



Gender Wage Gap Strategy: Consultations

Welcome and Introductions

The Minister of Labour's mandate letter:

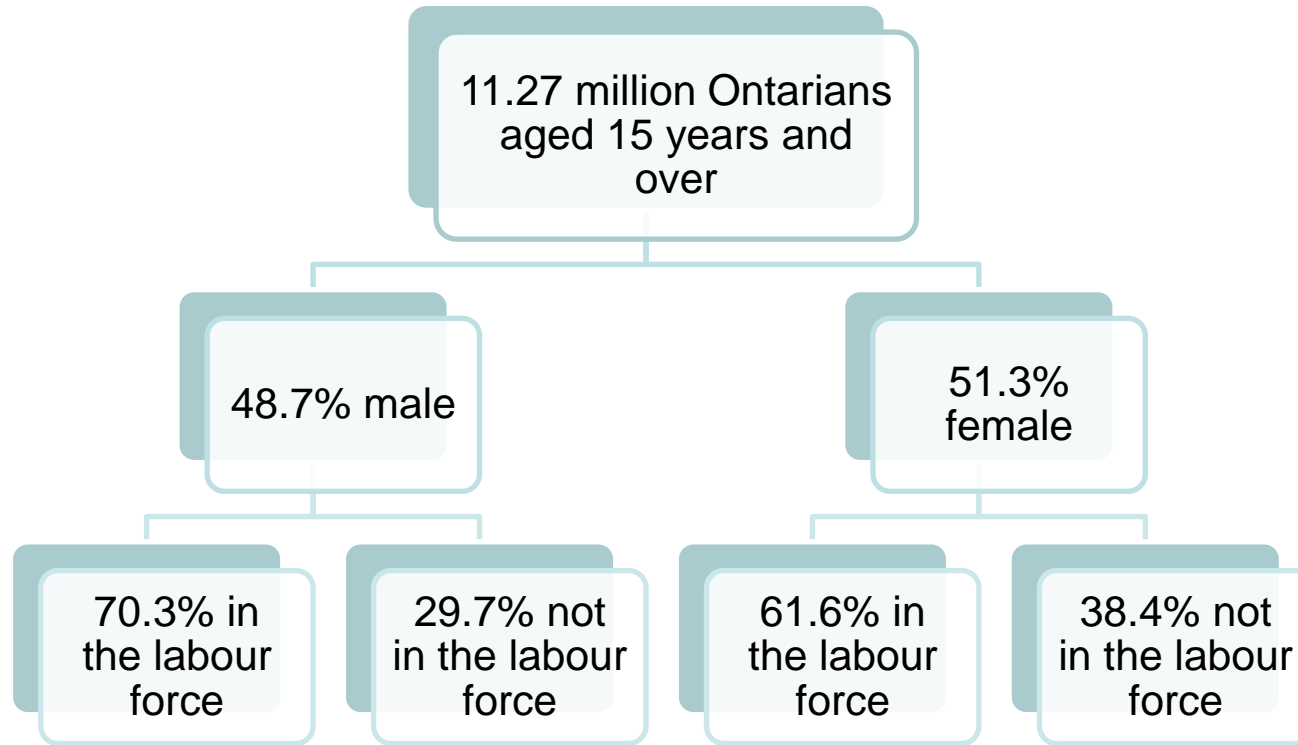
- *“Women make up an integral part of our economy and society, but on average still do not earn as much as men. You will work with the Minister Responsible for Women’s Issues and other ministers to **develop a wage gap strategy that will close the gap between men and women in the context of the 21st century economy.**”*

Gender Wage Gap Strategy Steering Committee's Mandate

- Identify the factors that cause the gender wage gap
- Assess the impact of government actions, business practices, social norms, and other factors on the gap
- Assess initiatives in other jurisdictions that might be used in Ontario
- Create recommendations on a strategy to close the gender wage gap
- Identify actions that can be taken by government, business, labour, other organizations and individual leaders to close the gap

