

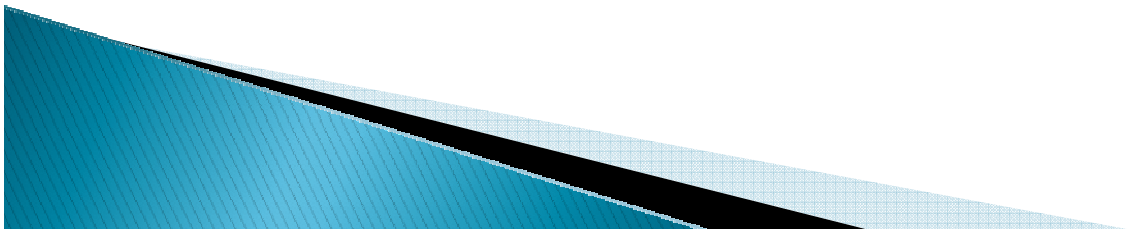
**STRATEGIES FOR
CLOSING THE GLOBAL GENDER PAY GAP:
PERSPECTIVES FROM CANADA:**

**PRESENTATION TO
WOMENS' WORLDS 2011 CONFERENCE
"CONNECT, CONVERSE"
OTTAWA, CANADA
JULY 5, 2011**

by

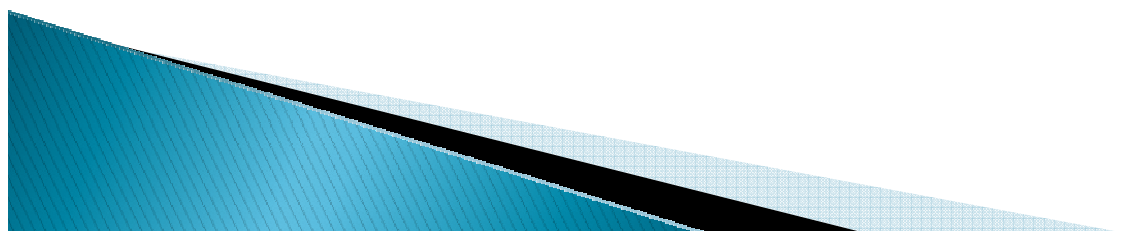
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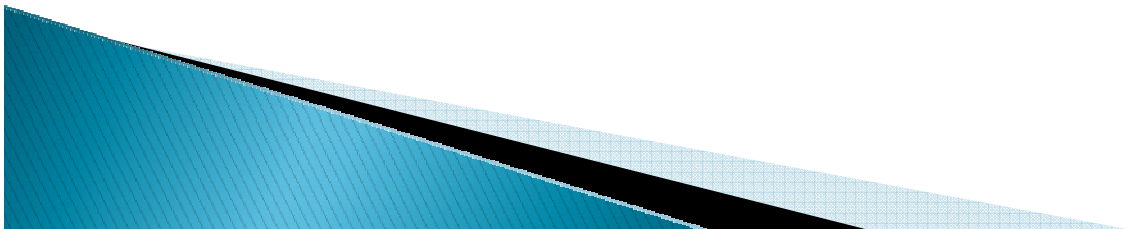


Support Pay Equity. Your daughters will thank you.



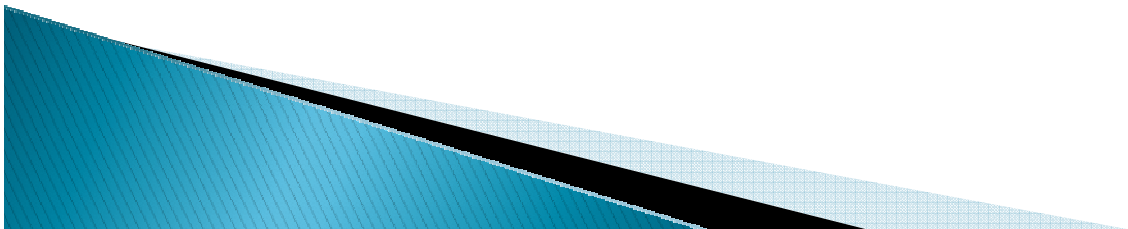
Purpose of Presentation

- ▶ Contribute to the global effort of women's voice organizations, trade unions, governments and enterprises to reduce the gender pay gap
- ▶ The goal – make it an urgent priority to develop comprehensive pro-active pay equity strategies which can deliver discrimination-free pay to women.



