



2019 Provincial Election Questionnaire

ECONOMIC EQUALITY

On March 3, 2017, MHAs lent unanimous support to a motion on pay equity. Since that time, no legislation has been developed. NL has no pay equity legislation and the largest gender pay gap in Canada, with women earning 66% of male salaries.

What will you do to move pay equity legislation forward?

Newfoundland and Labrador New Democratic Party:

The NDP tabled that Private Member's Motion in 2017. Pay equity legislation guarantees that gender wage discrimination is removed in both the public and private sectors.

Pay equity means equal pay for work of equal value. The pay equity process adjusts the wages of employees in traditionally female jobs so they are equal to the wages of employees in male job classes—whenever they are found to be comparable in terms of skill, effort, responsibility and working conditions.

Public sector collective agreements require pay equity. Legislation is needed bring it to the private sector.

Pay equity closes the gender pay gap, creates fairness for women, improves their economic independence, and lowers their risk of poverty.

Pay equity allows employers to retain the best employees because wages are fair and do not discriminate against "women's jobs."

Other provinces have brought in pay equity legislation that we can use as a blueprint. The Liberal government voted for the NDP's pay equity resolution and set up a committee, but nothing has happened since.

NL Alliance:

As a province, we must be a leader in equality of all forms. Legislation should be enacted that prevents a wage gap of any kind based on gender. Companies and businesses who aren't practicing wage equality now, need to be brought in line through a Government mandate, and face fines when they do not abide by the legislation, similar to if they violated the workplace health and safety legislation.

Liberal Party of Newfoundland and Labrador:

We recognize that addressing pay inequity is crucial to advancing the status of women. As such, an interdepartmental committee has been given the mandate to complete a thorough review of the issue and look closely at models in other jurisdictions. We will continue this important work, and we look forward to the recommendations coming from the committee.

Progressive Conservative Party of Newfoundland and Labrador:

A Crosbie government will support and advance pay equity. We will apply a gender lens to public policy, and work with women to remove barriers to gender equality.