

# Closing the Gender Pay Gap

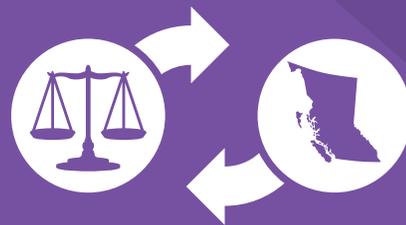
## HIGHLIGHTS OF B.C. GOVERNMENT ACTIONS

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.

Many factors contribute to the gender pay gap:

- » Lack of affordable child care
- » Over-representation of women in lower-paid jobs
- » Under-representation of women in leadership and higher-paid jobs
- » There is a lower value ascribed to “traditional women’s work”

- » Social expectations that assign most of the responsibility for unpaid work and caregiving to women
- » Sexual harassment and gender violence, which can be significant barriers to participation and advancement
- » Wage discrimination (differences between earnings within the same or similar occupations)



### 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)



## MINIMUM WAGE

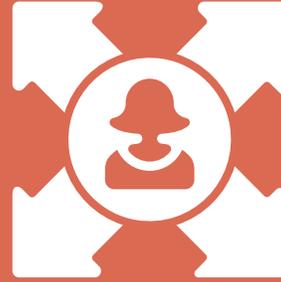
Women make up a disproportionately large number of minimum wage workers. To help close the pay gap and enable everyone to pay for basic necessities:

- » 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



## 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.

## 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.

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



## 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.

## SEXUAL HARASSMENT POLICY

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

