

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

QE5. 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