Snapshot of Ontario

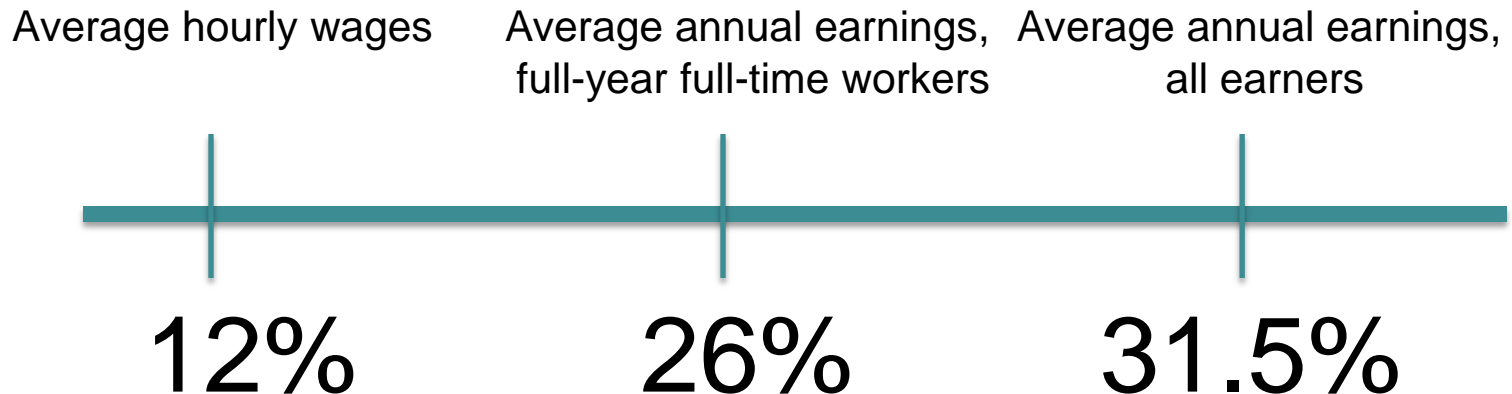
2014 Labour Force Survey Estimates



- Males have an unemployment rate of 7.5%
- Females have an unemployment rate of 7.1%

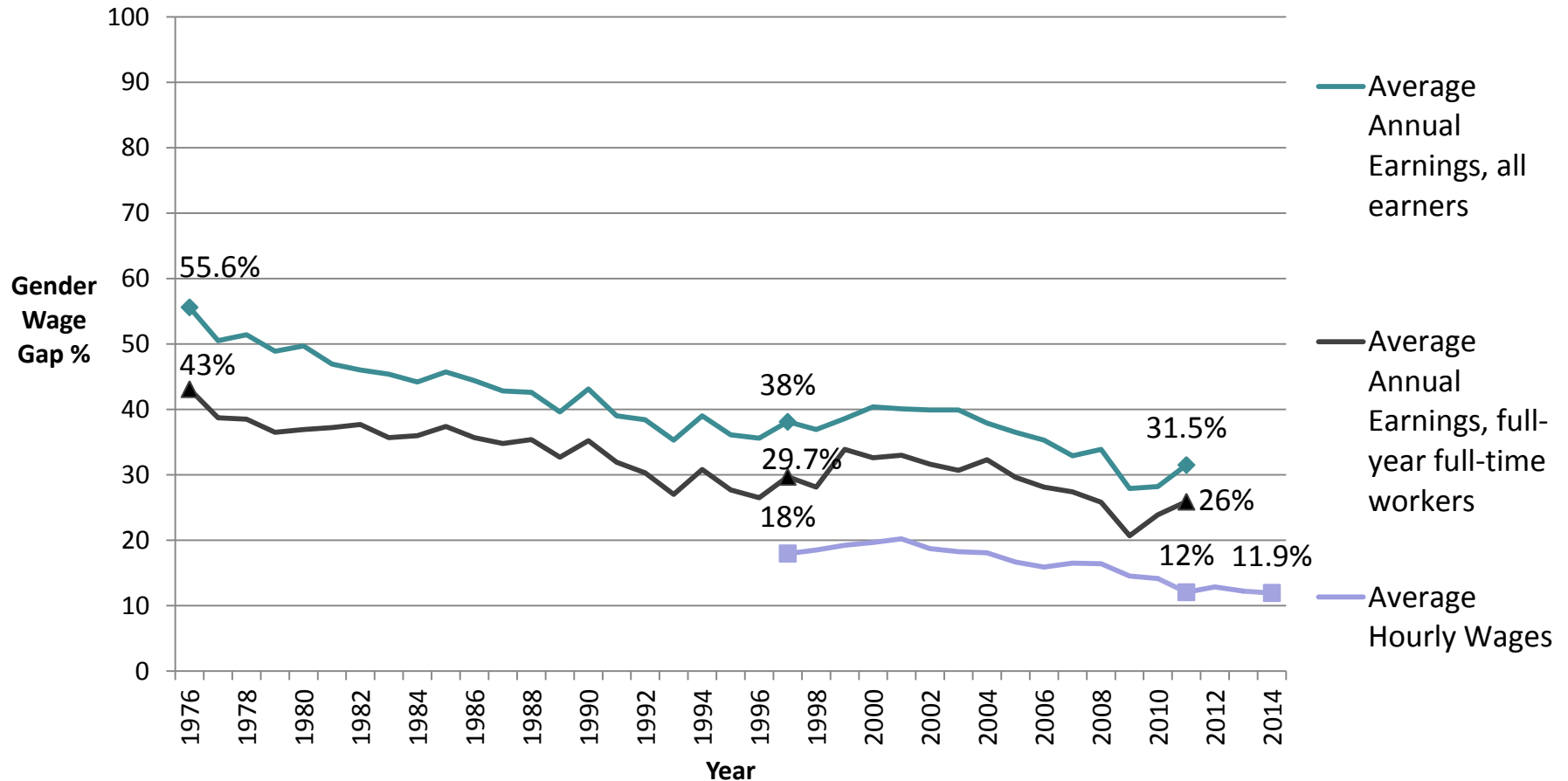
What is gender wage gap?

