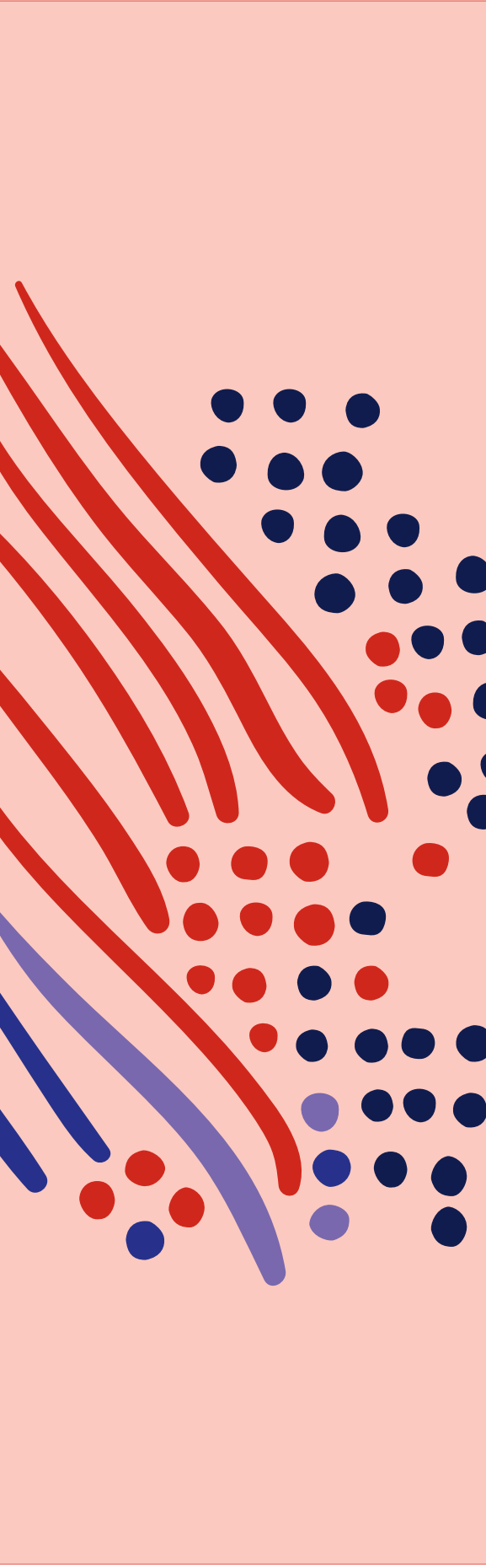




# Canada's pay equity problem

The Canadian workforce is nearly equal when it comes to the number of men and women in the workplace – but is that parity reflected in their paycheques? New research from ADP Canada and Leger shows Canadian workers still see an unacceptable gender bias in their compensation.



## (Un)equal pay for equal work

**\$0.75** – On average, working women (\$49,721) earn a quarter less in salary annually than their male peers (\$66,504)

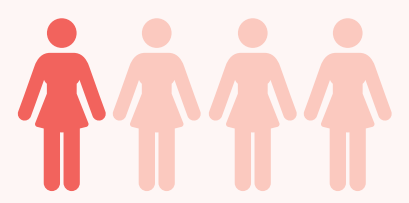
**33%** – Working women (\$3,912) earn only two-thirds compared to men (\$5,823) in additional compensation like bonuses, profit-sharing each year

## Prioritizing pay equity

**24%** – One-in-four working women say they DO NOT believe that pay equity is a priority for the management of their organization