The Global Gender Pay Gap

- ▶ Gender pay gaps of 10–30% one of the most enduring features of global labour markets.
- ▶ Employed women disadvantaged by factors such as race, disability, and religion subject to much higher gaps.
- ▶ Many women face barriers to earning any pay
- ▶ This discrimination causes ongoing hardship and poverty for women, their families and communities.

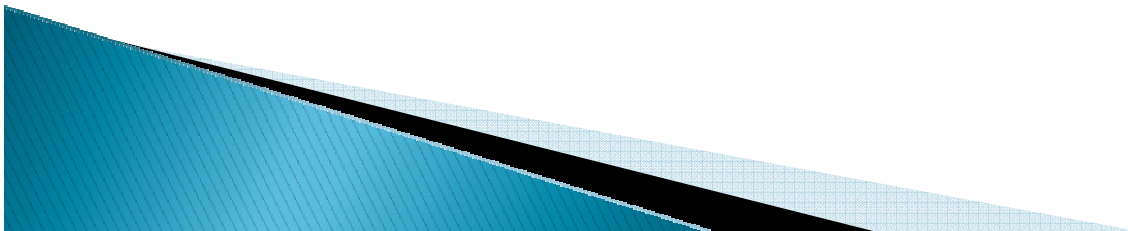


Pay Equity – A Human Right and Remedy

Pay Equity is both a

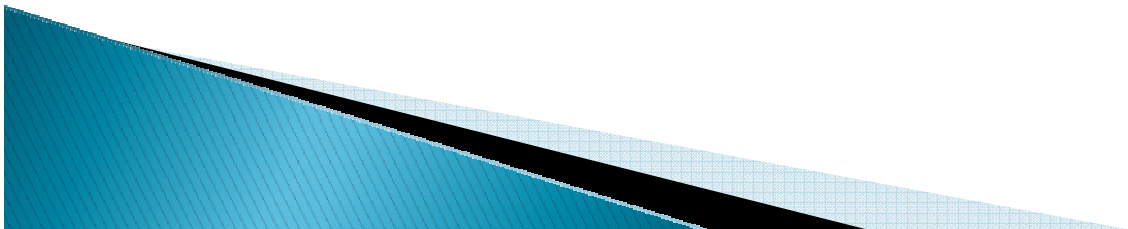
substantive human rights *entitlement* to
sex equality in the labour market, and

a systemic human rights *remedy* for
discrimination.



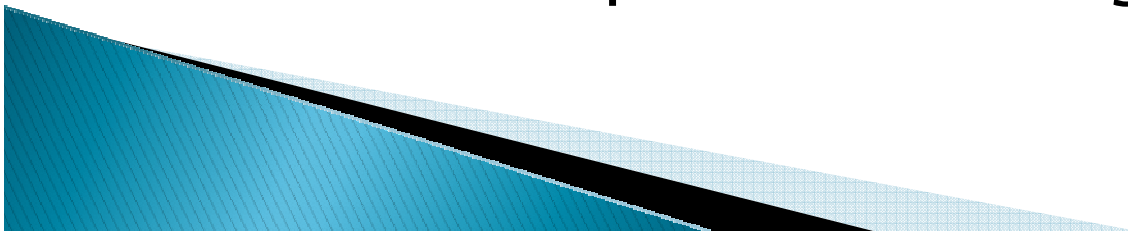
Global Human Rights Crisis

- ▶ Women are segregated into work ghettos, receiving lower pay than men because they are women.
- ▶ Women's pay critical to family, community and nation prosperity.
- ▶ World increasingly dependent on women's work to fuel the economic recovery



