



Ontario Confederation of University Faculty Associations
Union des associations des professeurs des universités de l'Ontario

April 2, 2019

Hon. Laurie Scott
Minister of Labour
14th Floor, 400 University Ave,
Toronto, ON M7A 1T7

Dear Minister Scott,

On behalf of the Ontario Confederation of University Faculty Associations (OCUFA), and the 17,000 full-time and contract university professors and academic librarians we represent at 29 member associations across the province of Ontario, I am writing in regards to the pay transparency reporting public consultation undertaken by your Ministry.

Pay transparency is a tool that helps workers enforce existing human rights laws and promote gender equality. Given the staggering 31.5 per cent gender pay gap in Ontario and the pervasive pay inequities within most sectors, it is of utmost importance that the government take immediate action to implement a centralized and standardized reporting and data collection system on wage and compensation in Ontario.

The Ontario Pay Transparency Act passed in May 2018 was a welcome step in the right direction to address the systemic wage inequities in our economy. However, we were, disappointed in the Ministry of Labour's delay in developing regulations, which led to putting the implementation of the Act on hold.

While the current consultation demonstrates the government's commitment to implementing the Act, we are alarmed by the narrow focus of the questions in the consultation. We are also concerned that the proposed regulations would potentially undermine the purpose and effectiveness of the Act and protections outlined in Human Rights laws.

For instance, the consultation's limited focus on hourly wage and gender would not present an accurate assessment of the gaps and inequities in compensation structures, as it would leave unexamined the contributing factors to pay inequity such as women's access to hours of work, over-representation in precarious jobs, and concentration in female-dominated work, among other determinants.

Addressing the systemic barriers to equity in pay and closing the gender pay gap are of high importance to faculty across Ontario. In recent years, a number of faculty associations have undertaken pay anomaly studies that uncovered pay equity discrepancies at their institutions and are actively working on addressing them. The Canadian Association of University Teachers

(CAUT) also recently released a report on diversity and equity amongst faculty in the postsecondary sector, which found that significant wage gaps remain entrenched within the academic workforce between men and women, and between white, Indigenous and racialized academic staff. The wage gap is in fact deepest for racialized women professors who earn, on average, 68 cents for every dollar earned by their white male colleagues. This clearly highlights the importance of addressing the intersections of race, gender, class and ability while considering pay inequities.

OCUFA would also encourage a broader conversation about job classifications and job status with regards to pay inequities. The postsecondary education sector is a prime example of pay discrepancies and wage gaps based on job status as contract and precariously employed faculty are often paid significantly less than their full-time colleagues for performing similar duties. In fact, data shows that racialized, indigenous and female-identified teachers are less likely to have full-time, full-year employment.

Faculty across Ontario urge the government to immediately implement the Pay Transparency Act and to take leadership to close the gender wage gap in the province. Closing the gender pay gap is a key measure of equity in employment and ample evidence and studies point to the detrimental effects of the gender pay gap on the economy and our communities.

We strongly believe that every worker in Ontario regardless of their gender, race, or sexual orientation, should have the right to be free from systemic discrimination in pay. We fully support the Ontario Equal Pay Coalition's call for the immediate implementation of the Pay Transparency Act and the demand that the Ontario government take action to this effect no later than May 1, 2019.

Regards,



Gyllian Phillips

President, Ontario Confederation of University Faculty Associations

CC: Jamie West (New Democratic Party of Ontario), Kathleen Wynne (Ontario Liberal Party), Mike Schreiner (Green Party of Ontario)