

Additional Activities

Title of Activity	Campaign to unionize personal support workers (PSW)
Type of Activity	Multigrade and kinesthetic activity
Suggested Subjects / Courses	Social Sciences: HIP4O, HSB4U Technical Studies: TGJ3O, TGJ4M, TGJ4O, TPJ2O Business Studies: Impact of unionization of PSW on the working conditions
Description of activity	<ol style="list-style-type: none"> 1. Use the Toronto, January 2021, Headline “‘We’ve never been busier’: New data from Statistics Canada seems to show a sudden growth in unionization” ‘We’ve never been busier’: New data from Statistics Canada seems to show a sudden growth in unionization to spark a discussion as to why there would be an increase in unionization 2. Create a list of jobs where there is little unionization, then identify which ones are held predominantly by women (ensure that Personal Support Worker, PSWs is on the list) - the research should indicate that a large proportion of jobs that employ high percentage of women are non-unionized or minimally unionized 3. Discuss how PSWs were in the news headlines repeatedly, especially at the start of the pandemic. 4. Review why workers organize themselves into unions (if this has not been previously taught, please see information in Notes) 5. Explain to the class that they will be placed into groups to develop a campaign to unionize all PSWs in Ontario. 6. Each group needs to come up with campaign material that could include digital/video/audio material
Notes	<p>It is assumed that students will have been exposed to unions prior to this lesson. If this is not the case, there will be a need to explain the role of unions and how to go about unionizing an organisation. You could have students read about previous unionizing efforts by Madeleine Parent (from list) or current examples seen Food Delivery Work Is a Big Test for Unions in Canada or Toronto Uber drivers opt to unionize for better pay, working conditions</p> <p>Another introductory lesson could be on Why Unionizing Canadian Workplaces is More Important Now Than Ever During The Pandemic</p> <p>A possible extension to this activity could be to examine Madeleine Parent, Eileen Tallman Sufrin, Huguette Plamondon and Iona Samis, all women who worked to unionize non-public sector employees - many of which were women.</p>

Title of Activity	The Gender Pay Gap																																		
Type of activity	Any grade																																		
Suggested Subjects / Courses	Social Sciences: HSP3UC, HIP4O, HSB4U Business History: with a focus on change & continuity throughout the years																																		
Description of activity	<p>1. Ask the students the following question “Do you believe that there is a gender pay gap in Ontario/Canada today?” This can be done doing an anonymous poll application or dot survey as they enter the room.</p> <p>2. Post the following items around the room and have the students circulate</p> <p>Item A “In 2020, women earned 21 per cent less in salary and 43 per cent less in additional compensation, which makes a 23% gap in total income. SOURCE ADP Canada Co.” (Source)</p> <p>Item B</p> <div data-bbox="440 947 1365 1346" style="border: 1px solid black; padding: 10px; margin: 10px 0;"> <p style="text-align: center;">Table 1. Retail occupations by gender, Ontario</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">Men</th> <th style="text-align: center;">Women</th> <th style="text-align: center;">% Women</th> </tr> </thead> <tbody> <tr> <td>Managers</td> <td style="text-align: center;">99,500</td> <td style="text-align: center;">75,300</td> <td style="text-align: center;">43%</td> </tr> <tr> <td>Supervisors</td> <td style="text-align: center;">53,200</td> <td style="text-align: center;">65,800</td> <td style="text-align: center;">55%</td> </tr> <tr> <td>Salespersons</td> <td style="text-align: center;">83,700</td> <td style="text-align: center;">134,800</td> <td style="text-align: center;">62%</td> </tr> <tr> <td>Cashiers</td> <td style="text-align: center;">21,100</td> <td style="text-align: center;">108,800</td> <td style="text-align: center;">84%</td> </tr> <tr> <td>Other</td> <td style="text-align: center;">225,500</td> <td style="text-align: center;">300,400</td> <td style="text-align: center;">57%</td> </tr> <tr> <td>Total</td> <td style="text-align: center;">483,000</td> <td style="text-align: center;">685,100</td> <td style="text-align: center;">59%</td> </tr> </tbody> </table> <p style="text-align: center; font-size: small;">Source: Labour Force Survey microdata, 2015</p> </div> <p>Source: The Gender Wage Gap in Ontario's Retail Sector: Devaluing Women's Work and Women Workers</p> <p>Item C Percentage of Women Employed by Occupation in Canada 27</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">All Management Occupations</td> <td style="border-left: 1px solid black; text-align: right; padding-left: 10px;">35.3%</td> </tr> <tr> <td>Senior Management Occupations</td> <td style="border-left: 1px solid black; text-align: right; padding-left: 10px;">31.5%</td> </tr> <tr> <td>Specialized Middle Management Occupations</td> <td style="border-left: 1px solid black; text-align: right; padding-left: 10px;">51.3%</td> </tr> </table>		Men	Women	% Women	Managers	99,500	75,300	43%	Supervisors	53,200	65,800	55%	Salespersons	83,700	134,800	62%	Cashiers	21,100	108,800	84%	Other	225,500	300,400	57%	Total	483,000	685,100	59%	All Management Occupations	35.3%	Senior Management Occupations	31.5%	Specialized Middle Management Occupations	51.3%
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Middle Management Occupations in Retail & Wholesale Trade and Customer Services	39.3%
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Middle Management Occupations in Trades, Transportation, Production and Utilities	15.9%
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Source: [Proportion of women and men employed in management positions, annual](#)

Item D

“Of the retail workers who are paid \$12 or less per hour, 65% are women.”

Source: [The Gender Wage Gap in Ontario's Retail Sector: Devaluing Women's Work and Women Workers](#)

Item E

Key Findings

- Men are being paid more than women in retail in every occupational category.
- Men only outnumber women in the highest paying front-line retail position, that of manager.
- Retail has fewer full-time positions, but the positions that do exist are disproportionately given to men.

Source: [The Gender Wage Gap in Ontario's Retail Sector: Devaluing Women's Work and Women Workers](#)

3. Have students group themselves into triads or quads to discuss what they learned from what they read, what they think and feel about it. Lead a discussion to why there are more women in retail than men and develop possible reasons (ie. flexibility of hours, sexism in hiring, lower paying jobs - men seek higher paying jobs)
4. Inquiry activity: Is there gender pay equality in any of the work sectors?
5. Review how to do a research blitz, have the students come up with the keywords that could be used to google
6. Have the students work in groups to conduct a quick research blitz in order to find an answer to the inquiry question
7. After the set time, gather the students back and have each group report their findings to the rest of the class.
8. Have the students investigate the following sources:
 - a. [The Gender Pay Gap | Wage Gap in Canada | The Facts.](#)
 - b. [Women earn less than men in Canada right after graduation — then it gets worse: report](#)
9. Exit Card questions
 - a. What are two things you learned today?
 - b. What surprised you the most?
 - c. What would you like to learn more about?

Notes	Although this activity does not tie directly to the list of women, it provides students an opportunity to explore the gender inequalities that continue to exist. A possible extension could be to investigate individual cases or women.
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