



GENDER WAGE GAP IN ONTARIO

January 21, 2017

WHAT IS IT?

- The gender wage gap is the difference between wages earned by men and wages earned by women.
- The gap can be measured in various ways, but the most common method is to look at full-time, full year wages. It is also possible to measure the gender wage gap on the basis of hourly wages.
- For 2011 – the gap was 26% for full-time, full-year workers, or the female worker earns 74 cents per \$1.00 for men

Pay Equity Commission, *What is the Gender Wage Gap*

WHY SHOULD WE CARE?

- Reducing the gender wage gap would help to increase the economic security of women
- Women constituted the majority (58.3%) of minimum wage earners in Ontario in 2012
- Families that depend on female earners, such as female lone-parent families 21, are more vulnerable to poverty
- Reducing the wage gap would improve women's earnings during their lifetimes and lower the likelihood of poverty during their working years and in retirement. It may also help to lower the number of women on social assistance.

Ministry of Labour, *Closing the Gender Wage Gap: A Background Paper, 2015*

WHAT'S HAPPENING?

- The Pay Equity Act, with the Pay Equity Commission, is celebrating its 30th Anniversary
 - PAY EQUITY IS Equal pay for work of equal value.
- The Ontario Equal Pay Coalition sponsors Equal Pay Day annually. That is the day into the new year to earn what men do by December 31 of the year before.
- The Final Report and Recommendations of the Gender Wage Gap Strategy Steering Committee has been released.
- The Gender Wage Gap Working Group, with representatives from 14 organizations (including the Ontario Equal Pay Coalition), has been established (News Release, Nov.24, 2016) to guide the province's action plan to close the gap, address the recommendations in the Final Report, including:
 - Shared parental leaves
 - A gender workplace analysis tool
 - A social awareness strategy to help understand the effects of gender bias, the gender wage gap and the importance of closing the gap
 - Reviewing pay equity legislation
- A new full Ministry of Women's Issues has been established to tackle this problem (as well as an early child care system).

FINAL REPORT AND RECOMMENDATIONS of the Gender Wage Gap Strategy Steering Committee, Prepared for the Minister of Labour and Minister Responsible for Women's Issues

This report focuses on the following areas:

- There are insufficient options for child care and elder care, resulting in women doing more unpaid caregiving and having less time for paid work.
- The sectors and jobs where women and men work are differently valued, with work done by women being undervalued; and,
- There is gender bias and discrimination (intentional or unintentional) in business practices that can prevent women from achieving their full economic potential

SUMMARY OF RECOMMENDATIONS Nov.2016

- 1: An **early child care system** within a defined timeframe, that is: high quality, affordable, accessible, publicly funded and geared to income, with sufficient spaces to meet the needs of Ontario families.
- 2: Review access and eligibility for child care fee subsidy programs; meet the need for services on a flexible basis.
- 3: Sufficient capacity in the long-term care system, home and community care services for Ontarians.
- 4: Establish a Parental Shared Leave.
- 5: Ask the federal government to coordinate EI benefits with the Parental Shared Leave; increase the amount payable.
- 6: Address barriers to compliance; support employers in ongoing obligations by amending the Pay Equity Act.
- 7: Proxy pay equity, coordinate pay equity with wage enhancement programs .
- 8: Consult on how to value work in female-dominant sectors.
- 9: Pay transparency policies.
- 10: Develop an easy to use gender workplace analysis tool.
- 11: Minimum of 30% women on boards with compliance penalties.
- 12: Gender balance in appointments to provincial bodies.
- 13: Social awareness strategy explaining gender equality and wage gap.
- 14: All aspects of the education system are free of gender bias.
- 15: An action plan to increase women's participation in male-dominant skilled trades and men's participation in female-dominant ones.
- 16: Employment and skills training programs help women succeed in getting and keeping jobs they are trained for.
- 17: Apply gender-based analysis to all government policies and programs.
- 18: Gender responsive budgeting and redress gender inequalities
- 19: Procurement policies that show no unresolved orders or decisions against vendors under anti-discrimination laws.
- 20: Programs to ensure employees understand their rights and obligations, and how to access justice.

The ONTARIO EQUAL PAY COALITION, founded in 1976, is an active advocate for eliminating the gender wage gap. CFUW Ontario Council is a member. <http://equalpaycoalition.org/>

EQUAL PAY COALITION'S 12 STEPS TO CLOSE THE GENDER PAY GAP BY 2025

- | | |
|----------|--|
| Step 1: | Treat closing the gap as a human rights priority |
| Step 2: | Raise awareness through annual Equal Pay Days and education |
| Step 3: | Develop a 'Close the gender pay gap by 2025 Plan' |
| Step 4: | Enforce and expand pay equity laws |
| Step 5: | Implement employment equity law and policies |
| Step 6: | Promote access to collective bargaining |
| Step 7: | Increase the minimum wage |
| Step 8: | Provide affordable and accessible child care |
| Step 9: | Mainstream equity compliance into government laws and policies |
| Step 10: | Mainstream equity compliance into workplaces and businesses |
| Step 11: | End violence and harassment of women |
| Step 12: | Secure decent work for women across the economic spectrum |

OTHER RESOURCES:

Mary Cornish, *A Growing Concern: Ontario's Gender Pay Gap*, CCPA, April 2014 www.policyalternatives.ca
Summary of Equal Pay Coalition Closing the Gender Pay Gap Initial Recommendations, Jan. 2016