Closing the **Gender Pay Gap**

### HIGHLIGHTS OF B.C. GOVERNMENT ACTIONS

<table>
<thead>
<tr>
<th>Child Care</th>
<th>Training, Education &amp; Good Paying Jobs</th>
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<tbody>
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<td>All workers deserve fair pay — too many women in B.C. are still making less than men for doing work of equal value. Indigenous women and visible minority women, and women with disabilities experience even larger pay gaps.</td>
<td>Social expectations that assign most of the responsibility for unpaid work and caregiving to women</td>
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<td>Many factors contribute to the gender pay gap:</td>
<td>Sexual harassment and gender violence, which can be significant barriers to participation and advancement</td>
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<td>» Lack of affordable child care</td>
<td>» Wage discrimination (differences between earnings within the same or similar occupations)</td>
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<td>» Over-representation of women in lower-paid jobs</td>
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<td>» Under-representation of women in leadership and higher-paid jobs</td>
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<td>» There is a lower value ascribed to “traditional women’s work”</td>
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**Child Care**

No parent should have to choose between their career and family — this is the single most impactful way we can close the gap.

The Affordable Child Care Benefit helps all families earning up to $111,000 — saving them up to $15,000 per year, per child.

$1.3B invested in accessible child care.

**Training, Education & Good Paying Jobs**

Giving extra support to women in skilled trades through enhanced employment and skills training so women stand to benefit from good paying jobs:

| |
| | No interest on B.C. student loans |
| | $1.8M invested to support women working in the building trades |
| | Encouraging more women and girls in STEM (Science, Technology, Engineering and Math) |
SAFE HOUSING AND SUPPORT FOR LEAVING VIOLENCE
Women and children rebuilding a life after violence need safe places to go. Women’s Transition Housing Fund provides $734M over the next 10 years to build and operate 1,500 new units of much-needed housing including transition houses, safe homes, second-stage and long-term housing.

LEAVE FOR THOSE FACING DOMESTIC AND SEXUAL VIOLENCE
Employment Standards Act amendments ensure new unpaid job protected leave is available for people facing domestic or sexual violence.

POVERTY REDUCTION
The B.C. Child Opportunity Benefit will provide meaningful help to families. Half of families led by single mothers live in poverty. That’s the largest single group of low-income families.

SUPPORTING SENIOR CARE
$75M is being invested in respite services and adult day programs over the next three years.

MINIMUM WAGE
Women make up a disproportionately large number of minimum wage workers. To help close the pay gap and enable everyone to pay for basic necessities:

» We’re on a predictable path to raise the minimum wage to at least $15.20/hour by 2021
» Liquor server wages are being raised to meet the minimum wage for workers in that industry, the majority of whom are women
» New legislation to ensure tips are paid to employees

POVERTY REDUCTION
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1 Child: Up to $1600/year
2 Children: Up to $2600/year
3 Children: Up to $3400/year

INCREASING WOMEN’S REPRESENTATION IN LEADERSHIP POSITIONS
Women now make up over 49% of public sector board members in British Columbia, up from 41% in 2017 — an increase of 174 women.

B.C. is working in partnership with Minerva BC and leaders in the private sector to promote representation for women in leadership positions.

SUPPORTING SENIOR CARE
$75M is being invested in respite services and adult day programs over the next three years.

This will help support the disproportionate number of women providing unpaid caregiving in B.C.

SEXUAL HARASSMENT POLICY
Work is underway to enhance sexual harassment policies for employees in the BC Public Service and the BC Legislature.

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