



**Pay Equity
Commission**

**Commission de
l'équité salariale**

GENDER WAGE GAP WOMEN'S ECONOMIC EMPOWERMENT *ONTARIO'S PATH*

PRESENTATION TO: Feminist Legal Studies Queen's Speaker Series

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What is the gender wage gap?

- The gender wage gap represents the difference between the earnings of men and women.
- It is evidence that women continue to face barriers at work.
- It is caused by gender roles, traditions and stereotypes, bias and social norms that influence how we view men's and women's roles at work and at home



Outcomes

- Educational experiences
- Allocation of caregiving responsibilities and consequences
- Occupational segregation
- Business practices
- Undervaluing of women's work

What is pay equity?

- Pay equity is equal pay for work of equal or comparable value.
- If jobs usually done by women are equal or comparable in value to jobs usually done by men, they must be paid the same.
- The purpose of the *Pay Equity Act*, enacted in 1987, is to redress systemic gender discrimination in compensation for female type of work.



What we do – the Pay Equity Commission

- The Pay Equity Commission is the regulatory agency that is responsible for the enforcement of the *Pay Equity Act*.

Pay Equity Office

Pay Equity Hearings Tribunal

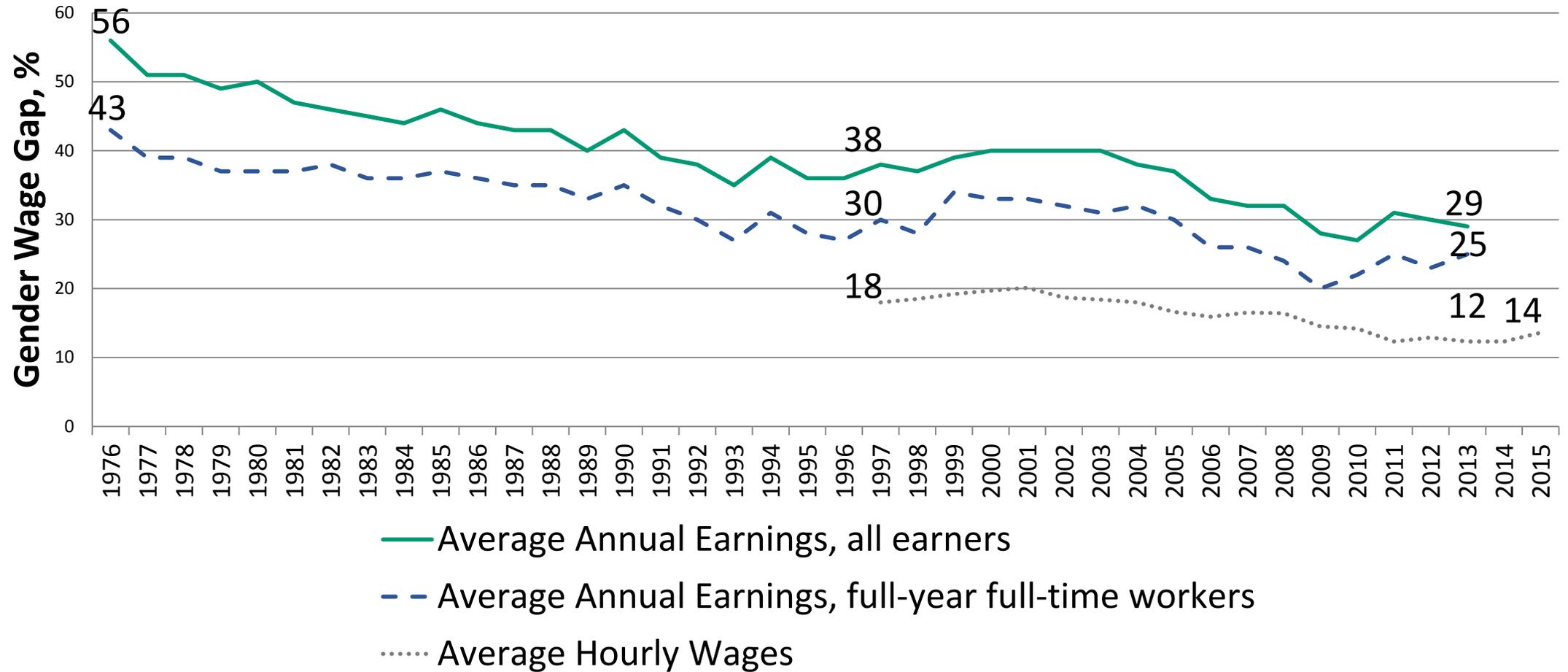
- The Pay Equity Office promotes gender economic equality by:
 - enforcing pay equity rights and obligations through effective case and complaint management;
 - understanding gender wage gap through research; and
 - promoting awareness to advance economic equality for Ontario's working women.

