



Women Need Child Care

DID YOU KNOW?

- ♀ Ontario has a child care crisis where 10s of thousands of kids are on waiting lists for affordable child care.
- ♀ About 68 per cent of Ontario mothers whose youngest child is under age 3 are in the workforce, the percentage jumps to 79 per cent for those whose youngest child is under age 5.
- ♀ While there is a role for the federal government (funding) and for municipal government (administering), the Ontario government has the responsibility for child care policy, funding and licensing.
- ♀ The absence of a commitment to high quality childcare continues to act as a barrier to parents finding and keeping jobs (especially women) and the full development of children.
- ♀ Ontario parents pay \$40 to \$60 a day for licensed child care.
- ♀ Many child care programs are at risk of downsizing and closing.
- ♀ Other provinces have worked to improve high-quality child care. Quebec at \$7 per day and Manitoba at \$18.80 have affordable child care for families and funding to ensure decent wages and benefits for child care workers.

CHILD CARE SOLUTIONS FOR WOMEN AND CHILDREN

- The implementation of full-day kindergarten, that includes special needs and seamless programs of education.**
- Funding to make child care more affordable and to improve access.**
- Immediate funding to sustain existing early learning and child care programs for younger children.**
- Improved wages, benefits and pensions for child care workers who are specialists in early childhood development and have great influential impact on Ontario's children in their formative years.**

CHALLENGE LOCAL CANDIDATES AND THEIR PARTIES

- ASK** Will you and your party commit to additional funding to make child care more affordable?
- ASK** Will you and your party commit to additional funding to increase child care spaces so that 4 out of 5 Ontario children are no longer left out of licensed child care?
- ASK** Do you and your party understand the critical importance of better wages for child care workers and will you commit to increasing wages, benefits and a pension plan?
- ASK** With so many of our existing child care programs at risk of downsizing and closing; what will you and your party do to preserve our existing services for young children?

For more information: www.childcareontario.org

elect a government that works for women!

Ontario Federation of Labour . www.OFL.ca

15 Gervais Drive, Toronto Ontario M3C 1Y8 . Tel: 416.441.2731 . Fax: 416.441.1893

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End Violence Against Women

DID YOU KNOW?

- ♀ Violence against women is a gender-based issue rooted in social, political and economic inequality.
- ♀ The United Nations and Canadian law say women and children have a fundamental human right to live free from violence.
- ♀ Aboriginal women, racialized women, recent immigrants, refugee women, older women, women with disabilities, women living in poverty and LGBTQ women face additional inequalities.
- ♀ 50% of women over the age of 16 in Canada experience at least one incident of sexual or physical violence in their lifetime.

SOLUTIONS TO END VIOLENCE AGAINST WOMEN AND CHILDREN

- Elect governments that support ending violence against women as a human rights and gender-based issue.
- Legal justice and legislative reform must reflect the lived reality of violence against women and its impact on children.
- Governments must commit to public advocacy including housing support, increased income support, national child care and recognition of women's equality-seeking groups as essential to the development of policy, practice and programs to end violence against women.
- An inquiry into missing and murdered Aboriginal women must be held.

CHALLENGE LOCAL CANDIDATES AND THEIR PARTIES

- ASK** Will you and your party implement The Step it Up Platform – A 10-step action plan for ending violence against women in Ontario?
- ASK** Are you and your party in support of women's community-based, anti-violence programs and willing to provide additional funding to such programs?
- ASK** Are you and your party willing to demand an inquiry into missing and murdered Aboriginal women?
- ASK** Will you and your party implement strong regulations and enforcements to cover the violence provisions under Ontario's Occupational Health and Safety Act?

For more information: www.stepitupontario.ca

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Women Need Pay Equity

DID YOU KNOW?

- ♀ Ontario has one of the highest gender pay gaps in the world –a shocking 31.5%. For every \$1.00 earned by men, women earn just 68.5 cents.
- ♀ The most vulnerable women - Aboriginal women, women of colour, racialized or immigrant women, women with disabilities and women without a union in their workplace – face an even greater wage gap. Racial minority women earn 36% less than men and Aboriginal women earn 54% less.
- ♀ Women have much higher poverty levels than men. Women are more likely to work for minimum wage. Children are poor because their mothers are poor. When you scramble every month to make ends meet, losing 31.5 cents for every dollar a man is paid is devastating to a family's budget.
- ♀ Discriminatory pay affects Ontario women throughout their lives. Young women (high school graduates) earn 27% less than male graduates. Women university graduates earn 16% less than their male counterparts and this gap widens as their careers progress. 42% of elderly women are poor and the median income of retired women is almost half that of retired men.

SOLUTIONS TO ENDING PAY DISCRIMINATION

- Women need enforcement of present pay equity legislation.**
- Legislative reform that eliminates wage discrimination for the most vulnerable women: Aboriginal women, immigrant women, women of colour, women living with disabilities.**
- Funding for pay equity adjustment for proxy sector.**
- Immediate increase of minimum wage to \$14 per hour as pay equity down payment.**

CHALLENGE LOCAL CANDIDATES AND THEIR PARTIES

- ASK** Are you and your party prepared to implement legislation that will address race-based wage discrimination?
- ASK** Do you and your party plan to fully fund the years of pay equity adjustments currently owing to women?
- ASK** Are you and your party willing to fully fund the Pay Equity Commission and Pay Equity Hearings Tribunal so that it can pro-actively monitor and address the pay compliance gap?
- ASK** Will you and your party restore funding to the Pay Equity Legal Clinic to provide support for women in filing pay discrimination complaints?
- ASK** Will you and your party increase minimum wage to \$14 per hour?

