

**CLOSING THE
GENDER PAY GAP:
Fighting for Women's Economic
Justice**

Equal Pay Coalition

**Before there was a *Pay Equity Act*:
in the early 1980's**

Equal Pay Coalition's

Women's Discount Hot Dog Sale

A Sidewalk sale of hot dogs outside the Ministry of Labour offices.

Hot dogs at a discounted price to women to make up the wage gap.

**EQUAL PAY
RALLY!**
MAY 27 12 - 1:30 PM
400 UNIVERSITY AVE

The Ontario provincial government is about to spend millions of dollars informing women and employers of the existence of the present equal pay legislation. This is a poor response to cries from across the province that the present law is inadequate.

HELP EXPOSE THE HYPOCRISY OF THE DAVIS GOVERNMENT!
SUPPORT BILL 3 - EQUAL PAY FOR WORK OF EQUAL VALUE!

SPEAKER MUSIC
sean marie-lynn
o'flynn hammond

SPONSORED BY THE EQUAL PAY COALITION & THE INT. WOMEN'S GAZ. COMMITTEE

★★ **60% COUPON** ★★

A woman presenting this coupon at the May 27 rally will be entitled to buy her lunch at 60% of the full price. This is because she is probably receiving about 60% of her full salary.

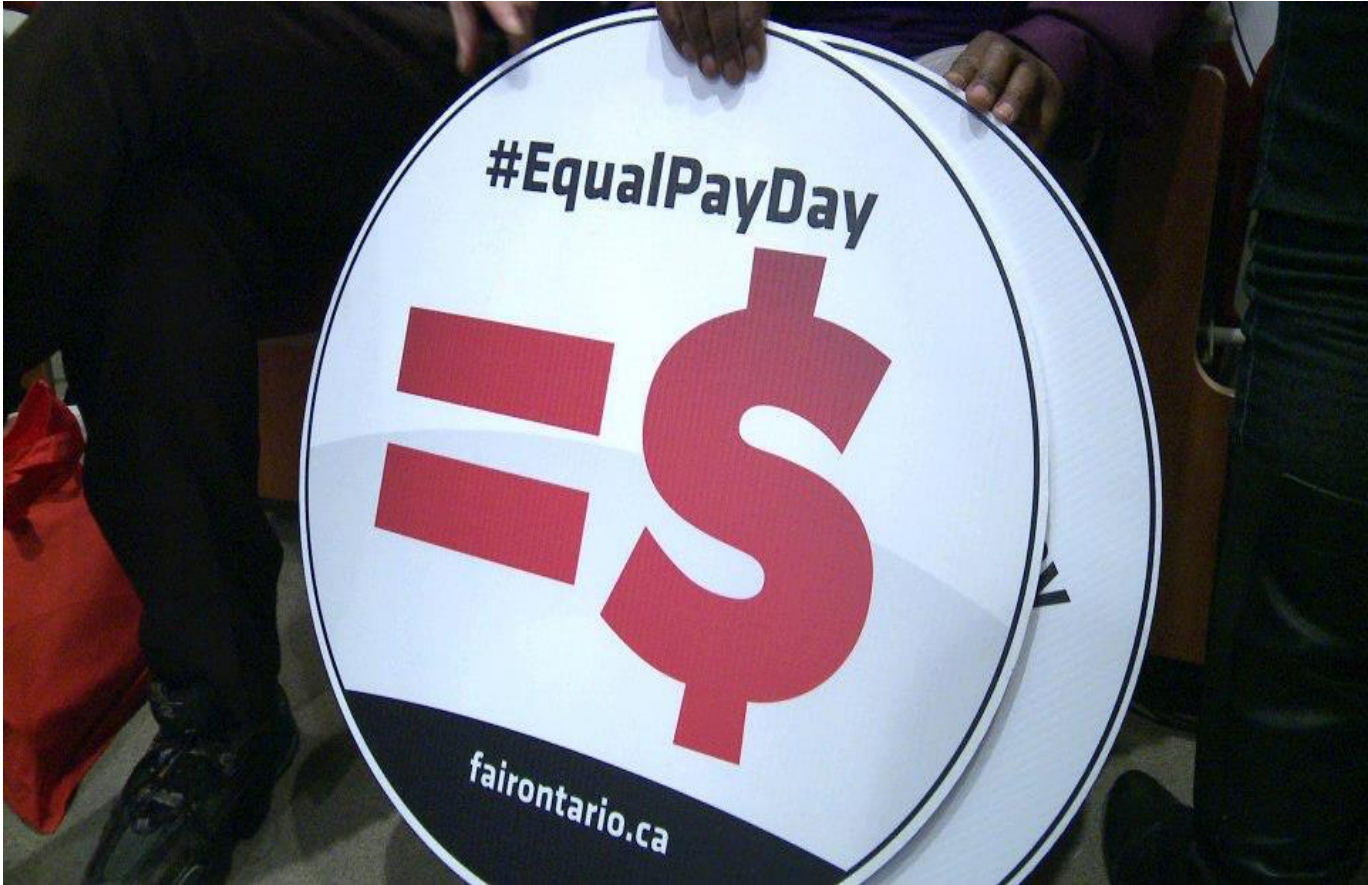
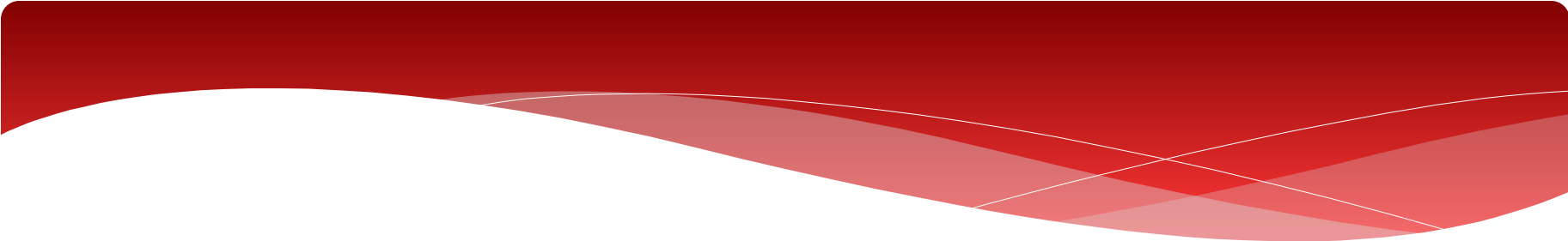
Equal Pay Coalition Campaign

