



BPW Calgary held their first Equal Pay Day Awareness Campaign on March 18th, 2013 under the shadow of the "Famous Five" in Olympic Plaza in Downtown Calgary.

While women represent almost 50% of our workforce and play a vital role in the growth of our economies, they earn only 71 cents for every dollar earned by men. Income equality is not a reality in Canada, but we believe that narrowing the gender pay gap not only benefits employees, but also creates a stronger economy and strengthens families and communities.

Canada ranked 35th in wage equality according to the World Economic Forum Reports from 2013 and 2014. We believe we can do better.

You can show your support for Equal Pay for Equal Work in many ways. Each year on March 18, we encourage you to wear red, host workshops, attend events on workplace policies and invite speakers to focus on the gender wage gap.

Interested in finding out more about Equal Pay Day? Visit our website:

BPWCalgary.com/equal-pay-day-march-18/

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Equal Pay is not only a women's issue or an equality issue.

Equal Pay is an ECONOMIC issue!

Equal Pay positively impacts families as well as our overall economy.

2011 Deloitte Report: "Women influence 80% of the buying decisions controlling US\$20 trillion in consumer spending globally."

2007 Goldman Sachs Report: "Countries could dramatically increase GDP simply by reducing gaps in employment rates between men and women".



NARROWING THE GENDER PAY GAP

The Business and Professional Women's Club of Calgary

Women working for working women

-Since 1927-





What is Equal Pay Day?

Equal Pay Day was proclaimed on March 18, 2012 by the Canadian Federation of Business and Professional Women to mark the end of the 420 days that Canadian women must work to earn the same wage that their male counterparts earn in just 365 days. According to Statscan Women's Economic Wellbeing 2011, despite Equal Pay and Pay Equity legislation income equity is not a reality in Canada.

Today women in Canada, on average, are required to work an additional two and a half months into the next year to earn the same income that men earn doing the same job for 12 months of the preceding year. The gender wage gap widens for women who are indigenous, immigrants, members of the visible minorities, senior and disabled.

Working to Narrow the Gender Pay Gap

Women's lower pay results in: lower insurance, pension and merit payouts as well as reduced sick benefits.

THE TIME TO ACT IS NOW!

Creating merit based workplaces requires deliberate policies. Businesses can reflect on existing practices to realize women's empowerment and actively participate in narrowing the wage gap. Corporations and communities can become equal opportunity employers of choice and gain valuable recognition from discerning consumers for their attention to gender equity in their workplace and business practices.

While no country has closed the gender wage gap yet, many of them have acknowledged that it exists. It is time for Canada to recognize this and declare Equal Pay Day nationally. We can only work to narrow the gap if we acknowledge it exists. Let's declare Equal Pay Day in Canada!



BPW Calgary & Equal Pay

The main goal of the Business and Professional Women's (BPW) Club of Calgary is to improve economic, political and social conditions for all women. BPW is in over 100 countries and holds Consultative 1 status at the United Nations. Our members have lobbied for women's rights at all levels.

Since 2012, BPW Calgary has championed the issue of Equal Pay. Our work started on the streets of Calgary and has since moved into schools and boardrooms. In the fall of 2014, BPW Calgary filed a petition on Equal Pay for Equal Work through the office of the Green Party Leader, Elizabeth May to be presented in the House of Commons. A resolution on Equal Pay to be declared nationally was tabled at the Prime Minister's office in 2014 and 2015. In 2015, during the UN CSW 59 BPW Canada participated on a panel with USA, UK, Australia and Germany to share its journey.