



474 Bathurst Street, Suite 300, Toronto, Ontario M5T 2S6

Tel: 416-964-1115 Fax: 416-964-5895

Email: [info@equalpaycoalition.org](mailto:info@equalpaycoalition.org) - [www.equalpaycoalition.org](http://www.equalpaycoalition.org)

## APPENDIX D

### Closing Ontario's Gender Pay Gap

#### Questions/Issues to Consider in Government and Business Decision-Making

prepared by Mary Cornish and Jennifer Quito

January 18, 2016

[www.equalpaycoalition.org](http://www.equalpaycoalition.org)

As the Ontario Government moves to implement the Premier's Gender Pay Gap and Gender Lens mandates, it is important to embed a gender-based closing the gender pay gap analysis into government and business decision-making on strategies, policies, practices and laws. Given the embedded nature of Ontario's persistent gender pay gap, government and business actors need to transform Ontario's economy and workplaces so that they can begin to deliver fair pay to all women and their families. And the goal is to do this by bringing the pay gap from roughly 30% now to 0% by 2025. Here are some preliminary questions/issues to consider:

1. How can new strategies, policies, programs and laws be developed or existing ones modified so that government and business actions serve to close and not widen Ontario's gender pay gap?
2. Assess whether current government and business strategies, policies, programs or laws:
  - (a) have a differential impact on the earnings or ability to earn of Ontario men and women and the future earnings of girls and boys;
  - (b) help to close, widen or have no impact on the gender pay gap;
  - (c) whether women facing discrimination on multiple or intersecting grounds experience a greater impact on their earnings or ability to earn;

- (d) reflect and address the lived unequal compensation experiences of men and women in Ontario;
3. Have assumptions been challenged on which current policies, strategies, programs or laws are based?
  4. Have government and business actors taken a pro-active approach to including mechanisms in strategies, policies, programs and laws to ensure that women's work is not undervalued and is compensated properly and free of discrimination?
  5. Are there sufficient resources being made available to support the closing the gender pay gap strategy, policy, program or law?
  6. Is there adequate representation and empowerment of women and their diverse circumstances among those consulted?
  7. Are both women's and men's compensation realities reflected in the way research is conducted and issues are identified?
  8. What types of gender-specific and intersectional data on pay and work and employment impacts are available and needed to consider how options will have a different impact on men and women and their diverse circumstances and disadvantages?
  9. How can government and business actions to close the gender pay gap be linked with and further Ontario's Poverty Reduction Strategy?
  10. How will the communications strategy of governments and business ensure that information about the strategy, policy, program or law is communicated to the diversity of women?
  11. How will closing the gender pay gap concerns be incorporated into the evaluation criteria for strategies, policies and programs? What indicators will be used to measure the effects on closing the gender pay gap including any effects on specific subsets of women (e.g. races, disabilities, Aboriginal status)?
  12. How will strategies to close the gender pay gap be promoted and incorporated:
    - (a) into the budgetary and funding decisions and planning of Government Ministries including Treasury Board and Cabinet and in relation to the Broader Public Sector and Contractors and funding of public services?
    - (b) into the budgetary and planning decisions of businesses.

Questions: contact Mary Cornish, [mcornish@cavalluzzo.com](mailto:mcornish@cavalluzzo.com) or Jennifer Quito, [jquito@cavalluzzo.com](mailto:jquito@cavalluzzo.com)