In 2017,
Our efforts to
CLOSE THE GENDER PAY GAP
is not finished

Equal Pay Coalition Campaign

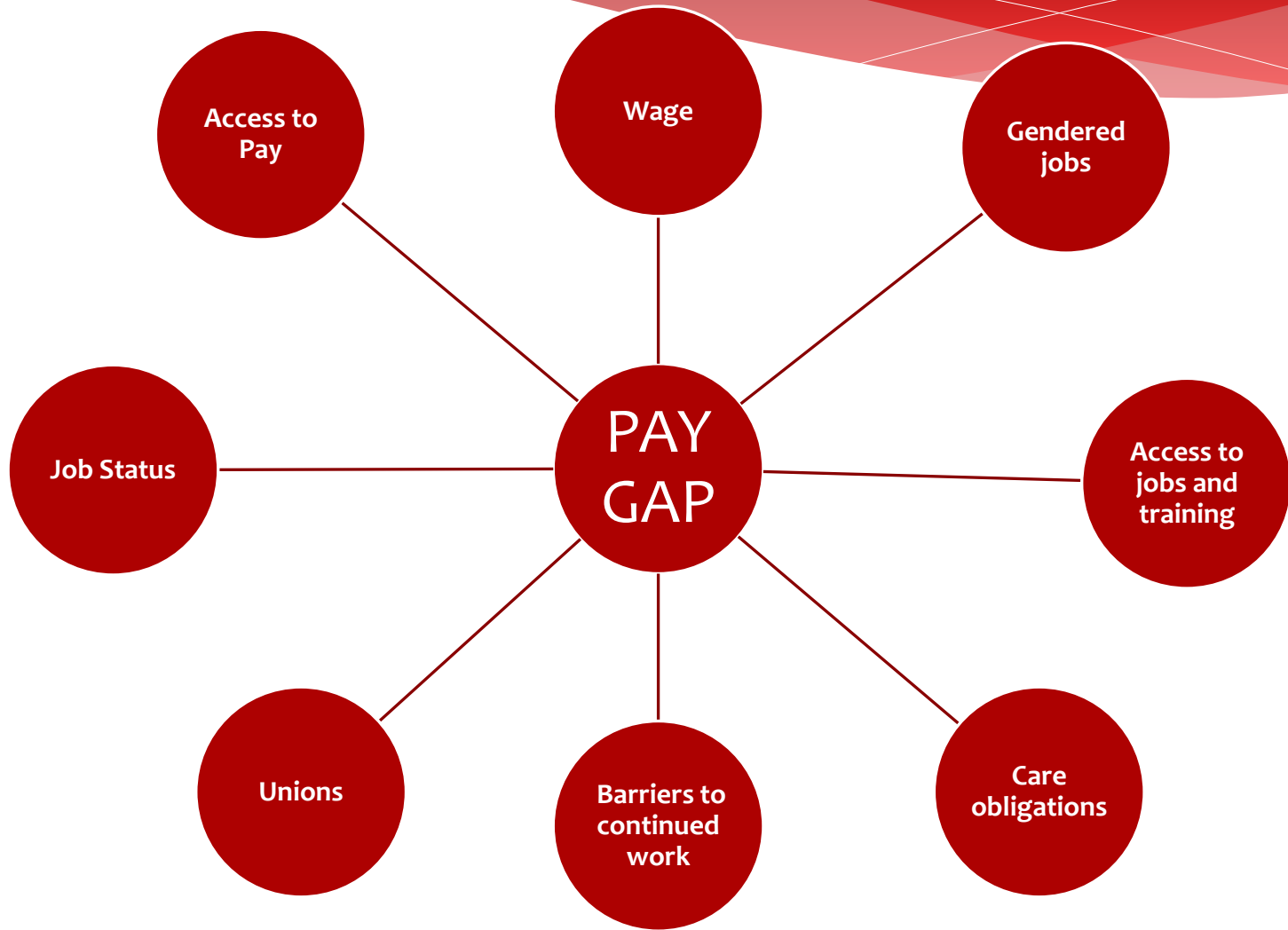
0% Wage Gap by 2025





STRENGTH OF COMMUNITY ACTION

THE BIG PICTURE: GENDER PAY GAP STATISTICS





**How wide is
the Wage Gap?**



30%

EQUAL PAY DAY

Wednesday 11 April 2017



Thursday at noon



Mid-September



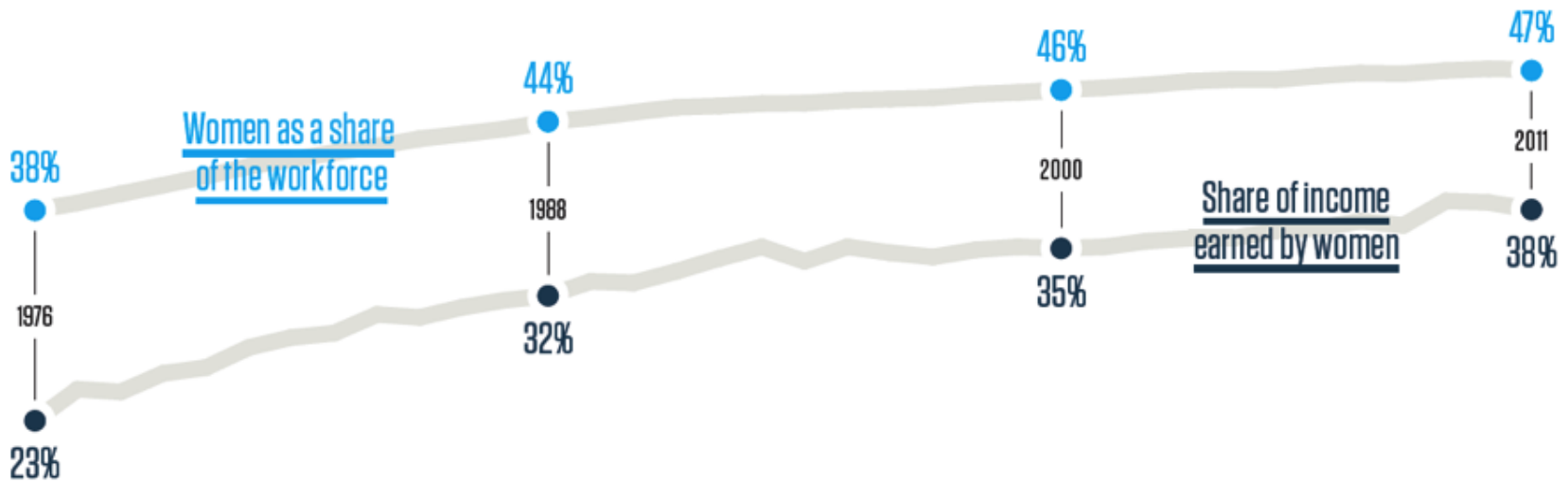
13 Years

Intersecting discrimination intensifies the pay gap

- * **Aboriginal women: 57% pay gap**
- * **Racialized women: 37% pay gap**
- * **Immigrant women: 39% pay gap**
- * **Women who are recent immigrants: 57% pay gap**
- * **Women with disabilities: 46% pay gap**

Women's Share of Income

Kate McInturff, CCPA



The wage gap is everywhere

- * “Women are paid less than men in almost every occupational category measured by Statistics Canada (**469 of 500 occupations** if you want to be precise).”

