



## RESPONSE TO PETITION

Prepare in English and French marking 'Original Text' or 'Translation'

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PETITION No.: **421-01987**

BY: **MR. BOISSONNAULT (EDMONTON-CENTRE)**

DATE: **DECEMBER 13, 2017**

PRINT NAME OF SIGNATORY: **RODGER CUZNER**

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Response by the Minister of Employment, Workforce Development and Labour

SIGNATURE

Minister or Parliamentary Secretary

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SUBJECT

**Pay Equity**

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**ORIGINAL TEXT**

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**REPLY**

Equal pay for work of equal value is a human right. The Government is very proud to be moving forward with proactive pay equity legislation; it's one of the key ways we are delivering on our commitment to gender equality and reducing the gender wage gap in Canada.

Recent statistics illustrate the following about the gender wage gap in Canada: in 2016, the average hourly wage among women working full-time in Canada was 88% of the average hourly wage among men working full-time, according to Statistics Canada's Labour Force Survey. A 2016 International Labour Organization study, the Global Wage Report, ranks Canada 18th out of 46 developed and developing countries in terms of having the lowest gender wage gap.

In its October 5, 2016 response to the Special Committee on Pay Equity report titled It's Time to Act, our Government committed to move beyond its current complaint-based approach to pay equity to

introduce new, proactive pay equity legislation for both the federal public service and the federally regulated private sector before the end of 2018.

Implementing proactive pay equity legislation is expected to contribute to reducing the wage gap between women and men because it addresses the portion of the gap that is due to the undervaluation of work traditionally performed by women.

In addition to proactive pay equity legislation, we've taken a number of other concrete measures to close the gender wage gap and deliver economic equality for women, including:

- Introducing flexible work arrangements for federally regulated employees and increasing parental benefits which expand the length of leave parents can take;
- Investing \$7 billion dollars to address early learning and child care needs;
- Indexing the Canada Child Benefit to the cost of living so that more families have more money in their pockets to help with the cost of raising children.
- And announcing the first ever Canadian National Housing Strategy, which will lift 530,000 households out of housing need and reduce homelessness by 50 percent.