

A CAMPAIGN FOR WOMEN'S ECONOMIC EQUALITY

# Equality once and for all!



*his*



*hers*

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



Canadian Labour Congress

Congrès du travail du Canada

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Equality for women has still not been achieved.

The wage gap exists in every single profession, even judges.

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## AS WOMEN WE HAVE MORE EDUCATION But we are still paid less

- ♀ Women make 70.5% of the wages men make.
- ♀ University-educated women only earn 68% as much as men.
- ♀ Jobs earning less than \$35,000 a year are mostly held by women. Jobs earning \$60,000 or more a year are mostly held by men in a ratio of 2.5 to 1.

# Have Women Achieved Equality?

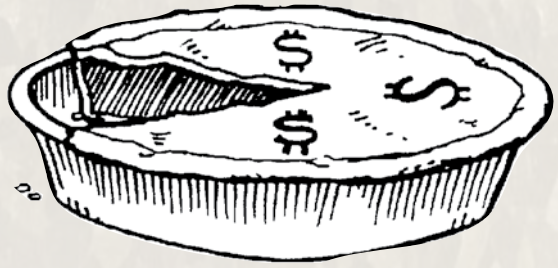
## Test your knowledge.

- Over the last 25 years, the number of women working for a paycheque more than doubled.  
A) TRUE      B) FALSE
- Women are still concentrated in traditional “female” jobs: clerical and administrative work, and sales and service.  
A) TRUE      B) FALSE
- Immigrant women who came to Canada in the last five years earn more than other women in Canada.  
A) TRUE      B) FALSE
- In 2001, 30 percent of single-parent families headed by women were poor.  
A) TRUE      B) FALSE
- More women than men hold part-time jobs.  
A) TRUE      B) FALSE
- Men and women now equally share domestic chores in the home.  
A) TRUE      B) FALSE
- The wage gap between unionized women and unionized men is much smaller than between non-unionized workers.  
A) TRUE      B) FALSE
- The wage gap and the fact that a significant portion of women are in low-paid jobs means women’s economic inequality continues into retirement.  
A) TRUE      B) FALSE
- Contracting out jobs has little effect on women’s economic equality.  
A) TRUE      B) FALSE
- The best way to do something about our situation is to organize for change.  
A) TRUE      B) FALSE

# Equality once and for all!

**THINGS HAVE CHANGED. WAGES HAVE NOT!**  
Women have done everything they were supposed to do to narrow the wage gap:

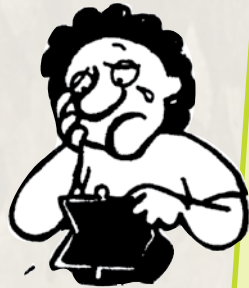
- ♀ Women are now more educated.
- ♀ Women are working - in great numbers and for longer hours.
- ♀ Women are having fewer children and taking less time away from work.



**But the wage gap still exists!!** It is stuck at 70 cents for every dollar a man earns for full-time full year work. When you take part-time workers into account, the gap is 64 cents for every dollar.

## SO, WHAT'S THE PROBLEM?

- ♀ Men and women work in different jobs. Women's jobs are still undervalued.
- ♀ Women lose good-paying jobs through privatization and contracting out.
- ♀ We still need access to quality, affordable public child care.
- ♀ Women have a much harder time qualifying for EI.
- ♀ Our pensions are lower because our wages are lower.
- ♀ Two-thirds of minimum wage earners are women and you can't work enough hours to get above the poverty line.