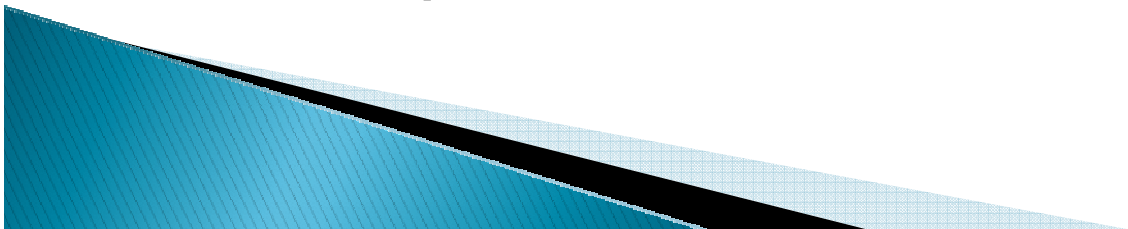
Pay Equity is a Human Right

- ▶ Taking action to end women's pay discrimination is required by many widely ratified ILO and UN instruments.
- ▶ Yet these standards are often just “paper” promises.
- ▶ Existing labour market mechanisms are failing to deliver equitable pay to the diverse forms of women's work and to women who suffer multiple disadvantages.



The Problem – Occupational Segregation and Prejudice

- ▶ Work segregation, prejudice and undervaluation underpin the global gender hierarchy with men still superior to women economically, socially and politically.
- ▶ Men dominate higher-paying formal and informal economy work and women are found mostly in insecure, often part-time lower paid informal and formal work.



Gendered Labour Markets

The Continuum of Women's Work Compared to Men's Work

Informal *Formal*

Unpaid Own Account Self-employed Periphery/Out work Standard-Core

Greater Protection, Less Precarity, Higher Pay



- Primarily,
Women's work:
- Lower pay
 - Part-time, temporary, part-year
 - Non-union
 - Outwork or no visible "employer"

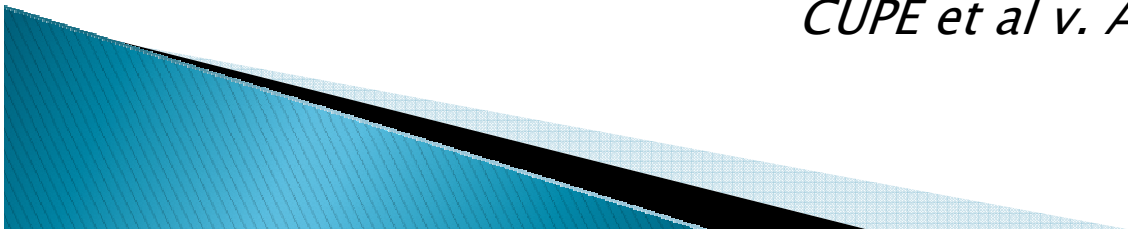
- Primarily
Men's work:
- Higher pay
 - Full-time, full year
 - Unionized
 - Primary employer

Systemic undervaluation of women's work

- ▶ *Many of the demands, conditions and contributions of women's work are invisible and undervalued both because so many women do these jobs and because female-dominated skills, effort, responsibilities and working conditions are associated with unpaid domestic or volunteer work.*
- ▶ *Yet such skills are essential to carrying out the work and are acquired over time, through training, even though they are often undervalued relative to those of men. Moreover, many of these women's jobs are highly demanding, but in ways so long associated with women that they are thought to be part of being a women.*

*Dr. Pat Armstrong
Expert Witness,*

CUPE et al v. Attorney-General (Ont.), 2001

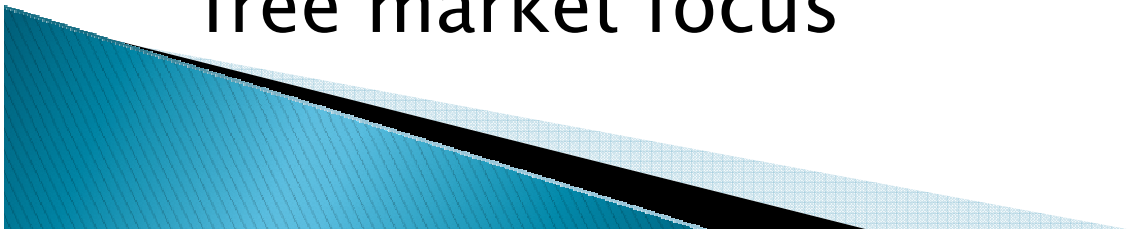


Enforcement Challenges

- ▶ Traditional governance models developed for formal “male work” not working to deliver pay equity all along this continuum.
- ▶ Increasingly “individualized” and precarious work relationships.

