



Don't discount midwives



In Ontario, women get paid 31.5% less than men on average.¹

This gap is even higher for racialized women, immigrant women, Aboriginal women and women with disabilities.² Women are more likely than men to work in precarious situations, receiving lower pay in part-time, temporary or non-unionized positions.²

Women's work is undervalued

Professional fields dominated by women are paid less than sectors dominated by men.²

Caring professions, like nurses, personal support workers and midwives, are dominated by women. Despite receiving multiple years of training, the skills and responsibilities of these professions often go unseen when it comes to paying for them.²

\$38,261³



Registered practical nurse
90% female

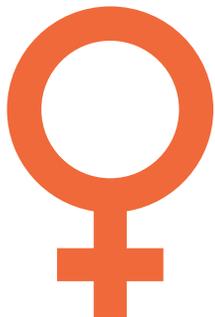
\$51,030³



Cable television service and
maintenance technicians
97% male

52%

According to a 2013 independent pay equity analysis, midwives are only paid 52% of what their work is worth.⁴



Midwives:

- Are mainly women⁵
- Provide care to women⁵
- For the female physiological experience of pregnancy and birth

Midwives:

- ⊘ Have been denied regular and fair negotiations by government
- ⊘ Have had compensation frozen while physician compensation increased
- ⊘ Experience a gender penalty of 48% on their compensation

¹Statistics Canada (2011). Table 202-0102: Average Female and Male Earnings and Female to Male Earnings Ratio, by Work and Activity, 2010 constant dollar

²Canadian Centre for Policy Alternatives. (2014). A Growing Concern: Ontario's Gender Pay Gap. Toronto, ON.

³(Median annual incomes) Statistics Canada. (2006). Census: Income and Earnings.

⁴Durber, P. (2013). Examining the Issue of Equitable Compensation for Ontario's Midwives. Toronto, ON: Association of Ontario Midwives.

⁵Out of close to 700 midwives in Ontario, one is a man. Also, some midwives and clients may not identify as women and may identify as transgender or as men.

PAY EQUITY



- is equal pay for work of equal value
- is a human right
- is pay that is free from gender-based discrimination
- fairly values women's work
- is enshrined by law

The time for pay equity is now

Midwives experienced an 11-year stretch (1994-2005) when they received no compensation increases, and the increases received in 2005 and 2008 have not been sufficient to make up the significant wage gap midwives experienced.

The Ministry of Health is:

- ⊗ **IGNORING** the results of a 2010 pay study it commissioned, which called for a substantial pay adjustment and fair negotiations.⁶
- ⊗ **REFUSING** to negotiate with midwives and unfairly changing their work conditions, while at the same time negotiating with the Ontario Medical Association and honouring their agreements.
- ⊗ **FAILING** to investigate and respond to claims made by the AOM regarding the gender wage gap since 1994.

The AOM:

- Filed a landmark application with the **Human Rights Tribunal of Ontario** in November, 2013 against the Ministry of Health for gender-based pay discrimination.
- In a preliminary hearing, the Tribunal ruled against the Ministry's motion to dismiss 20 years of the AOM's pay discrimination allegations, ruling that systemic discrimination must be considered in its full context.⁷ This decision is an important ruling not only for midwives but for human rights claims across Canada.

Support Pay Equity!

- Midwives are entitled to equitable pay and fair negotiations.
- A pay equity increase is not a raise - it is a human rights remedy that rectifies gender discrimination. Midwives are asking for a pay equity adjustment so that they do not suffer a gender discount when it comes to paying for their skills, effort, responsibility and working conditions.
- Visit OntarioMidwives.ca and EqualPayCoalition.org to get involved.

⁶Courtyard Group. (2010). Compensation Review of Midwifery. Toronto, ON: Prepared on behalf of the Ministry of Health and Long Term Care.

⁷Association of Ontario Midwives v Ontario (Health and Long-Term Care), 2014 HRTO 1370 at para 33.