# Have Women Achieved Equality?

## Answers to True and False Quiz.

- 1. TRUE.** Just over 86 percent of women between the ages of 25 and 54 are in paid jobs. Many women went to work because their families needed a second income. In three out of four two-parent families with children, both parents work.
- 2. TRUE.** Almost 53 percent of women work in these types of jobs. Women make up 75 percent of clerical workers and 57 percent of workers in sales and administration. If you include education, and nursing and health care, 70% of women work in these jobs.
- 3. FALSE.** Data from the 2001 Census shows that immigrant women who came to Canada after 1995 earned about \$6,000 less than other women in Canada. And higher education doesn't narrow the gap.
- 4. FALSE.** It's much higher than that: about 43 percent of these families were poor in 2001.
- 5. TRUE.** 26 percent of women hold part-time jobs compared to only 10 percent of men. Women are 30 times more likely than men to work part-time because of caring for children, elderly parents and other family responsibilities. Part-time work pays a lower hourly wage, provides less in the way of pension and medical benefits, all of which add to women's economic inequality.
- 6. FALSE.** As of 2005, women still do 62 percent of unpaid work in the home, including care-giving work. This is the case even though women are working longer hours in paid jobs.
- 7. TRUE.** Women in unions earn 93 cents for every dollar a unionized man earns. The wage gap is much smaller in unionized workplaces.
- 8. TRUE.** Retired women receive 60 percent of what retired men earn. While more women have access to pension plans today than they did 30 years ago, factors such as the wage gap, precarious and part-time employment, concentration in lower paid jobs and the general lack of access to private pension plans all conspire to perpetuate women's economic inequality into retirement years.
- 9. FALSE.** A 2005 study showed that when 8,500 health support jobs, such as cleaning and food preparation, were contracted out in British Columbia, the workers, mainly immigrant women of colour, experienced pay cuts of more than 40 percent and loss of benefits. This pushed many families below the poverty line even though they increased their hours of work and took on more jobs.
- 10. TRUE.** When women work together and push back, things change. That's how we've made our gains - by getting active in women's and community groups, and by organizing women into unions. In the workplace, unions are the best bet - for raising women's wages and benefits; for protection against harassment and discrimination, for ways to balance work and family, and for pushing for social programs and a better world.

# Equality once and for all!

## IT DOESN'T HAVE TO BE THIS WAY!

### Organize for better wages

Union women make 93 cents for every dollar men make and more women than men are in unions.

### Affordable child care is possible

The federal tax cuts since 2006 add up to more than the costs of a national public child care program. Women need child care. Child care offers a good head start for children.

### Reform Employment Insurance (EI)

The EI fund has a surplus. Yet, only 32% of unemployed women qualify for EI benefits. Even if you do qualify, 55% of low wages is not enough; our government has enough to give you more.

### Increase pensions

In retirement, twice as many women as men live in poverty. Women have an equal right to grow old with dignity. We can double Canada Pension Plan (CPP) and Old Age Security (OAS) benefits and still have enough for the next generation.

### Increase minimum wage to \$10 an hour

It isn't Mom and Pop shops paying minimum wages: it is large corporations. They are making billions and can afford to pay their workers more. The minimum wage should be at least \$10/hour and indexed to the rate of inflation.

### Don't forget the law

Women's work continues to be undervalued and underpaid. Pay equity laws in Quebec and Ontario have helped many women earn better wages. We need pay equity laws like this everywhere.

### Restore funding to women's organizations

Women's issues are being pushed under the carpet, and we need organizations fighting for fairness for women. The federal government must restore funding for women's advocacy and research.





# HOW TO CLOSE THE WAGE GAP

PROBLEMS	SOLUTIONS
Jobs where women predominate in the business sector are usually low paid.	PROVIDE EQUAL PAY FOR WORK OF EQUAL VALUE.
Women are better educated but paid less.	INDEX MINIMUM WAGE TO INFLATION.
Two-thirds of minimum wage earners are women.	RAISE MINIMUM WAGE TO \$10 PER HOUR.
Families need women's incomes.	CREATE PUBLICLY-FUNDED NATIONAL CHILD CARE.
Most single moms live in poverty.	START A UNION.
Women still juggle work and family responsibilities.	PASS LAWS THAT HELP WOMEN.
Only one-third of women are able to access EI.	REFORM EI.
Half of older women live in poverty.	DOUBLE CANADA PENSION PLAN (CPP) BENEFITS.
Most women don't have pensions.	INCREASE PUBLIC PENSIONS.
Young women experience high rates of unemployment.	PAY PART-TIME WORK THE SAME HOURLY RATE AS FULL-TIME WORK.
Women are more likely to work part-time.	RESTORE FUNDING TO WOMEN'S ORGANIZATIONS.

