

Closing Ontario's Gender Pay Gap



PAY EQUITY CHAMPION - PLEDGE TO WORK TO CLOSE

ONTARIO'S GENDER PAY GAP

I, _____ a municipal elected official for the
_____, commit to being a Pay Equity Champion.

I agree to recognize the full value of the work of Ontario women and their significant contributions to Ontario's economy and communities, particularly the one I represent. I acknowledge the injustice of Ontario's large gender pay gap which means that women on average in Ontario annually earn approximately 31.5% less than men.¹ I recognize that many factors contribute to that gap, including the undervaluation of women's work, the barriers women face in accessing higher paying work and the lack of sufficient affordable and accessible child care.

I promise to join efforts with others in my municipal council, the Legislature, the business and trade union community and other equality seekers to make plans to close that gender pay gap as quickly as possible. I commit to bringing to my daily work and decision-making as a municipal elected official a focus on identifying policies and practices that will help to close and not widen the gender pay gap. I agree to adopt a "gender lens" which will help me to understand the ways that men and women in my community are differently affected by such policies and practices so that I can ensure men and women can equally benefit from Ontario's economic future. I commit to an Ontario where women and men will finally have economic equality.

_____(signature) Date:

¹ Statistics Canada. Table 202-0102 — Average female and male earnings, and female-to-male earnings ratio, by work activity, 2011 constant dollars, annual, CANSIM (database). Sorted by Ontario, all earners, average earnings, sex, female-to-male average earnings ratio. While men's average annual earnings increased by \$200 from 2010 to 2011 to \$49,000, women's decreased by \$1400 to \$33,600 in 2011.