For more information: www.equalpaycoalition.org

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Women Need Good Jobs

DID YOU KNOW?

- ♀ 1 in 5 new hires in Ontario is temporary - up from 1 in 10 just five years ago. The average gap in salary and benefits between a permanent worker and a contract worker is 13% and a temp worker is a stunning 34% - for doing the same job.
- ♀ Women are 51% of the workforce.
- ♀ The most vulnerable women: Aboriginal women, women of colour, racialized or immigrant women, women with disabilities and women without a union in their workplace face an even greater job gap and are the majority of low-wage workers and workers in precarious jobs.
- ♀ Women have much higher poverty levels than men. Women are more likely to work for minimum wage.
- ♀ The lack of Employment Standards protections and enforcement leaves many precarious workers with little hope of getting wages owed.
- ♀ Women represented by unions earn almost \$6.00 more than non-unionized women workers.
- ♀ Study after study shows that unionization is the key to good jobs.

SOLUTIONS TO GOOD JOBS

- Women need a government that recognizes the importance of good jobs that can pay the rent and feed our kids.**
- Women need jobs that are secure, well paid and ensure that retirement does not mean living in dire poverty.**
- Women must be able to access their right to a union - barrier free.**
- Women must have employment standards protection enforced.**

CHALLENGE LOCAL CANDIDATES AND THEIR PARTIES

- ASK** Will you and your party commit to implementing a Good Jobs strategy?
- ASK** What will you and your party do to improve the working conditions of temporary foreign workers and migrant workers?
- ASK** What is your party's plan to improve and enforce Ontario's employment laws?
- ASK** Will you and your party increase the minimum wage to \$14 an hour?
- ASK** Will you and your party remove barriers to women's rights to access unions?

For more information: www.workersactioncentre.org

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Eliminate Poverty

DID YOU KNOW?

- ♀ Despite continued economic growth, poverty maintains a strong hold on many families in Ontario.
- ♀ Minimum wage does not meet the needs of families for a living wage.
- ♀ In Toronto, 140,000 people use the daily food bank every month in a wealthy province like Ontario. Social assistance cuts have affected women with disabilities the most.
- ♀ Women and youth make up 83% of Canada's minimum wage earners.
- ♀ 1 in 4 poor children lived in families where at least one parent worked full-time. Working parents in full-time jobs earning minimum wage live in poverty.
- ♀ Children are poor because their mothers are poor. When you scramble every month to make ends meet, losing 31.5 cents for every dollar a man is paid is devastating to a family's budget.

SOLUTIONS TO ENDING POVERTY FOR WOMEN AND CHILDREN

- Good paying jobs support families and are a key component in reducing poverty.**
- Raising the shelter allowance portion of the Ontario Works and Ontario Disability Support Program to average rent levels in each community.**
- Development of a comprehensive strategy to improve labour market conditions.**
- Improvements in income support programs and investment in public services.**

CHALLENGE LOCAL CANDIDATES AND THEIR PARTIES

- ASK** Will you and your party raise the minimum wage to \$14 per hour?
- ASK** Will you and your party support changes to increase fixed income programs to today's living standards and plan to maintain increases with inflation?
- ASK** What is your party's plan to develop a comprehensive labour strategy with all affected parties to create jobs and improve working conditions for workers?
- ASK** How will you and your party implement an anti-poverty strategy for Ontario with specific focus on women and marginalized communities?

For more information: www.campaign2000.ca/bringinwomensvoices

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Austerity Attacks are Equality Attacks

DID YOU KNOW?

- ♀ American-style, anti-union laws such as “right-to-work-for-less” policies are not only an attack on unions but on equality gains as well.
- ♀ Unions have been a powerful force for women's equality.
- ♀ Unions bargain fair wages, benefits, pension and health and safety protections including anti-violence measures.
- ♀ Unions protect workers' rights regardless of gender, race, ethnicity, sexual orientation, or gender identity.
- ♀ Unions' political actions have won gains: raising the minimum wage; EI maternity and parental leaves; change in CPP provisions to count women's time away from work for child bearing; affordable housing; child and elder care; pay equity; addressing poverty and violence against women. Unions' political advocacy has moved us closer to a just and equitable society.

HOW TO STOP AUSTERITY AND DEFEAT THE LOW-WAGE, ANTI-WORKER, ANTI-EQUALITY AGENDA

- Elect governments that support and respect workers democratic right to join a union.
- Elect governments that would remove barriers to women accessing a union card.
- Elect a government that believes in a democratic society where unions must retain their right to engage in advocacy and political action.

CHALLENGE LOCAL CANDIDATES AND THEIR PARTIES

- ASK** Are you and your party committed to supporting and respect workers' democratic rights to join a union?
- ASK** Are you and your party committed to protecting unions' rights to political action?
- ASK** Are you and your party committed to respecting the collective bargaining process?

For more information: www.RightsatWork.ca

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