Can the Pay Equity Act close the gender wage gap?

- The *Pay Equity Act* is a fundamental tool that can be used to address parts of the gender wage gap.
- The gender wage gap is a complex issue caused by many factors and the *Pay Equity Act*, or any legislation alone, cannot close the gap.
- However, employees in female dominated job classes continue to derive economic benefits from Ontario's *Pay Equity Act*.
- Over the last three fiscal years (from 2012-13 to 2014-15) 5,103 Ontario workers received pay equity adjustments from their employers, totalling nearly \$12 million.

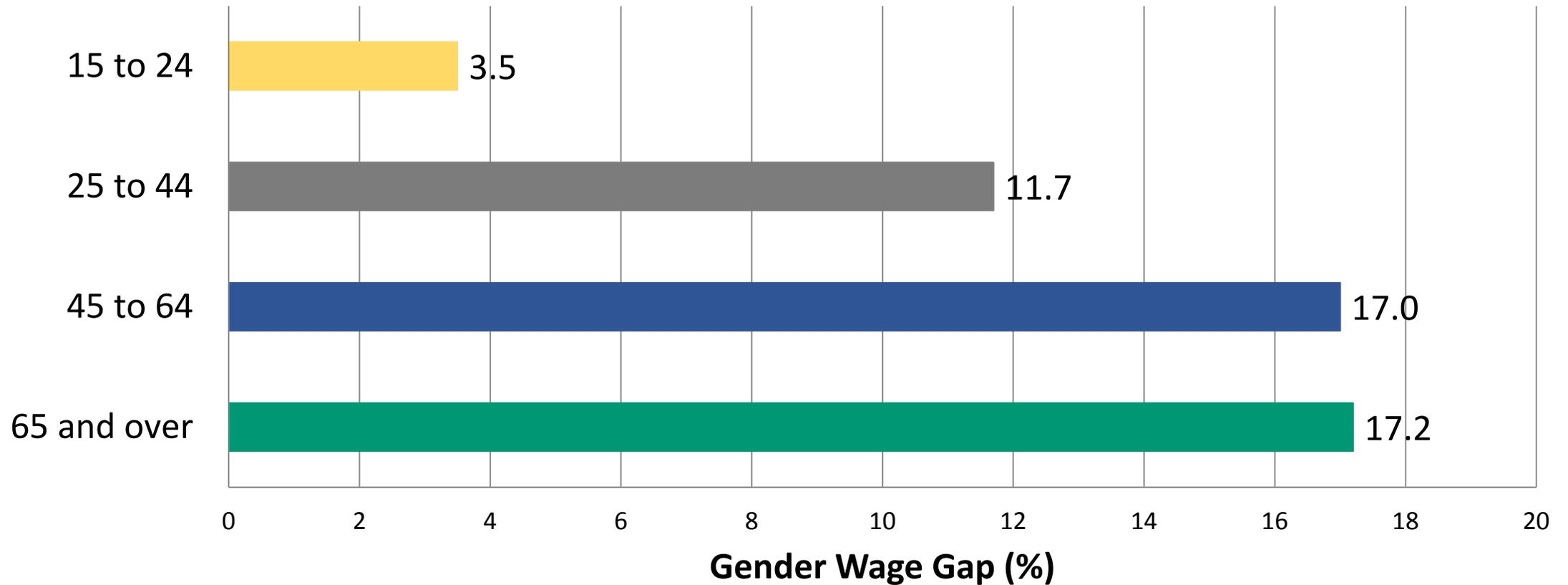
Gender wage gap trends in Ontario

Source: Ontario Ministry of Finance using Statistics Canada CANSIM Table #202-0102, Survey of Labour and Income Dynamics and Canadian Income Survey



The gender wage gap is larger for older women in Ontario

Source: Ontario Ministry of Finance using Statistics Canada's Labour Force Survey, average hourly wage, Total Employees, 2015



