

# Pay Equity: What is a hardworking woman like you doing in a pay gap like this?

## NO MATTER HOW YOU LOOK AT IT: Women still earn less than men in every sector of the economy.

- ♀ Women working full-time, all year earn only 70.5% as much as men (\$39,200 vs \$55,700).
- ♀ Under the same conditions, that is working full-time all year, women of colour earn only 64% and Aboriginal women an appalling 46% as much as men.
- ♀ If we look at all workers (including part-time and part-year) the gap is even greater standing at 64%.
- ♀ Education does not help: the wage gap for university educated women has actually grown from 12% in 1991 to 18% in 2001.
- ♀ Women predominately work in low-wage occupations earning less than \$35,000. Men are predominately working in high-wage occupations. At \$60,000 a year the proportion is 2.5 men for every 1 woman.
- ♀ The majority of women (70% in 2003) still work in so-called "women's work": teaching, nursing and health care, clerical and administrative, sales and services categories.

DISTRIBUTION OF ANNUAL EARNINGS of Women vs Men in 2005		
	WOMEN	MEN
less than \$5,000	17.2%	13.1%
\$5,000 - \$10,000	13.0%	8.2%
\$10,000 - \$15,000	10.0%	7.1%
\$15,000 - \$20,000	8.9%	6.0%
\$20,000 - \$25,000	8.0%	5.6%
\$25,000 - \$30,000	7.4%	5.9%
\$30,000 - \$35,000	6.9%	6.7%
\$35,000 - \$40,000	5.8%	6.1%
\$40,000 - \$45,000	4.7%	5.4%
\$45,000 - \$50,000	3.8%	4.9%
\$50,000 - \$60,000	5.4%	8.3%
over \$60,000	8.8%	22.9%
Median annual earnings	\$20,200	\$32,700
Average annual earnings	\$26,800	\$41,900

Source: Statistics Canada, Income Trends in Canada.

**We still need effective proactive pay equity to ensure women are paid fairly for their work and provide equal pay for work of equal value.**



Equality  
once and for all!



Canadian Labour Congress  
Congrès du travail du Canada

## Don't we already have laws to fix this?

Only two provinces have proactive pay equity laws which cover public and private sector workers - Ontario and Quebec. Several provinces have no pay equity legislation at all. The federal law allowed some gains for some women, but only after extremely lengthy and costly legal disputes.

In 2004, a federal government Pay Equity Task Force called for a new proactive law to make pay equity legislation effective. A new law would ensure that men and women working in different jobs with similar skills, effort, responsibility and working conditions would receive the same pay. The current Conservative government says women are equal and don't need a new law. The government needs to wake up to the reality of women's economic inequality.

### DO PAY EQUITY LAWS WORK?

The Quebec government just completed a 10 year review of their proactive pay equity legislation. The Pay Equity Commission report indicated that:

- ♀ 28% of employees in female-dominated jobs received pay adjustments.
- ♀ the average pay adjustment in private sector workplaces was 6.5%.
- ♀ 55% of women workers reported at least a \$.50 an hour increase.
- ♀ the law has had a major impact on reducing the hourly wage gap in Quebec from 16.1% in 1997 to 13.9% in 2004.
- ♀ 43% of employers felt the law had a positive impact.
- ♀ 82% of private sector employers said they would not have carried out a pay equity review unless required to do so by law.

## What you can do

Don't let politicians tell you that women have reached equality, when we only make 70% of men's wages.

Get the facts. Women have not achieved economic equality. We need pay equity laws to ensure women are properly paid for work of equal value.

Contact your elected representatives and ask:

- ♀ Do they support women's right to equal pay for work of equal value?
- ♀ Do they support proactive pay equity legislation?
- ♀ Will they push for the implementation of the Pay Equity Task Force Report federally and for effective provincial legislation?

Join this campaign, find more information on pay equity and other equality issues on our web site at:

[www.onceandforall.ca](http://www.onceandforall.ca)

*Check it out!*