

## **April 2017 | Issue #21**

### **Open for Proposals - 2017-18 Gender Wage Gap Grant Program**

On April 11, 2017, Equal Pay Day in Ontario, the Pay Equity Office launched its fourth consecutive Gender Wage Gap Grant Program. Invitations for proposals are now open. The application deadline is May 26, 2017. For more information, or to apply for the 2017-18 Gender Wage Gap Grant Program, please visit the website.

### **Equal Pay Day in Ontario - April 11, 2017**

Equal Pay Day is used to demonstrate that women, who generally earn less than men, must work longer to earn the same amount that men earned in the previous year. This year, the Pay Equity Commission has been involved in numerous activities to bring attention to issues of inequality and help stimulate discussions and bring forward solutions to narrow the gender wage gap in Ontario.

### **Ursula Franklin Pay Equity Reading Room Now Open**

On March 8, 2017, International Women's Day, the Pay Equity Office officially opened the Ursula Franklin Pay Equity Reading Room. Emanuela Heyninck, the Pay Equity Commissioner opened the event. In her remarks, the Commissioner recognized Dr. Franklin as a champion for women's economic equality and pay equity in the Province of Ontario.

To read more about the Ursula Franklin Pay Equity Reading Room, [click here](#).

### **International Women's Day at Toronto Public Service Women's Network**

On March 8, 2017, the Commissioner was invited to speak at the Toronto Public Service Women's Network International Women's Day Celebration. The Mayor of Toronto [proclaimed](#) March 8th as International Women's Day in Toronto. The Commissioner, in her remarks invited everyone to 'BE BOLD FOR CHANGE". Her message was strong and bold--challenging everyone to take responsibility to change the conversation about gender equality, at an individual level, at an organization level and at a societal level.

### **Pay Equity Commissioner part of Canadian Delegation to UN CSW61**

Emanuela Heyninck, Ontario's Pay Equity Commissioner along with Minister Naidoo-Harris, Ontario's first-ever Minister for the Status for Women were part of the Canadian delegation to the [61st session of the UN Committee on the Status of Women](#). This session was held at the United Nations Headquarters in New York from March 13th to 24th. This year's theme was "Women's Economic Empowerment in the Changing World of Work".

## **Ontario's Next Steps towards Women's Economic Empowerment**

The Pay Equity Commission was part of a joint conference with Ryerson's Centre for Labour Management Relations held on March 31. The theme of this conference was [Ontario's Next Steps Towards Women's Economic Empowerment](#). The goal of the conference was to explore initiatives from selected jurisdictions that are also pursuing women's economic empowerment, in order to identify how lessons learned might be adapted to Ontario's social and economic context.

Pay Equity Commissioner Emanuela Heyninck was also part of a panel discussion at the conference, along with Dr. Parbudyal Singh, another former member of the Ministry of Labour's appointed Gender Wage Gap Strategy Steering Committee. The panel discussed the [Gender Wage Gap Strategy Steering Committee's Final Report](#) and reviewed highlights of the research, consultations, submissions, and the recommendations in the final report.

## **Winter Outreach Initiatives**

In March 2017, as part of its outreach and education efforts, the Office contacted unions and employers whose collective agreements expire during 2017 to complete a short outreach questionnaire to:

1. Raise awareness with employers and unions of the Pay Equity Act in the PEO's 30th anniversary year.
2. Highlight the information resources and staff supports provided by PEO.
3. Gauge the way the parties engage on pay equity issues.
4. Estimate the extent to which parties are using resources or tools provided by PEO and their satisfaction with these resources.

On April 4, 2017, the Office participated in a Professional Associations' Day at Pilon School of Business (Sheridan College). The objective of the day was to introduce students to existing professional associations, enable their accessibility to involvement opportunities, and networking activities & events.

On April 26, 2017, the Pay Equity Office was pleased to be invited to participate in the Southwestern Ontario HRPAC Conference held in Chatham. This conference brought

together HRPAs members from the Chatham-Kent, Windsor, Sarnia and London areas, and gave the opportunity for the Pay Equity Office to provide participants with information on the employers' obligation in providing for pay equity as prescribed in the *Pay Equity Act*, 1987.

## **Statistics Canada Report on Women and Paid Work**

On March 8, 2017, Statistics Canada released a report titled "[Women in Canada: A Gender-based Statistical Report](#)." In a chapter titled "Women and Paid Work", it examines women's labour market experiences in comparison with men's and, where relevant, explores how they have evolved over time. It highlights historical trends in women's labour market participation, both in Canada and internationally. It also studies employment patterns across a variety of personal and work characteristics.

Some interesting findings:

- The gender employment gap is greater in census metropolitan areas with high day-care fees.
- Women generally perform fewer paid hours than men, as they tend to spend more time on housework and childcare.
- Most women are employed in traditionally-female occupations.
- Women and men occupy distinct occupations, with women's typically being at lower levels than men's.
- Approximately one-quarter of those employed in professional occupations in natural and applied science are women.
- Women are underrepresented in leadership positions in the private sector, although not in the public sector.
- Women earn \$0.87 for every dollar earned by men, largely as a result of wage inequality between women and men within occupations.