- The gender wage gap (GWG) represents the difference between the earnings of men and women.
- The gap is more pronounced for Aboriginal and racialized women and those with disabilities.



*2011, Statistics Canada

Ontario's gender wage gap trends



*Statistics Canada. Table 201-0102 and Table 282-0070, CANSIM (database).

Changes to the gap when other forms of discrimination are added (called “intersectionality”)

- Racialized females earn 19% less than racialized males.
- This gap grows to 34% when racialized females' wages are compared to non-racialized males.
- Aboriginal females earn 18% less than Aboriginal males.
- This gap grows to 36% when Aboriginal females' wages are compared to the broader male population.
- Females with a disability earn 19% less than males with a disability.
- This gap grows to 25% when the wages of females with a disability are compared to men without a disability.

* 2011 National Household Survey, average employment income (for racialized and Aboriginal data) and 2006 Survey of Labour Income and Dynamics, average hourly wages (for disability status).

Rationale

Achieving greater workplace equality would benefit Ontario's economy and society at large. It would:

- Increase economic security for women and their families
- Improve the province's economic outcomes
- Maximize labour force talent pool which benefits businesses

Failure to address this gap could undermine the competitiveness of Ontario businesses and the province's productivity.

Commonly Identified Factors

Gender roles, traditions and stereotypes, bias and social norms are reflected through all these:

- Discrimination
- Occupational Segregation
- Caregiving Activities
- Workplace Culture and Practices
- Education

Work –Life Cycle

Role Modelling

- Mentoring: pre-teen, teen, young adult
- Education: level, opportunities
- Societal pressures

Entry into Workforce

- Career choices /availability
- Credentialism
- Unionization
- Salary negotiation
- Caregiving activities
- Availability of leaves
- Tax & benefit policies

Mid-career

- Caregiving activities
- Availability of leaves
- Tax & benefit policies
- Workplace culture
- Workplace practices
- Preparation for leadership

Re-entry into Career

- Workplace culture
- Workplace practices
- Workplace assistance
- Preparation for leadership
- Caregiving activities
- Tax & benefit policies

Heading to Retirement

- Retirement planning
- Benefits
- Tax & benefit policies
- Caregiving activities