Declining trade union coverage.

Reduced state role with deregulation and free market focus



Enforcement Challenges

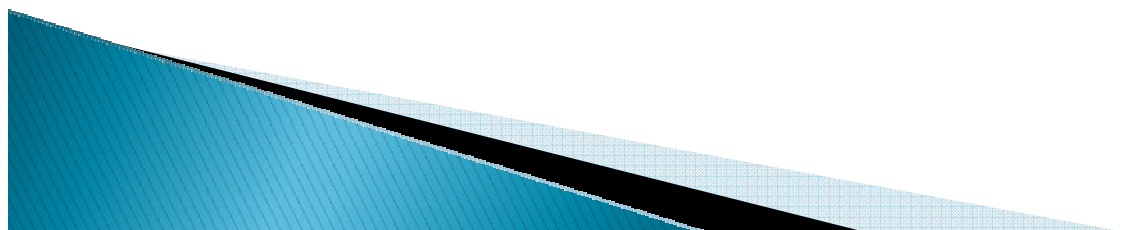
Complexity of systemic labour market discrimination sustained by other intersecting discrimination in areas such education, health and reconciling of work and family.

- ▶ While pro-active pay equity laws are critical first step – they are not enough.
- ▶ A multi-faceted systemic human rights approach is required.



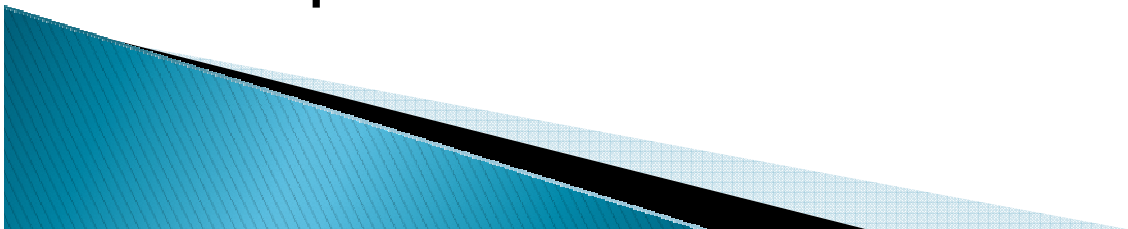


Support Pay Equity - Your daughters will thank you.



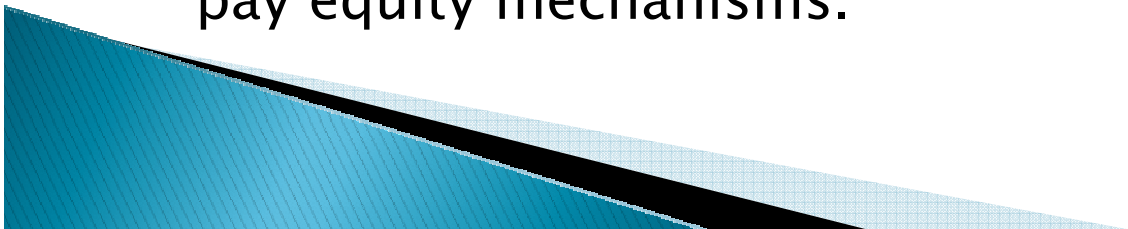
1) Use Human Rights Lens

- ▶ Ensures the right systemic focus and priority for addressing the problem.
- ▶ Helps to secure the systemic benefits to the planet of gender equality while working to avoid the adverse impacts of inaction.
- ▶ Pay equity is essential to human dignity and respect.