Equality  
once and for all!



## What can a union give you?

- ♀ Hour by hour a woman makes 93 cents for every dollar a man earns if she is a union member.
- ♀ Better benefits such as health plans, overtime pay and paid time off.
- ♀ Access to a workplace pension plan.
- ♀ Protection from discrimination and harassment.
- ♀ Job training and skills development (which also means even higher wages).
- ♀ Job security.
- ♀ The union will fight for you at work and enforce your contract.
- ♀ More flexible work schedules and family care leave.

## → How can *you* get a unionized job?

Talk to women you can trust and go from there.

Find a union to help you.

Visit our web site [www.canadianlabour.ca](http://www.canadianlabour.ca) or check the yellow pages under Labour Organizations or call one of the Canadian Labour Congress' regional offices.

Don't agonize - **UNIONIZE!** ←



## Already a union member?

Some bargaining ideas for better pay.

### ♀ REMOVE WAGE STEPS.

Why wait years to earn the true job rate?

### ♀ FLAT WAGE INCREASES (not percentages).

The same dollar wage hike for everyone benefits women in low-paying jobs and keeps the wage gap from growing.

### ♀ GENDER NEUTRAL JOB EVALUATION.

For equal pay for work of equal value.

### ♀ PAID LEAVE.

So women don't lose money for family responsibilities.

### ♀ MATERNITY/PARENTAL BENEFIT TOP UP.

To help women survive financially during maternity/parental leave.

### ♀ NO CONTRACTING OUT or PRIVATIZATION.

### ♀ WAGE AND BENEFIT PARITY.

Negotiate access to benefits and equal hourly pay for part-time and full-time workers.



## Employment Insurance: a tale of two workers

EI benefits are calculated based on average weekly earnings. This can have a negative impact on how much EI women qualify for. Check out this example with two skilled workers – a nurse and a carpenter – from a community with relatively high unemployment.

Both earn \$20.00 an hour. Both have paid equally into EI. Both qualify by working 600 hours (at \$20/hour = \$12,000 a year). But, their patterns of work differ, which is typical of many male and female-dominated jobs.



NURSE	CARPENTER
Part-time employment	Seasonally employed
15 hours/week for 40 weeks	60 hours/week for 10 weeks
her EI benefits: <b>\$165</b>	his EI benefits: <b>\$413</b>

# Equality once and for all!



## What you can do!

- ♀ Counter the myths of equality with the facts. Get the facts on our web site.
- ♀ Join a Union. Unionized women make 7% to 14% more than non-union workers. Employers make lots of money by paying low wages. Let's demand Equality once and for all!
- ♀ Get people talking. Talk to your friends, co-workers and family about closing the wage gap. Spread the word. Host a discussion using the education materials posted on our web site.
- ♀ Advocate. Call your MP and MLA or MPP and demand:
  - A national, publicly-funded not-for-profit child care program
  - A \$10 minimum wage, indexed to inflation
  - Effective pay equity laws
  - EI reform
  - Pension reform
  - Measures to end violence against women
  - Better labour laws to make it easier to join a union
  - Re-instate funding to women's organizations
- ♀ Vote! Budgets are not gender neutral. Hold politicians to account.
- ♀ Help out other women. In your home, in your workplace and in your life - when you reach out to other women you make things happen.
- ♀ Join this campaign, find more information on all these issues on our web site at:

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

*Check it out!*



Canadian Labour Congress  
Congrès du travail du Canada

The Canadian Labour Congress is the largest democratic and popular organization in Canada with over three million members. It brings together Canada's national and international unions, provincial and territorial federations of labour and local labour councils from every part of the country. In every kind of workplace and in communities across the country, the labour movement plays an important role as it strives to improve the quality of life for all Canadians.

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International Women's Day: March 8, 2008



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