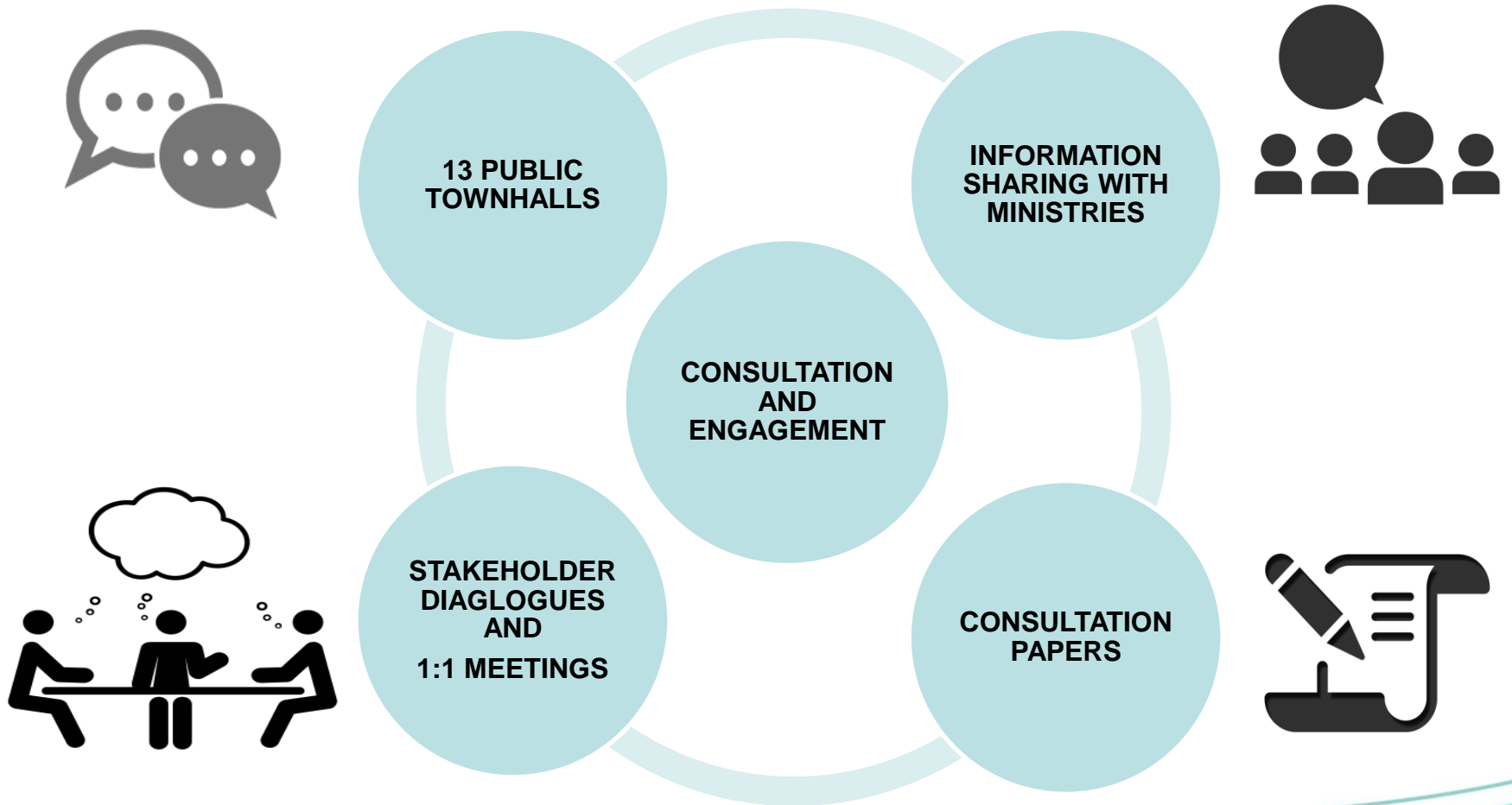
Being a Retiree

- Available income
- Life expectancy
- Caregiving activities
- Tax & benefit policies

Consultation Goals

- Encourage discussion of the gender wage gap by men and women
- To consider the many issues affecting women and men in the 21st century economy
- Learn the impact of the gender wage gap in communities across Ontario
- Share information on how the gap may affect local communities, labour markets and economic development, and how it can be closed
- Gather personal stories, community and regional best practices on creating equitable workplaces
- Learn from experts about related issues, research and analytic approaches

GWG Strategy Consultation Process



THANK YOU

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