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BPW Canada

The Canadian Federation of Business and Professional Women
La Fédération Canadienne de Femmes de Carrières Commerciales et Professionnelles

May 2nd, 2016

Working towards improving the economic, political, social and employment conditions for women.

Notre but : améliorer les conditions économiques, politiques, sociales et d'emploi des femmes.

Women working for working women.

Un travail de femmes pour aider les femmes au travail

Julie Lalonde Prud'homme
Clerk of the Special Committee on Pay Equity
Sixth Floor, 131 Queen Street
House of Commons
Ottawa, ON

Re: Report on Pay Equity

Dear Ms. Lalonde Prud'homme,

I would like to take this opportunity, as a follow up to our meeting with Member of Parliament Anita Vandenberg on April 28th, to make a submission to the Special Committee on Pay Equity for the Report on Pay Equity to be tabled in the House of Commons no later than June 10th, 2016, on behalf of the Canadian Federation of Business and Professional Women (BPW Canada).

It is our recommendation that the Government of Canada declare March 18th as "Equal Pay Day" to raise awareness on the issue of Equal Pay in Canada. This date has been calculated to accurately mark the additional number of working days that women must work in comparison to the 365 days in a given year that men work performing the same job to earn the same wage.

According to the World Economic Forum Report of 2014, Canada ranks 19th where the overall gender gap is concerned, and falls to 27th when it comes to wage equality. Despite Equal Pay and Pay Equity legislation in this country, income equity is not a reality in Canada. Women in the workforce still earn only a percentage of what their male counterparts earn; on average, approximately 80%. The Canadian Centre for Policy Alternatives forecasts that it will take 200 years to close the global gender wage gap. We must work collaboratively with public and private organizations to raise awareness, encourage employers to review their hiring and promotion policies, compensation packages, as well as their employment standards and practices to actively narrow the wage gap.

BPW Canada has been addressing Pay Equity since 1990 when it adopted the Resolution "Supporting Pay Equity". Since that time, BPW Canada has worked on pay equity and associated topics including Employment Equity, Equal Pay and Affirmative Action on a national level. We have studied the issue at length and have engaged in public awareness campaigns, delivered presentations in classrooms, libraries and boardrooms to raise awareness on the issue of equal pay.



*Yours, Mine, Ours to Create
Le vôtre, le mien, le nôtre à créer*

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BPW Canada 2014-2016



As an organization, BPW Canada works to improve the economic, political, social and employment conditions of working women in Canada through mentorship, advocacy and professional development in a support network.

Thank you for your consideration of this important recommendation to the report as we align ourselves with peer countries to raise awareness on the issue of equal pay through a national declaration.

Regards,

Jenny Gulamani-Abdulla
First Vice-President, BPW Canada

Amanda McLaren
Past President, BPW Ottawa

cc: Ms. Anita Vandenberg, Chair of the Special Committee on Pay Equity



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