

Ontario Takes Another Step to Close the Gender Wage Gap

Province Appoints Steering Committee to Inform New Strategy

NEWS

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Ontario has appointed a new Steering Committee to lead the development of a wage gap strategy that will work to close the wage gap between men and women. The Steering Committee members are:

- Linda Davis, Past-President of the Business and Professional Women's Clubs of Ontario
- Dr. Parbudyal Singh, leading expert in human resource management and labour relations
- Emanuela Heyninck, Ontario's Pay Equity Commissioner
- Nancy Austin, Wage Gap Strategy Executive Lead for the Ministry of Labour

The gender wage gap is a complex issue caused by many factors including workplace discrimination, unequal gender representation in the workplace and a higher proportion of caregiver responsibilities falling to women. All women across the economic spectrum are affected by the wage gap, but the gap is more pronounced for women who are minorities, Aboriginal, newcomers, or living with disabilities.

This year the committee will consult with diverse groups across the province to:

- Examine how the role of women at work, in their family, and in their community is affected by the gender wage gap
- Understand how the gender wage gap specifically affects women in the workforce across the economic spectrum
- Assess ways in which government, business, labour, other organizations, and individual leaders can work together to address the conditions and the systemic barriers that contribute to the wage gap
- Understand other factors that intersect with gender to compound the wage gap and determine how those factors should be addressed

The committee will report back to government in early 2016 with the results of their consultations and with recommendations that will help shape the province's Gender Wage Gap Strategy.

Closing the wage gap between men and women is part of the government's economic plan for Ontario. The four-part plan is building Ontario up by investing in people's talents and skills, building new public infrastructure like roads and transit, creating a dynamic, supportive environment where business thrives and building a secure savings plan so everyone can afford to retire.

QUOTES

“Our government is committed to women’s equality in Ontario. We have strengthened women's economic opportunities and have taken down barriers that prevent full participation by women in the labour force. Building on the progress we’ve already made, the advice of the Steering Committee will help us further improve economic outcomes for women in Ontario.”

— Kevin Flynn, Minister of Labour

“While women participate in all parts of the workforce, a gap in pay between men and women still exists, stunting women’s economic prosperity and the prosperity of the province. Our government recognizes that when we are all treated equally, we all benefit, and that’s why we are taking action today, for a more equal and economically sound Ontario.”

— Tracy MacCharles, Minister Responsible for Women’s Issues

QUICK FACTS

- Based on the most recent Statistics Canada data, Ontario’s gender wage gap ranges from 12-31.5%.
- The gap is more pronounced for Aboriginal and racialized women and those with disabilities.
- Equal Pay Day is calculated each year in countries around the world to mark the extra time it takes a woman to earn as much as a man.

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