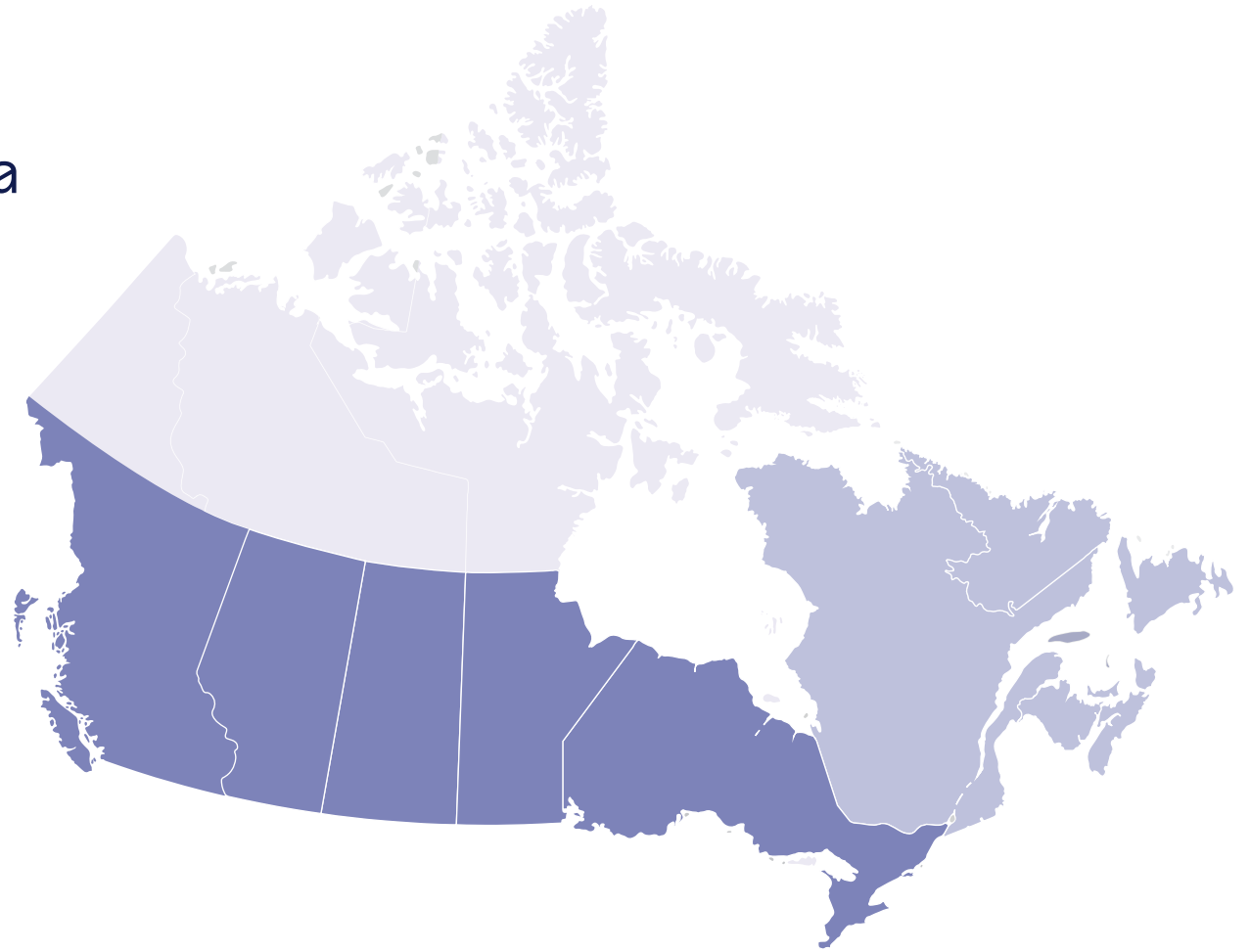
**ONLY 63%** of executives believe that compensation for men and women for salary is equal, and 31% say it is not a priority in their organization

**78% vs. 62%** – Men are much more likely than women to believe pay equity for salary is being achieved in their organization



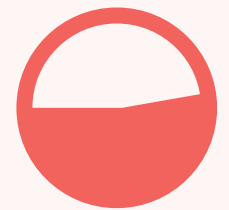
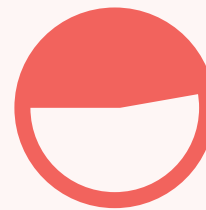
## Compensation and Perception across Canada

Workers in Ontario and western Canada report higher salaries than those in Quebec and Atlantic Canada. At the same time, in markets where earnings were lower (such as Atlantic Canada and Quebec), the perception of pay equity being achieved and prioritized is greater.



## Pay to stay

As the taboo of discussing compensation at work starts to recede, the role that pay equity plays in attracting and retaining top talent is set to increase.



**48%** – Nearly half of working women in Canada say they would leave their employer if they were to find out they were earning less for equal work than a male colleague

**52%** – Millennials are more likely than other groups to leave an employer that does not achieve gender pay equity

## Make equal pay for equal work an everyday priority

### Commit to compensation equity

Equal pay for equal work should be more than a catchy slogan. As today's workplace better reflects gender parity, so too should compensation in every organization – including yours.

### Remove bias during budgeting

Leading organizations should review their compensation policies and practices each year. When setting budgets, audit compensation levels and look for opportunities to remove unseen or unintentional gender bias.

### See talent, not gender

Providing fair compensation based on qualifications and results – regardless of gender – is a top priority for younger Canadians. Top talent sees this and wants to work for companies that are committed to the same.

