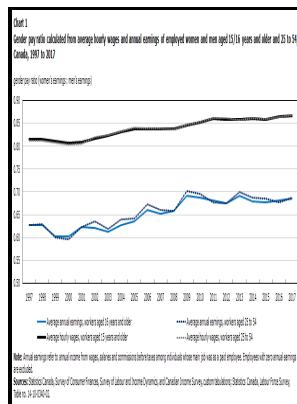


# Wage discrimination and women workers - the move towards equal pay for work of equal value in Canada

## Labour Canada - Unequal pay for equal work? Unpacking the gender gap in principal compensation

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#tackle #the #wage #gap #— #and #how  
#it #could #do #more

**Unequal pay for equal work?  
Unpacking the gender gap in principal compensation**

Companies can, of course, step up their campus recruiting efforts, but efforts to advance black leaders must extend far beyond that. A theorist working in the functionalist perspective might point out that this system is designed to reward hard work, which encourages people to strive for excellence in pursuit of reward.

### Union leaders say proposed pay equity legislation will close 'shameful' gap

The same is true in mid-level jobs as well.

### What Constitutes a Fair Wage?

Recruitment practices can avoid age bias by seeking workers of all ages and not limiting qualifications based on age or years of experience.

### Toward a Racially Just Workplace

There is substantial evidence that in the 1960s, people believed that one's gender determined one's abilities, interests and qualifications, just like age.

### EU Moves to End Gender Pay Gap With Transparency Rules



Congress authorized a second extension of the ADEA statute of limitations in 1990 when the EEOC again failed to timely process ADEA charges.

### **Toward a Racially Just Workplace**

In Professor Egli's study of ADEA cases issued by federal district courts in 1996, the most common claims after discharge were retaliation, denial of promotion, refusal to hire, and demotion.

### **Toward a Racially Just Workplace**

Equal Employment Opportunity Commission June 2016 noting three out of four individuals who experienced harassment did not even notify their employer. The Great Recession of 2007-2009 led to historic unemployment for older workers, reduced lifetime earnings, limited savings, and caused declines in potential Social Security and pension income.

### **Toward a Racially Just Workplace**

Department of Labor In the past, rising education levels in the United States had been able to keep pace with the rise in the number of education-dependent jobs. But what about during the recession of 2008, when so many jobs were lost and unemployment hovered close to 10 percent? Organizational pay structures are set by a variety of methods, including internal policies, the advice of outside compensation consultants, and external data, such as market salaries. Recent Trends in Jobs and Wages The mix of jobs available in the United States began changing many years before the recession struck, and, as mentioned above, the American Dream has not always been easy to achieve.

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