- Kate McInturff
CCPA (2016)

University graduates

- * “a recent study at one Ontario university showed that there are significant gender differences in the earning patterns of university graduates with **male graduates earning \$10,000 more than females in the first year after graduation.** Thirteen years after graduation, the gender earnings **gap grew to around \$20,000, regardless of the discipline studied.**”

- Gender Wage Gap Steering Committee
Final Report (2016)

Annual Impact in Ontario

cited from Gender Wage Gap Steering Committee Final Report (2016)

- * “a qualified working woman who has [the] same socio-economic and demographic characteristics (e.g., education level, age, marital status), and experience in the workplace (e.g., job status, occupation, and sector) as a man, on average receives **\$7,200 less pay per year**. This amounts to **\$18 billion of foregone income per year for all working women in Ontario**, which translates to about **2.5% of Ontario’s Group Domestic Product.**”

Annual Impact in Ontario

cited from Gender Wage Gap Steering Committee Final Report (2016)

- * Closing the gender wage gap in Ontario would:
 - * **increase revenues** from personal and sales tax by **\$2.6 billion**
 - * **decrease government expenditures** on social assistance, tax credits and child benefits by **\$103 million**

The gender wage gap isn't just
bad business practice.

It is a violation of
fundamental human
rights law.



Ontario: Time for fair pay!

12 STEPS TO CLOSE THE GENDER PAY GAP

How do we get to a 0% 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 the “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

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- * **STEP 7**

Increase the minimum wage: \$15 for Fairness

- * **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

STRENGTH OF COMMUNITY ACTION

The Equal Pay Coalition calls on the Ontario government to develop a comprehensive strategy to close the gender pay gap.

Let the Ontario government know we need action now.



Equal Pay Day Tuesday April 11, 2017

On average, **women must work 15.5 months** – or 3.5 months into the new year – to earn what a man earns in 12 months.

EQUAL PAY DAY

APRIL 11, 2017

**STRENGTH OF
COMMUNITY ACTION**

EQUAL PAY DAY

APRIL 11, 2017

A day to pressure your employer

**A day to pressure the Ontario
government**

Time for Action is now

EQUAL PAY DAY
APRIL 11, 2017

ACTION YOU CAN TAKE

- * Wear **red** because the gender pay gap **leaves women in the red!**
- * Ask your union sisters to **wear red!**

EQUAL PAY DAY

APRIL 11, 2017

ACTION YOU CAN TAKE

Organize a **CUPE event in your workplace:**

- * a lunch 'n learn about the gender pay gap;**
 - * read your pay equity plan;**
 - * review your collective agreement**
- * is the gender pay gap closed in your workplace?**

EQUAL PAY DAY

APRIL 11, 2017

ACTION YOU CAN TAKE

Organize a **CUPE event in your
COMMUNITY :**

- * a MORNING LEAFLET at a busy street corner, hand out your demands**

EQUAL PAY DAY

APRIL 11, 2017

ACTION YOU CAN TAKE

- * Hold a mini phone bank**
- * get your friends and union sisters to **call your MPP****
- * **Ask your MPP** “ what are you doing to close the gender pay gap”**
- * Tweet, post and email the answer to **CUPE****

