

Pay Equity

	Conservatives	Liberals	NDP	BQ	Greens
Pledged to introduce new pay equity legislation based on the recommendations of the Pay Equity Task Force	X	✓	✓	✓	✓

On average, women still earn less than men, regardless of their occupation. Statistics Canada data for 2006 show that overall, women working full-time earn 70.5% of the amount earned by men in comparable jobs. For Aboriginal and racially visible women, the wage gap is even wider. According to the Pay Equity Task Force Report, Aboriginal women earn 46%, and racialized women earn 64% of men's average wages. This pay inequity has far reaching consequences, such as smaller maternity and parental benefits, and the fact that retired women on CPP/QPP receive only 58% of the benefits compared to men. Pay inequity contributes to poverty and economic dependence with devastating health and social consequences.

Pay Equity: A New Approach to a Fundamental Right, identified a number of steps that need to be taken to address the situation. The Task Force called on the federal government to recognize that pay equity is a fundamental human right, and to adopt a new proactive pay equity law that will cover women as well as racially visible workers, Aboriginal workers and workers with disabilities. It also recommended that a Pay Equity Commission and a Pay Equity Tribunal be created.

* This analysis is based on public information available as of September 10, 2008.

The federal Pay Equity Task Force Report, entitled

Q. If your party is elected, will you pledge to introduce new pay equity legislation based on the recommendations of the Pay Equity Task Force?