

# CLOSE THE GAP

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

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

**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:**

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

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

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

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

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

**Problem:** The gender pay gap has become normalized.

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

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### APRIL 16, 2014



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

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

**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:

- treats closing the gender pay gap as a human rights priority
- marks an Equal Pay Day each year
- sets its minimum wage above the poverty line
- provides parents with affordable and accessible child care
- enforces and expands pay equity laws
- promotes access to collective bargaining for women workers
- supports employment equity laws and measures to eliminate discriminatory work practices against women and particularly people of colour, Aboriginal peoples and people with disabilities
- requires governments to include measures to close the gender pay gap in their plans, laws and policies
- requires employers to include measures to close workplace gender pay gaps in their organizational plans.

**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 plans by governments and employers to close Ontario's gender pay gap by 2025.

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

**Sign the declaration at [equalpaycoalition.org](http://equalpaycoalition.org)**

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