International Pay Equity Standards

- ▶ Equal Remuneration for Work of Equal Value – ILO Convention 100 – requires the often different work men and women do to be paid the same where it is of comparable value based on skill, effort, responsibility and working conditions.
- ▶ ILO Convention 111 requires employment equity measures to eliminate barriers which limit women’s ability to earn the same pay or self-employment income as men.
- ▶ These standards, together with CEDAW and other UN standards, require signatory states to develop effective pay equity mechanisms.

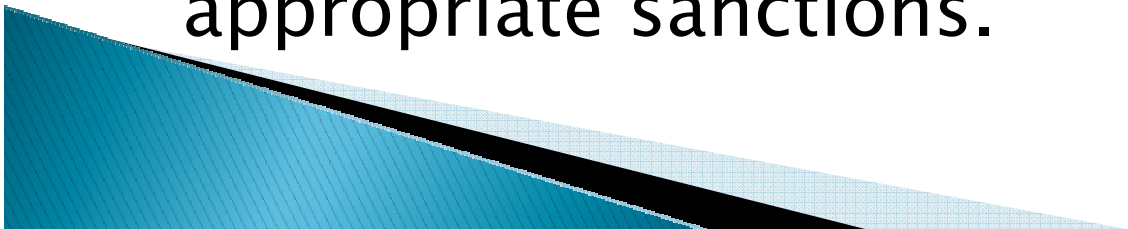


What Do Standards Require?

- 1) right must be guaranteed as they are core labour standards of the highest priority, necessary for sustainable society.
 - ▶ 2) Governments should enact mechanisms covering public and private sector to ensure practical realization of the right “without delay”, supported by adequate resources.
 - ▶ 3) Enterprises have proactive obligations to achieve and maintain pay equity for employees and contractors.
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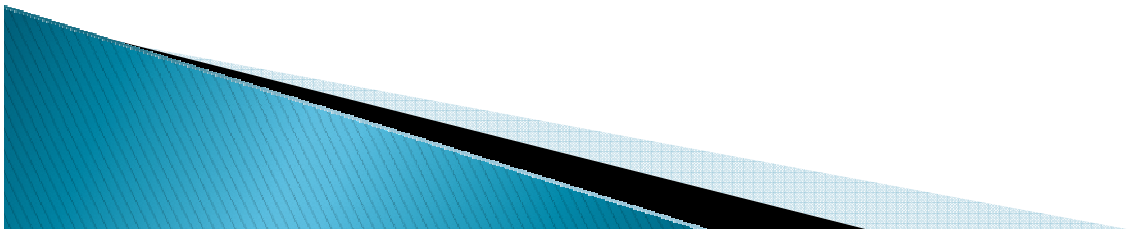
What Do Standards Require?

- ▶ 4) Mechanisms must require gender inclusive methodologies for evaluating and comparing men's and women's work and reformulating women's pay structures.
- ▶ 5) Women's Representatives should have active role in pay equity implementation.
- ▶ 6) Pay equity must be practically enforceable by accessible expert body with appropriate sanctions.



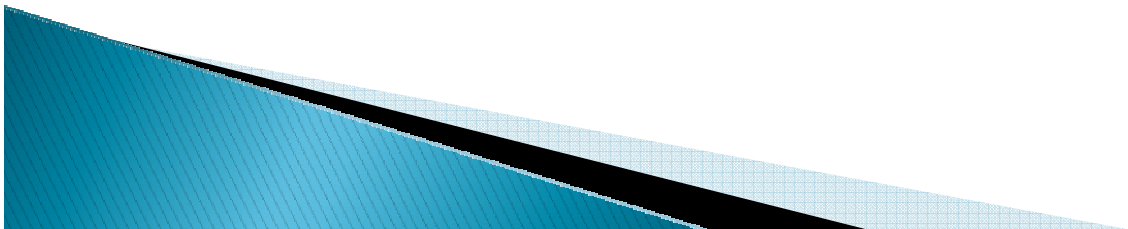
2) Map Women's Work

- ▶ Start with the mapping of the diverse forms of women's work and its constraints.
- ▶ Draw picture of the work women and men do in order to provide factual and analytical basis for developing the appropriate pay equity human rights remedy.



