

Why do you think there is still unequal pay in Canada?

The Goal of Pay Equity
 The goal of pay equity is to ensure that all employees are paid fairly based on their skills, experience, and responsibilities. This means that men and women should receive equal pay for equal work.

What is pay equity?
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Who is Affected by Pay Equity in Canada?
 In Canada, only Ontario and Quebec have proactive pay equity laws that cover both the public and private sectors. All other provinces have enacted a pay equity law, however, it only covers the public sector and NOT the private sector. Hence, the legislations require pay equity to be implemented.

Proactive Legislation:
 Proactive legislation requires employers to regularly assess the pay of employees, no matter the gender of the employee. It has three objectives:
 1. To ensure that pay is based on job value.
 2. To ensure that pay is based on skills, experience and qualifications.
 3. To ensure that pay is based on the job's requirements.

Complaint-based Legislation:
 Complaint-based legislation requires employees to file a complaint with the government if they believe they are being paid less than they should be. It has three objectives:
 1. To ensure that pay is based on job value.
 2. To ensure that pay is based on skills, experience and qualifications.
 3. To ensure that pay is based on the job's requirements.



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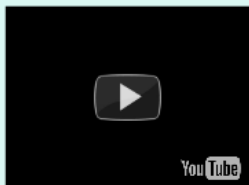


The Gender Wage Gap

The gender wage gap is the difference between wages earned by men and wages earned by women. The gap can be measured in various ways, but the most common method is to look at full-time, full-year wages. It is also possible to measure the gender wage gap on the basis of hourly wages.

- The gender wage gap is often caused by:
- women leaving the workforce in order to have and raise children
 - sometimes less education (decreasing)
 - discrimination in hiring

The most recent Statistics Canada data shows that the gender wage gap in Ontario is 26% for full-time, full-year workers. This means that for every \$1.00 earned by a male worker, a female worker earns 72 cents. In 1987, when the Pay Equity Act was passed, the gender wage gap was 36%.



Case Study:

In 2012, some Ottawa nurses who work for the Canada Pension Plan's disability program and their union report that the Federal Government will pay them \$150 million in retribution for a pay equity settlement that goes back to 1978. This settlement put an end to 8 years of legal battles. The approximate per person pay-out was \$250 000 plus interest with added pension for the "pain, and suffering." This case affected about 1 000 past and present nurses. This was a settlement not only because the nurses were not paid full compensation for their losses but because this is only case in several pay equity cases still being dealt with to this day.

Around the World...



Why do you think not all provinces and territories have both public and private pay equity laws?

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What is pay equity?

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Pay equity is equal pay for work of **equal value**. The *Ontario Pay Equity Act* (introduced in 1987) was intended to eliminate the wage gap that exists due to the under-valued work, which is commonly thought of as "women's work." Each province and territory (not including Nunavut) have their own Human Rights Commission where citizens can make complaints and reports to. The Employment Standards Legislation, and Pay Equity Legislation are also in place to ensure that in at least everywhere in Canada there is some kind of legislation that protects Canadians.



The Goal of Pay Equity

(according to the Government)

"...to eliminate gender-based wage discrimination in the federally regulated sector."

"The Labour Program also undertakes additional activities, such as workshops and seminars, to help employers understand and meet their pay equity obligations and encourage parties to work together in making pay equity a reality within their establishments."

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Who is Effected by Pay Equity in Canada?

In Canada, only Ontario and Quebec have proactive pay equity laws that cover both the public and private sector. All other provinces have enacted a pay equity legislation, however, it only covers the public sector and NOT the private sector. None of the legislation's require pay equity to be maintained.

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Public Sector Jobs include:

Any job paid by the Federal government:

- Government Agencies
- Civil Service
- Political Figures
- Police
- Teachers

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Private Sector Jobs Include:

Any job NOT paid for by the Federal government:

- Construction
- Transportation
- Retail
- Finance, Insurance, Real Estate
- Private Law Firms

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Why do you think there is a difference in pay between public and private sector jobs?

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Groups Often Discriminated Against:

- Women
- Aboriginal Peoples
- People with Disabilities
- LGBT (Lesbian, Gay, Bisexual, Transgender)
- Certain Ethnic Groups