Equal Pay legislation

**Epidemiology section**

[SCREENER]
QE1. Today, we have some questions about the workplace. Which of the following best describes your current working status? Are you:

- Employed/Self-employed full-time
- Employed/Self-employed part-time
- Retired
- A full-time student (not currently working)
- Unemployed/Looking for work
- Not currently working for other reasons (e.g. medical leave, sabbatical, stay-at-home parent, etc.)

[THOSE NOT CURRENTLY WORKING (i.e. anything other than the top 2 boxes): THANK AND TERMINATE]

QE2. Let’s think for a moment about the place where you work. If you work for a large organization with multiple offices or locations, please think only about the specific one you work in.

Excluding yourself, how many other people work in this location?

- None, it’s just me
- 1 – 4
- 5 – 9
- 10 – 24
- 25 – 49
- 50 – 99
- 100 or more

[THOSE WHO WORK ALONE SKIP THIS EPIDEMIOLOGY SECTION, GO STRAIGHT TO POLICY (QE8)]

QE3. We have some questions about your own experiences in the workplace. As always, there are no right or wrong answers, and your responses are completely confidential.

First, we’d like to know about your current compensation. Overall, do you feel you are paid fairly or unfairly for the work you do?

- Fairly
- Unfairly
- Really can’t say

QE4. And, compared to other people doing similar work in your workplace, do you think you, yourself, are paid more, less, or about the same as they are?
I’m paid more  
About the same  
I’m paid less  
Really can’t say

QES. Now, thinking about the place where you work, to the best of your knowledge, is there a gap between what men and women are paid for doing comparable work? (By “comparable work” we mean jobs that require similar skills, training or experience, and are of similar importance to the organization, overall)

Yes, a large gap  
Yes, a small gap  
No, no gap  
Really can’t say

[ASK QE6 AND QE7 OF ALL WHO SAY ‘YES’ AT QE5]
QE6. And, to clarify, does this gap generally favour men or women?

Men are paid more
Women are paid more

QE7. Why do you think there is a gap between what men and women are paid at your workplace for doing comparable work?

[RANDOMIZE – CHOOSE UP TO 2]
No reason – it’s arbitrary/discriminatory
One gender at my workplace tends to have more education than the other
One gender tends to have more experience/been with the company longer/be older
One gender tends to need it more (i.e. kids at home, primary breadwinner, etc.)
One gender at my workplace is just better at their jobs than the other
[ANCHORED] Other, please specify:

**General attitudes and policy section**

QE8. Now, we have some questions about the gender pay gap. That is, the fact that women, on average, make less money than men when doing comparable work. How familiar would you say you are with this concept? Would you say you ...

Are quite familiar with the concept
Know a bit about it
Have only heard the phrase
Have never heard of it until now
QE9. And, based on whatever you may have seen or heard about the gender pay gap, how serious of an issue would you say it is in Canada today? Is it ...

A very serious issue
Quite serious
Not that serious
Not serious at all

QE10. Over the years, there has been a lot of discussion of this issue of the gender pay gap. Governments and non-profit organizations have proposed policies and programs aimed at making the gap smaller. In light of these efforts, thinking specifically about the last 10 years or so, would you say the gender pay gap has been ...

Growing significantly
Growing
Staying about the same
Shrinking
Shrinking significantly

QE11. Do you personally know anyone who has been affected by the gender pay gap?

Yes, and that person is me
Yes, I know someone like this
No don’t know anyone like this

QE12. In recent years, at least one country has passed legislation mandating that all businesses with more than 25 employees must obtain an “equal pay certification” from an accredited auditor showing men and women are paid equally for comparable work.

Such a certification would state that the company is basing differences in pay only on “legitimate” factors, such as education, skills, and performance. Certification must be renewed every three years, and companies failing to maintain their certification will be fined.

Overall, would you say this type of legislation is a good idea or a bad idea?

Very good idea
Good idea
Bad idea
Very bad idea
Not sure/Can’t say

QE13. And, thinking about this another way, how effective do you think this type of legislation is likely to be?
Very effective
Moderately effective
Moderately ineffective
Very ineffective
Not sure/Can’t say

QE14. Suppose the federal government here in Canada were to propose similar legislation mandating equal pay certification for all companies with more than 25 employees. Would you support or oppose such a law here in Canada?

Strongly support
Moderately support
Moderately oppose
Strongly oppose
Not sure/Can’t say

QE15. Do you agree or disagree with each of the following statements?

[ROWS – RANDOMIZE]
The gender pay gap is mostly the product of choices women make, not discrimination against them
Women are held to higher standards than men and have to do more to prove themselves
The gender pay gap isn’t fair, but that’s just the way the world is
Knowing that my company had a gender pay gap would make me feel worse about working there
I can have a family without it damaging my career

[COLUMNS]
Agree strongly
Agree
Disagree
Disagree strongly
Not sure/Can’t say

QE16. Just wrapping up now, we have a few questions for our classification purposes.

First, which of the following very broad categories best describes the kind of work you are doing right now? (Please try to choose the category that is closest to the type of work you do, even if not an exact fit.)

Professional – examples: nurse, engineer, teacher, CA
“Knowledge/Creative” occupations – examples: HR, marketing, research
Manager/Executive – examples: store manager, business exec.
IT/Information Technology
Office work/Admin – examples: receptionist, EA, clerk
Sales & Service/Retail/Hospitality -- examples: cashier, food service
Skilled Trade – examples: electrician, plumber, carpenter
Labour – examples: driver, landscaping, construction, warehouse
Other, please specify: __________

QE17. If a federal election were held tomorrow, which party’s candidate would you yourself be most likely to support?

[Single choice. Randomize first 3 choices/first 4 in QC. Then keep that order per respondent.]
Conservative Party
Liberal Party
New Democratic Party (NDP)
Bloc Quebecois (BQ) [QC Only]
Green Party
Other Party/Independent
Undecided /Don’t know
Rather not say
Will not vote

[ASK THOSE CHOOSING “UNDECIDED/DON’T KNOW” OR “RATHER NOT SAY” AT QE17]
QE18. We’ve noticed you didn’t select a party. Is there one you’re currently leaning towards?

[Single choice. Randomize first 3 choices/first 4 in QC. Same order as previous.]
Conservative Party
Liberal Party
New Democratic Party (NDP)
Bloc Quebecois (BQ) [QC Only]
Green Party
Other Party/Independent
Undecided /Don’t know
Rather not say
Will not vote

QE19. Finally, how likely is it that you yourself would consider voting for each of these parties in a future federal election? Would you:

[Rows -- same order as above]
The Conservative Party of Canada led by Andrew Scheer
The Liberal Party led by Justin Trudeau
The New Democratic Party (NDP) led by Jagmeet Singh
[QC Only] The Bloc Quebecois and Yves-François Blanchet

[Response options]
Definitely support them
Certainly consider them
Maybe consider them
Definitely NOT even consider them