The gender wage gap often starts immediately after graduation

- The Education Policy Research Initiative (EPRI) has tracked the labour market outcomes of graduates:
 - Men in the 2005 university graduating cohort earned \$2,800 more than women and men in the college graduating cohort earned \$5,500 more than women
 - This increased to \$27,300 and \$23,600 eight years after graduation
 - For university health and humanities graduates women started with higher earnings but men caught up and surpassed them

The gender wage gap is worse for groups traditionally disadvantaged in the labour market

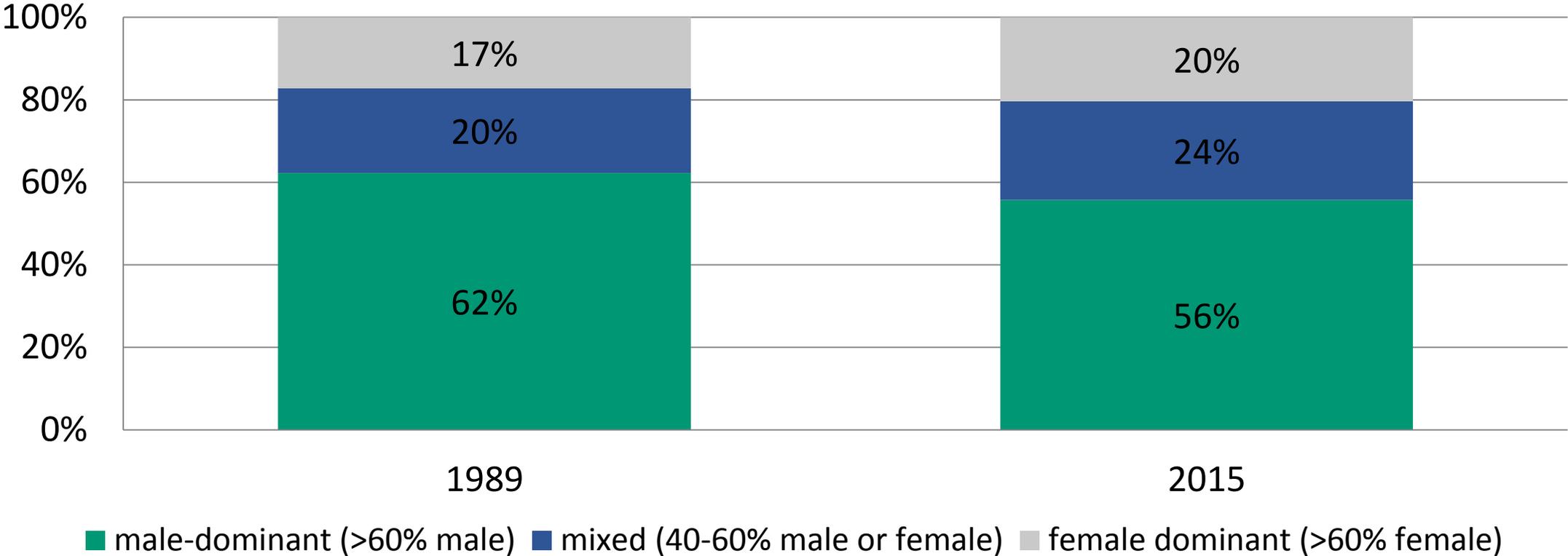
Gender Wage Gaps	Aboriginal men	Non-Aboriginal men
Aboriginal women*	18%	36%
	Racialized men	Non-Racialized men
Racialized women*	19%	34%
	Men with disability	Men without disability
Women with disability**	16%	48%

*National Household Survey, 2011, average employment incomes, full-time/full-year workers