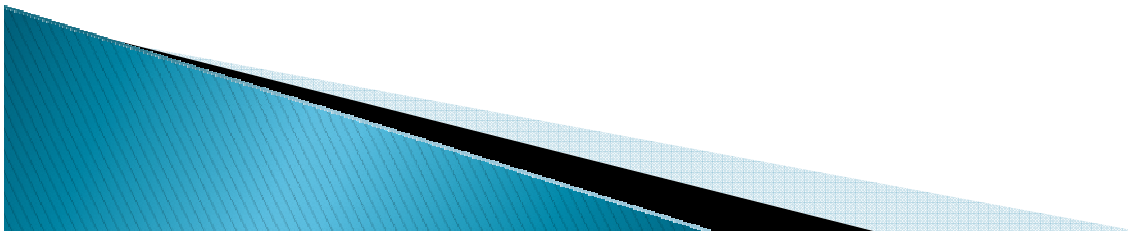
3) Empower Women's Voice

- ▶ Employed and self-employed women all must have a clear and equal voice in the development, implementation, enforcement and evaluation of pay equity measures.
- ▶ Women's empowerment is both a strategy and a goal in overall struggle for gender equality.



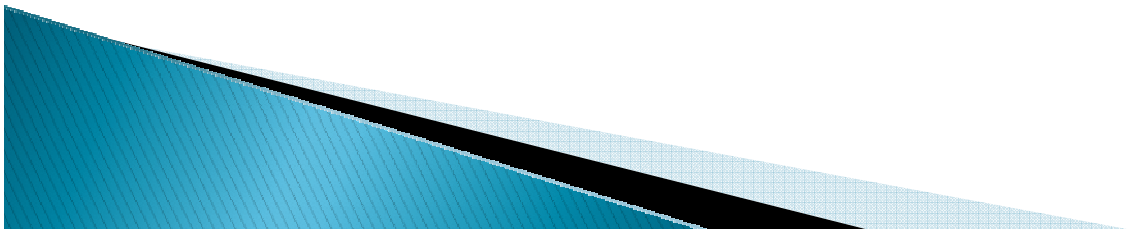
4) Mainstream Pay Equity Compliance

- ▶ Design the right mix of systemic solutions based on international standards but tailored to the particular country context and the diversity of women and their work.
- ▶ Build mechanisms which accurately count and value both women's and men's work in all public policies and laws. Eg. Fund pay equity adjustments; require government contractors to prove pay equity compliant.



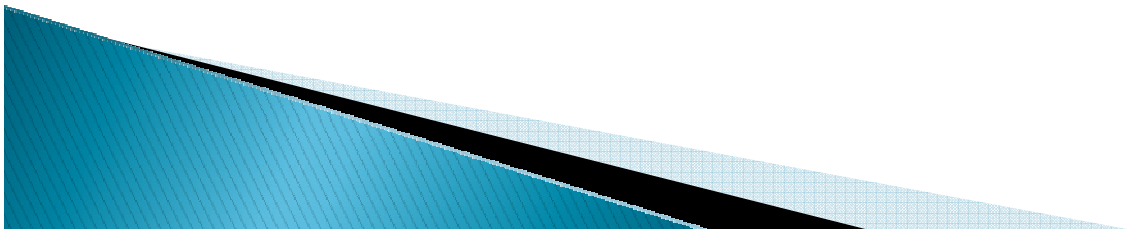
5) Employment Equity

- ▶ Employment Equity Measures and laws are needed to remove barriers and take positive measures to move women into higher paying male work, eg. Provide employment training, access to child/elder care.
- ▶ Such measures can also address barriers facing multiply disadvantaged women.



