

# PAY EQUITY IS **#OVERDUE** FACT SHEET

## 1. What do midwives do?

- Ontario midwives are primary health-care providers who are specialists in providing around-the-clock, on-call care for clients throughout normal pregnancy, birth and the first six weeks after birth.
- Midwives are an integral and integrated part of Ontario's healthcare system and produce excellent health outcomes, high levels of patient satisfaction and utilize health care resources efficiently.

## 2. What is pay equity?

- Pay equity is fair compensation free from discrimination.
- Pay equity is a human right.
- The pay equity gap in Canada ranges from about 26-30% on average (Equal Pay Coalition & Statistics Canada).
- The pay equity gap for Ontario's most female-dominated profession, midwifery, is at least 48% (Durber report).
- In 2013, midwives filed an application with the Human Rights Tribunal of Ontario alleging they have faced a gender penalty in their pay from the Ontario government for almost two decades.

## 3. Why fight for pay equity?

- Midwives working in the province of Ontario are perfectly situated to take on the pay equity fight. With the largest membership in Canada and a strong history of social activism, they are fighting for workers in all female-dominated professions.
- Midwives around the world are undervalued and underpaid, according to a World Health Organization study (2016).



Association of  
Ontario **Midwives**  
*Delivering what matters.*