

**POWER  
OF MANY**



**= \$** ONTARIO  
EQUAL PAY  
COALITION

# EQUAL PAY DAY

**Indigenous women: 43% gender pay gap**  
**Racialized women: 38% gender pay gap**  
**Immigrant women: 34% gender pay gap**

**On average, Ontario women face a 29.3% gender pay gap.**

The gender pay gap impoverishes women every day. **THE TIME TO ACT IS NOW.** There is a lot of work to be done. Here are **5 basic actions** that the government can take immediately to make a significant start to closing the gender pay gap.

**1**

**Implement the *Pay Transparency Act, 2018*** and the new supporting regulation no later than May 1, 2019. Employers already have this basic payroll information at their fingertips. In the United Kingdom, 82 per cent of employers and business organizations agreed that the publication of gender pay information would encourage employers to close the gender pay gap. They also reported that the cost of compliance with pay transparency was nominal—less than \$1,000.

**2**

**Keep the \$2 per hour Provincial Wage Enhancement Grant for Registered Early Childhood Educators and child care workers** working in licensed child care. Increase funding for investment in public and not-for profit licensed child care.

**3**

**Ensure that broader public sector employers are funded appropriately to meet their pay equity obligations** and demand accountability to demonstrate that pay equity payments are being made to workers.

**4**

**Increase funding to the Pay Equity Commission to enable robust proactive enforcement of pay equity obligations.** The Commission's own studies found that 54 per cent of employers are not compliant with the *Pay Equity Act*. Pay equity is the law. Compliance is mandatory and must be rigorously enforced. As part of the new enforcement regime, the Pay Equity Commission must mount an immediate public campaign to advertise the rights and obligations under the *Pay Equity Act*.

**5**

**Raise the minimum wage to \$15 per hour** immediately and increase funding for proactive employment standards enforcement to end employment standards violations that impoverish women.

**WOMEN'S WORK POWERS THE ONTARIO ECONOMY.**

**It's time to put all Ontario women on target for prosperity rather than poverty.**

Link to the **Equal Pay Coalition website** for updates on actions: [www.equalpaycoalition.org](http://www.equalpaycoalition.org)

**Sign the OFL petition online** at [www.myrights.ca/womens\\_petition](http://www.myrights.ca/womens_petition) or text WOMEN to 647-496-5602.

**Call, text or e-mail your MPP.** Call Premier Doug Ford at 416-325-1941 or email at [premier@ontario.ca](mailto:premier@ontario.ca)

Call Labour Minister Laurie Scott at 705-324-6654/Toll Free 1-800-424-2490 or email at [laurie.scottco@pc.ola.org](mailto:laurie.scottco@pc.ola.org)

Call Minister Responsible for Women's Issues, Lisa McLeod at 613-823-2116 or email: [lisa.macleodco@pc.ola.org](mailto:lisa.macleodco@pc.ola.org)

**SHOW US THE \$**

Close the Gender Pay Gap!

#EqualPayDay

#CloseTheGap

#EqualPayDay

#PayEquity

#ShowUsThe\$

#PayTransparency

#EveryoneBenefits

#EconomicJusticeNow

#PowerOfMany

**EQUAL PAY DAY**  
**April 9, 2019**

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