**Canadian Survey on Disability, 2012, CANSIM table 115-0023, average employment income

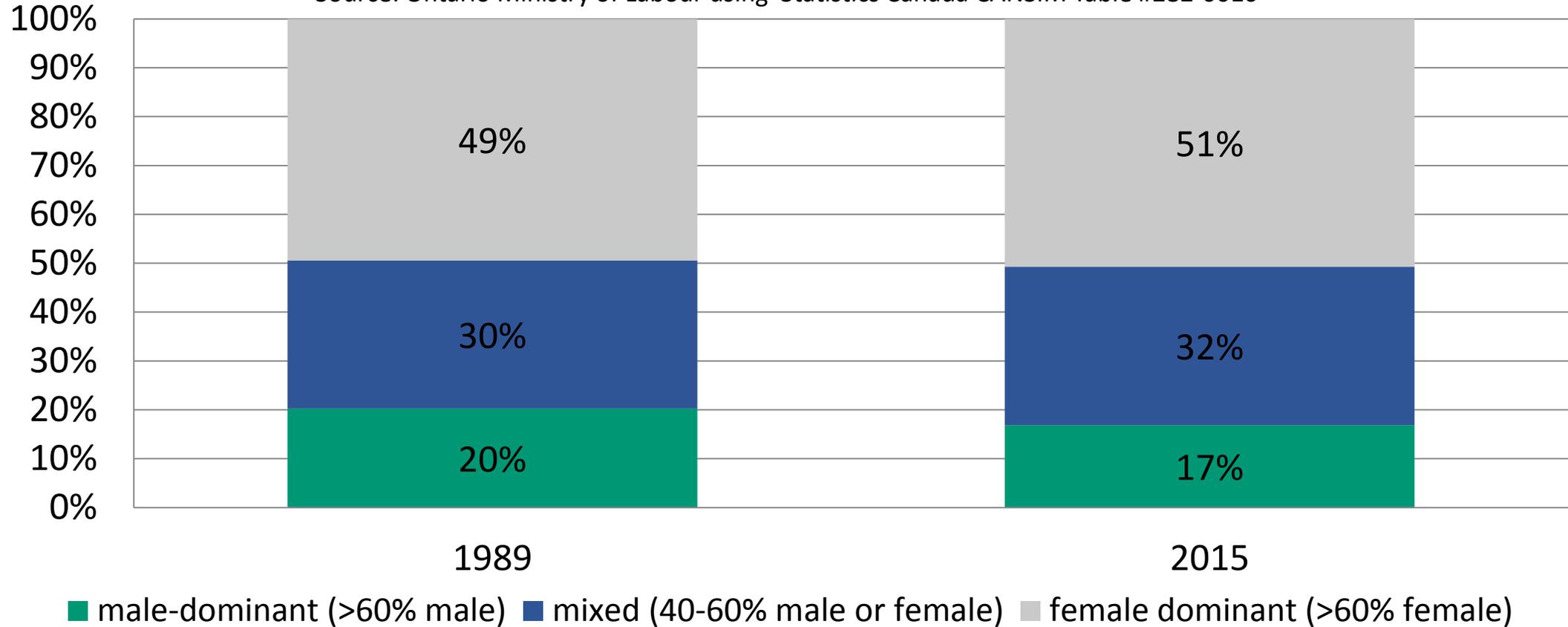
Occupational segregation persists – men are still more likely to be in male dominant occupations

Source: Ontario Ministry of Labour using Statistics Canada CANSIM Table #282-0010



Women are still more likely to be in female dominant occupations

Source: Ontario Ministry of Labour using Statistics Canada CANSIM Table #282-0010



The Gender Wage Gap Strategy

- In April 2015, the government appointed a four person Steering Committee to make recommendations for the development of a gender wage gap strategy.
- The Committee consulted across the province with over 500 individuals and 90 groups in 14 locations in addition to written submissions.
- In May 2016, a report with a comprehensive strategy and specific recommendations on how to address the gender wage gap in Ontario was provided to the Minister of Labour and the Minister Responsible for Women's Issues.



“The majority of talent recruitment, development, and management systems aren’t designed to correct wage inequities...Only intentional actions will close these gaps.”

I heard a gentlemen speaker say: “I’m going to tell my daughter, she can do whatever she wants.” Good for you buddy but no one is going to hire her.

“A key social program for supporting working women, child care...actually perpetuates the marginalization and exploitation of another group of women.”

What we heard

You need a lot of labour mobility – you might be gone for 3 weeks or longer – and that is very difficult for women, especially if you’re having a family.

I shouldn’t have to change to not be harassed, men have a responsibility

Recommendations

- Balancing work and caregiving
- Valuing work
- Workplace practices
- Challenging gender stereotypes
- Other ways government can close the gender wage gap

What's next?

“Lead the development of a government-wide approach to the economic empowerment of women that addresses the needs of women at all economic levels by spring 2017, and continue to collaborate with key partners to implement this approach.”

- Minister Responsible for Women's Issues Mid-mandate letter, September 2016

“As part of this empowerment strategy, you will...develop a Gender Wage Gap strategy that will provide practical recommendations by spring 2018 to close the wage gap between women and men. In order to map out this plan, you will consult with stakeholders including leaders in the business, labour, human resources and equality-advocacy communities to garner practical input and expertise.”

- Minister of Labour Mid-mandate letter, September 2016

Why should I care/what can I do?



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