



CANADIAN RESEARCH INSTITUTE FOR THE ADVANCEMENT OF WOMEN
INSTITUT CANADIEN DE RECHERCHES SUR LES FEMMES

The Right Honourable Justin Trudeau, P.C., M.P., Prime Minister of Canada, Ottawa

Dear Prime Minister Trudeau,

I am writing you on behalf of the Canadian Research Institute for the Advancement of Women –CRIA W-ICREF.

Since 1976, CRIA W-ICREF has been researching and documenting the economic and social situation of women in Canada. Using intersectional frameworks, we have developed and undertaken a variety of important, ground-breaking research that is women centred. CRIA W-ICREF is a not for profit member based organization.

We focus exclusively on nurturing feminist research and making it accessible for public advocacy and education. All CRIA W-ICREF activities flow from an overarching goal to provide tools and information to help organizations take action to advance social justice and equality for all women.

CRIA W-ICREF is working to create a world in which individuals of all genders, races, cultures, languages, incomes, abilities, sexualities, religions, identities, ages and experiences fully partake of, and contribute to, a just, violence-free, balanced and joyful society that respects the human dignity of all.

CRIA W-ICREF supports pay equity. Our 2005 Fact sheet “Women and Poverty” stated “Pay equity is a basic human right, enshrined in various international conventions and treaties. The principle of pay equity ensures that there is no discrimination in wages based on gender. The Canadian Human Rights Act and the equality provisions in the Charter of Rights and Freedoms support pay equity, and yet, women in Canada still only earn 71% on average of what men earn.”

Pay equity has involved three important but different aspects. One of these is the idea of equal pay for equal work. This means comparing jobs done by men and women, where the job is the same or basically the same, to see if there are differences in wages between men and women. The second, equal pay for work of equal value compares different jobs that are considered “male” or “female” but that have equal value to reduce the wage gap. Finally, pay equity laws refer to programs and laws that attempt to achieve pay equity proactively, that is, a complaint should not be needed to achieve the goal.

In light of CRIAW- ICREF's longstanding support of pay equity, we are asking you to take steps to ensure that the Rural and Suburban Mail Carriers who are employed at Canada Post earn the same wages as Letter Carriers. The Rural and Suburban Mail Carriers and the Letter Carriers essentially do the same work, we feel that this is a pay equity issue.

Thank you,



Selma Kouidri
CRIAW-ICREF President, 2015-2016

Cc :

The Honourable Patricia Hadju, Minister of Status of Women
The Honourable Judy Foote, Minister of Public Works and Procurement
The Honourable MaryAnn Mihychuk, Minister of Employment, Workforce Development and Labour

The Honourable Gérard Deltell, Conservative Critic for Employment, Workforce and Labour
The Honourable Karine Trudel, NDP Critic for Canada Post, Deputy Critic for Labour
The Honourable Sheri Benson, NDP Critic for Labour
The Honourable Simon Marcil, Bloc Critic for Employment and Labour

Jan Simpson, CUPW first vice President
Mike Palecek, CUPW National President
Deepak Chopra, Canada Post President
Marion Pollack, Former CRIAW President