



## TAKE ACTION TO CLOSE THE GENDER PAY GAP

Equal Pay Day marks  
the gender pay gap.

On average, **women** must work 15.5 months – or 3.5 months into the new year – to earn what a man earns in 12 months.

**Join the Equal Pay Coalition and local  
labour councils for activities in your area**

**Equal Pay Day  
Tuesday April 11, 2017**

**Wear red** because the gender pay gap leaves women in the red!

Ontario's Ministers of Labour, Finance, Women's Issues, Economic Development, Education and Skills Development, all have an express mandate to close the gender pay gap. **But** the Government still hasn't announced how it plans to close the gap.

**Call the Premier and the Minister of Labour  
Tell them to take action to close the gender pay gap now.**

Premier Kathleen Wynne. Phone: 416-325-1941

Email: [kwynne.mpp@liberal.ola.org](mailto:kwynne.mpp@liberal.ola.org)

Hon. Kevin Flynn, Minister of Labour. Phone: 416-326-7600

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## 12 STEPS TO CLOSE THE GENDER PAY GAP

How do we get to a 0% Gender Pay Gap by 2025?

Ontario's Gender Pay Gap is unacceptable: Indigenous women face a **57% gap**. Women with disabilities face a **46% gap**. Immigrant women face a **39% gap**. Racialized women face a **37% gap**. On average, Ontario women earn **30% less than men**.

The Equal Pay Coalition calls on the Ontario government to develop a comprehensive strategy to close the gender pay gap. Let the Ontario government know we need action now.

- |         |  |
|---------|--|
| STEP 1  | Treat closing the gap as a human rights priority               |
| STEP 2  | Raise awareness through annual Equal Pay Days and education    |
| STEP 3  | Develop the "Close the gender pay gap by 2025 Plan"            |
| STEP 4  | Enforce and expand pay equity laws                             |
| STEP 5  | Implement employment equity law and policies                   |
| STEP 6  | Promote access to collective bargaining                        |
| STEP 7  | Increase the minimum wage: \$15 for Fairness                   |
| STEP 8  | Provide affordable and accessible child care                   |
| STEP 9  | Mainstream equity compliance into government laws and policies |
| STEP 10 | Mainstream equity compliance into workplaces and businesses    |
| STEP 11 | End Violence and Harassment of Women                           |
| STEP 12 | Secure Decent Work for Women Across the Economic Spectrum      |

#EqualPayDay

[www.equalpaycoalition.org](http://www.equalpaycoalition.org)

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