# CLOSE THE GAP

### Ontario, women, on average, Although pay equity is the law in earn 31% less than men.

disabilities face the worst discrimination. Women of colour, Aboriginal women and women with responsibility and working conditions are similar to men's. Women are often paid less, even when their skill, effort,

## We've come a long way in the last 40 years Now it's time to close the gap for good.

# How we can make it happen:

employers don't treat it like a top right, but our government and priority. Problem: Pay equity is a human

We need to: traditionally performed by women. under-valuation of work stop discrimination related to the Solution: Pay equity's goal is to

- Expand and enforce pay equity laws already on the books.
- Ensure women have access to collective bargaining at work.

of child and family poverty. Problem: Women are the face

Solution: Raise the minimum affordable childcare. Support wage above the poverty line. unions. Provide parents with access to

Problem: The gender pay gap has become normalized

Equal Pay Day. Solution: Join the global movement and declare

### **APRIL 16, 2014** EQUAL PAY DAY

plans by governments and gap by 2025.

employers to close Ontario's gender pay can work together to create and monitor

If we take a stand now, we

of human rights.

I BELIEVE in an Ontario that recognizes that pay gaps are a violation

gender pay gaps in their

requires employers to

include measures to close workplace

organizational plans.

I BELIEVE in building an Ontario where women and men are equal.

Sign the

declaration at

equalpaycoalition.org

to illustrate how far into the next year a amount a man made in the previous year. woman must work to earn the same Equal Pay Day is being held on April 16th

SEQUAL PAY COALITION facebook.com/EqualPayON

@EqualPayON

### **ONTARIO: IT'S TIME TO CLOSE** THE GENDER PAY GAP FOR GOOD

support action by Ontario's gap for good. I believe it's wrong that Ontario's women face a 31% pay gap. I governments and employers to close the

I BELIEVE in an Ontario without a gender pay gap

I BELIEVE closing the pay gap requires planning and action on many fronts.

I BELIEVE in an Ontario that:

- marks an Equal Pay Day each year

- enforces and expands pay equity laws

treats closing the gender pay gap as a human rights priority

sets its minimum wage above the poverty line

provides parents with affordable and accessible child care

promotes access to collective bargaining for women workers

discriminatory work practices against women and particularly supports employment equity laws and measures to eliminate

people of colour, Aboriginal peoples and people with disabilities

pay gap in their plans, laws and policies requires governments to include measures to close the gender

| EAP<br>B                                                                   | ONTARIO: IT'S TIME TO CLOSE<br>THE GENDER PAY GAP FOR GOOD                                                                                                                                                           |
|----------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| is the law in<br>average,<br>nen.                                          | I believe it's wrong that Ontario's women face a 31% pay gap. I<br>support action by Ontario's governments and employers to close the<br>gap for good.                                                               |
| hen their skill, effort,                                                   | I BELIEVE in an Ontario without a gender pay gap.                                                                                                                                                                    |
| ns are similar to men's.<br>In and women with<br>ation.                    | <b>I BELIEVE</b> closing the pay gap requires planning and action on many fronts.                                                                                                                                    |
|                                                                            | I BELIEVE in an Ontario that:                                                                                                                                                                                        |
| gap for good.                                                              | <ul> <li>treats closing the gender pay gap as a human rights priority</li> </ul>                                                                                                                                     |
|                                                                            | <ul> <li>marks an Equal Pay Day each year</li> </ul>                                                                                                                                                                 |
|                                                                            | <ul> <li>sets its minimum wage above the poverty line</li> </ul>                                                                                                                                                     |
| <b>roblem:</b> Women are the face                                          | <ul> <li>provides parents with affordable and accessible child care</li> </ul>                                                                                                                                       |
| of child and family poverty.                                               | <ul> <li>enforces and expands pay equity laws</li> </ul>                                                                                                                                                             |
| olution: Raise the minimum<br>vage above the poverty line.                 | <ul> <li>promotes access to collective bargaining for women workers</li> </ul>                                                                                                                                       |
| Provide parents with access to<br>iffordable childcare. Support<br>inions. | <ul> <li>supports employment equity laws and measures to eliminate<br/>discriminatory work practices against women and particularly<br/>people of colour, Aboriginal peoples and people with disabilities</li> </ul> |
| <b>Problem:</b> The gender pay gap<br>has become normalized.               | <ul> <li>requires governments to include measures to close the gender<br/>pay gap in their plans, laws and policies</li> </ul>                                                                                       |
| <b>olution:</b> Join the global<br>novement and declare<br>iqual Pay Day.  | <ul> <li>requires employers to include measures to close workplace<br/>gender pay gaps in their organizational plans.</li> </ul>                                                                                     |
|                                                                            | I BELIEVE in an Ontario that recognizes that pay gaps are a violation of human rights.                                                                                                                               |
|                                                                            | If we take a stand now, we can work together to create and monitor<br>plans by governments and employers to close Ontario's gender pay<br>gap by 2025.                                                               |
|                                                                            | I BELIEVE in building an Ontario where women and men are equal.                                                                                                                                                      |
| ecquairayon<br>facebook.com/EqualPayON                                     | Sign the declaration at                                                                                                                                                                                              |

Sign the declaration at equalpaycoalition.org

# CLOSE TH

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### We've come a long way in the Now it's time to close the gap

# How we can make it happen:

| Problem: Pay equity is a human                                       | Proble  |
|----------------------------------------------------------------------|---------|
| right, but our government and<br>employers don't treat it like a top | of chil |
| priority.                                                            | Soluti  |
|                                                                      | wage a  |
| Solution: Pay equity's goal is to                                    | Provid  |
| stop discrimination related to the                                   | afford  |
| under-valuation of work                                              | union   |
| traditionally performed by women.                                    |         |
| We need to:                                                          | Proble  |
| <ul> <li>Expand and enforce pay equity</li> </ul>                    | has be  |
| laws already on the books.                                           | Soluti  |
| <ul> <li>Ensure women have access to</li> </ul>                      | mover   |
| collective bargaining at work.                                       | Equal   |

### EQUAL PAY DA APRIL 16, 2014

Equal Pay Day is being held on April 16th to illustrate how far into the next year a woman must work to earn the same amount a man made in the previous year.

SEQUAL PAY COALITION