

POLICY 905

PAY EQUITY

Women now constitute 45% of the labour force compared to 26% in 1960. If the present trend continues, projections are that over half the workforce will be female by the year 2000.

In spite of pay and employment equity legislation and similar educational achievements to men, women have been unable to make significant advances in the workplace. Canadian women continue to be clustered in a few select occupations and industries; the sectors and occupations that generally provide low wages and inadequate, or non-existent, benefits.

In 1992 for every dollar a man earned working full-time for a full year, a woman earned just 72 cents. In the same year only 3.7% of women earned more than \$50,000 compared to 15.7% of men. On the other hand, 37% of women earned less than \$10,000 compared to 23.9% of men. It is small wonder that a recent North American survey found that 36% of all women surveyed worried about making ends meet.

At some point in their lives, six out of ten women will be sole supporters of themselves and their families. Even when they and their partner both work it is to put food on the table, clothe the family and pay the rent or mortgage on the home. It is not to pay for expensive holidays and other luxuries.

To redress these economic inequities, women need to have access to jobs and sectors that they have not previously had access to. However, no matter where they work and what they do, they should be paid fairly. Equal Pay for Work of Equal Value, or Pay Equity as it is more commonly known, should be guaranteed for all working women through legislation and confirmed in their collective agreements.

Equal Pay for Work of Equal Value ensures that women will be paid the same as men whose work is similarly valued.

LEGISLATIVE AGENDA

To complement CEP's Employment Equity policy, the union will continue to lobby at the national and provincial levels for Pay Equity legislation in jurisdictions such as Saskatchewan and Alberta, where there is none. As well, CEP will continue to lobby for the expansion and improvement of pay equity laws in jurisdictions where there already is some, for example, New Brunswick and Quebec.

COLLECTIVE BARGAINING

Even in jurisdictions where there is no requirement to implement Pay Equity, local unions will make Pay Equity a bargaining priority, to ensure that women are treated fairly and equitably in all CEP workplaces across Canada.

Key elements for the negotiation of a Universal Job Evaluation Plan are the following:

1. A universal plan is one which can be applied to both male and female dominated occupations at a single workplace or with a single employer that is capable of establishing the value of jobs in relation to one another and is also capable of establishing and measuring a wage gap between male and female jobs.
2. Such a plan should contain the following factors as identified in Canadian Human Rights and Pay Equity legislation:

- skill
- effort
- responsibility
- working conditions

(Sub-factors may vary depending on the worksite or industry.)

3. The plan should be jointly negotiated between the company and the union and amendable at the bargaining table.
4. It should also be jointly implemented.

**Board Meeting
February 9, 1994**

**Board Meeting
October 26, 1995**

**Board Meeting
May 30, 1996**