004.

⁶All citations are translated from the French and are our own.

⁷For more detailed information concerning pay gaps in Canada, see the work of Marie Drolet as well as the work of Leslie McAll.

⁸Statistics Canada makes available large data bases from their different

surveys, including data from the *Labour Force Survey*, which is a monthly survey where individuals remain in the sample for six months and supply information on a wide range of indicators. The *Labour Force Survey* is useful for analysis of salary comparisons because salaries are presented in terms of hourly wages, as compared to the Census revenue information which is presented in terms of annual income and does not allow for controlling of the question of the amount of time worked.

⁹Figures for wages have been rounded to the nearest dollar. Blanks in the tables are due to either having no sample or an unreliably small sample for those categories of workers.

References

Bienvenu, C. *L'équité Salariale Pour les*

Travailleuses Non Syndiquées: Examen du Régime Proactif Québécois. Montréal: Conseil d'intervention pour l'accès des femmes au travail, 1999.

Drolet, M. *The Who, What, When and Where of Gender Pay Differentials*. Ottawa: Statistics Canada, Human Resources Development Canada, 2002.

Iyer, N. *Working Through the Wage Gap*. Report of the Task Force on Pay Equity. Report submitted to the Attorney General of British Columbia, 2002.

McAll, L. *Complex Inequality: Gender, Class and Race in the New Economy*. New York: Routledge, 2001.

Québec Human Rights Commission (1992). *Une loi proactive sur l'équité salariale au Québec*. Rapport de consultation de la Commission des droits de la personne et Recommandations. *au Québec*, 1992.

R. LEIGH KRAFFT

for want of you

out walking today
breathing in the scent of the grey
day
stumbling upon my grief
when I saw old gnarled trees
against the grey-blue waves
and I wept for you
yet again
knowing that you'd seen
your fair share of beauty –
many hued skies
many babies' smiling eyes
many forested days when the wind
sighs.

yet my heart aches
for want of you
as you were
when you knew me
from the beginning of the day
to the end,
and I,
you.

R. Leigh Krafft's poetry appears earlier in this volume.

JUDITH GROGAN-SHORB

String Theory

Cast from emptiness
into vacant space held
together by various
elongated coils of
hypothetical string, universe
unravels into infinity.

Seeking remnants of thread,
hints of skeins, shards of memory
answers to everything,
I travel through spacetime
to arrive at
the cusp of infinity.

Rumi invites me to the dance.
We bow to one another,
he hands me a strand:
like this.
Our task of rewinding begins.

Judith Grogan-Shorb works as a recruiter and trainer of ombudsmen. Her long-time interests include history and mythology, which are often lyrically reflected in her poetry.