



JUNE 12, 2024

DISTRICT COUNCIL

STATUS OF WOMEN

1. Pleased to report the ETFO Status of Women Committee is helping plan an event for September. We're grateful for the support and excited to offer this opportunity to engage in meaningful conversations with female-identifying members from both ETFO & OSSTF.

2. International Equal Pay Day - September 18, 2025

The United Nations International Equal Pay Day, celebrated on September 18, was created to raise awareness about efforts to achieve equal pay for work of equal value. The day aligns with the Sustainable Development Goals (SDGs) to promote decent work and economic growth and gender equality and the empowerment of all women and girls.

Currently, in Canada, women must work around 100 extra days to equal the previous yearly wage of men. We commemorate this date in the spring each year as our Canadian equal pay day.

We clearly have some distance to go. The following statements are all different but equivalent ways of describing Canada's 2023 wage disparity for income-earning men and women.

(See 2 images on the next page for further info)

Source:

<https://lmic-cimt.ca/equal-pay-day-exploring-wage-disparities-in-canada/>

3. Women's Strike Canada: Monday June 24, 2024

This year marks the two-year anniversary of the overturning of Roe vs Wade. We stand in solidarity with our friends across the waters. Further details are available at <https://www.womensstrikecanada.ca>.

Valerie Carnaghan, Status of Women Officer
OSSTF D10

Around the world, various countries observe Equal Pay Day to mark the point in the calendar when women's earnings "catch up" to men's. In 2023, the average wage for women in Canada was 78% of the average wage for men. This means that, on average, women would need to work until April 9, 2024, to match the earnings of men in 2023.

Some key points:

- Equal Pay Day in Canada is now 23 days earlier than it was a decade ago. But there are still wide provincial disparities: the day falls as early as February 13 in Prince Edward Island and as late as June 2 in Alberta.
- For Canada, Equal Pay Day 2024 takes place in February for occupations in health and natural and applied sciences.
- To achieve a more comprehensive understanding of wage disparities, we recommend expanding the scope of Equal Pay Day to include analyses of **intersectional** factors, such as race, ethnicity, sexuality, gender identity and disability.

In 2023:

- Women earned 78 cents for every dollar a man earned, on average.
- Women's average earnings were 78% of men's.
- The average earnings for women were 22% less than for men.
- The average full-time earnings for women were around \$15,000 less than for men.
- Women would need to work an average of 101 extra days to earn the same as men.



This year, Equal Pay Day is April 9.