6) Focus on Enforcement

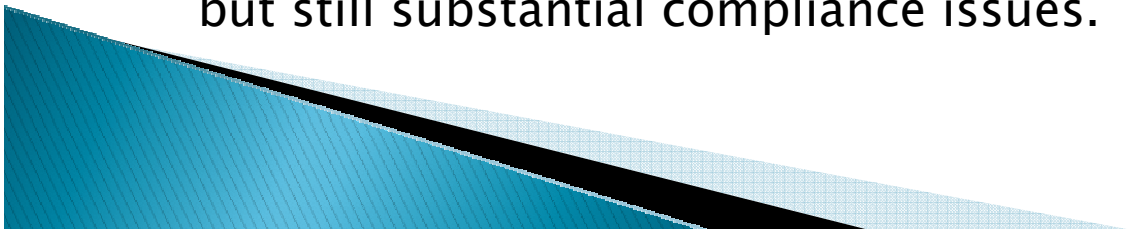
- ▶ Ensure effective pro-active complaint mechanisms to enforce right to pay equity
- ▶ Eg. Provide women with legal clinics/assistance to ensure access to justice; fully fund enforcement machinery and provide with audit powers



A Pro-Active Model (Ontario, Quebec – Canada, Sweden)

Discrimination identified through comparison between female- and male-dominated jobs and pay using non-discriminatory method of job evaluation.

- ▶ Mandatory law covering public and private sector
- ▶ Requires companies, working with union if any, and providing pay information, to adopt pay equity plan to rectify any discriminatory pay gaps through pay adjustments within established time frames.
- ▶ Specialized enforcement agency providing technical pay equity support and tribunal to hear complaints
- ▶ Highest compliance with this model especially for unionized workers but still substantial compliance issues.



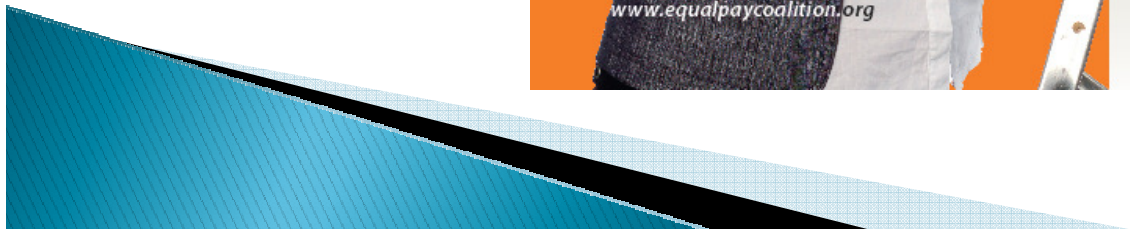
A Framework for Action on Pay Equity in Ontario

A special 20th
Anniversary report
contributing to
Ontario's Future

by the Equal Pay Coalition
November, 2008

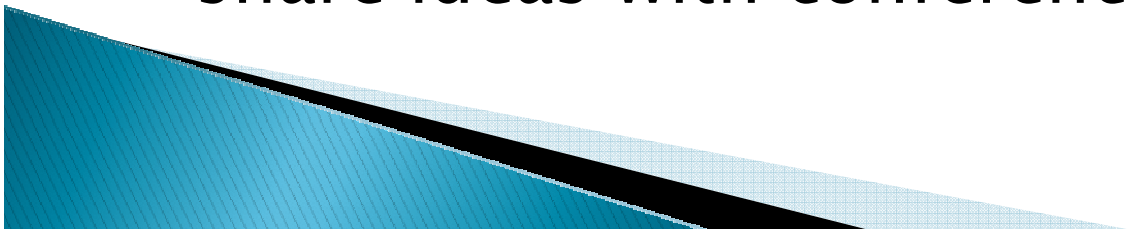
www.equalpaycoalition.org

 EQUAL PAY COALITION



Equal Pay Coalition

- ▶ Campaign commencing in October 6, 2011 Ontario Provincial Election – see www.equalpaycoalition.org
- ▶ Coalition's Framework for Action calls for Ontario to close its 29% gender pay gap through multi-faceted plan.
- ▶ Coalition welcomes advice and opportunity to share ideas with conference participants.





Support Pay Equity
Your children will thank you

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