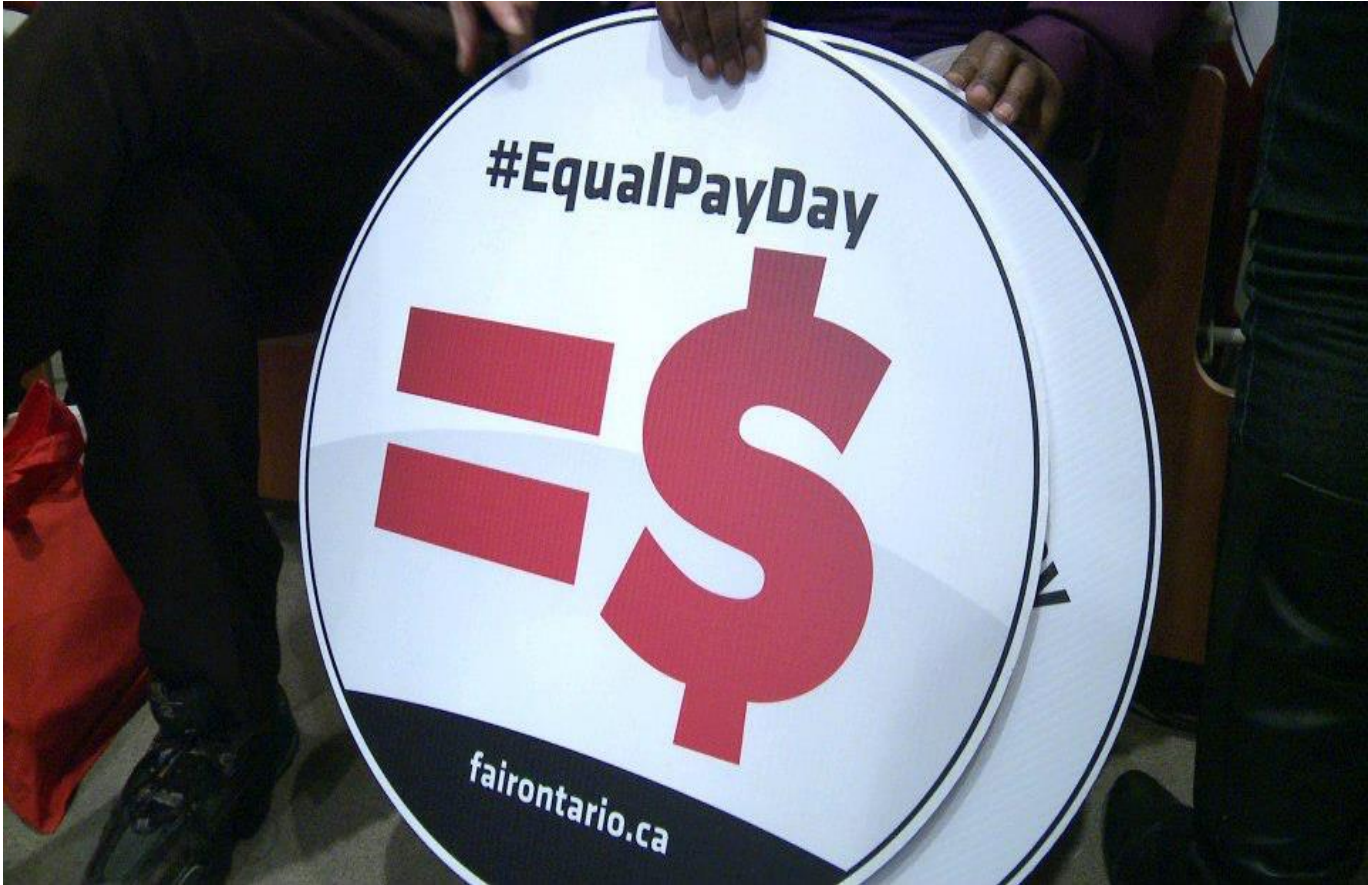
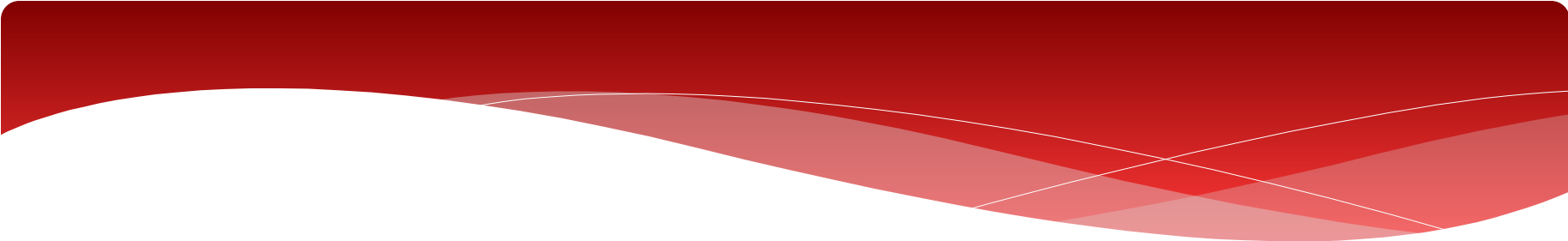
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