

Closing Ontario's Gender Pay Gap

Questions/Issues to Consider in Government Decision-Making

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March 27, 2015

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As the Ontario Government moves to implement the Premier's Pay Gap and Gender Lens mandates, it is important to embed a gender-based closing the gender pay gap analysis into government decision-making on strategies, policies, practices and laws. Given the embedded nature of Ontario's persistent gender pay gap, government actions need to transform Ontario's economy so that it can begin to deliver fair pay to all women and their families. Here are some preliminary questions/issues to consider:

1. How can new strategies, policies, programs and laws be developed or existing ones modified so government actions serve to close and not widen Ontario's gender pay gap?
2. Assess whether current government 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 actions taken a pro-active approach to including mechanisms in government 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 of women and men and their diverse circumstances among stakeholders 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 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 actions to close the gender pay gap be linked with and further the Poverty Reduction Strategy?
10. How will the communications strategy 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 decisions of Government Ministries including Treasury Board and Cabinet?
 - (b) into the funding decisions of Government Ministries including Treasury Board and Cabinet in relation to Broader Public Sector and Contractors and the funding of public services?
 - (c) as a key part of the overall government priorities and planning?

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