Step 2: Determining Gender Predominance of Each Job Class

PAY EQUITY OFFICE
BUREAU DE L'ÉQUITÉ SALARIALE

2_1_Intro <Narrator>
In this video, we will go over Step 2 to demonstrate how to determine the gender predominance of each job class.

2_2_WhyIsThisStepImportant_1 <Narrator>
Haifa & Lucien, owners of Upcycled Fashion, are seen in their office discussing step 2 of the Toolkit.

2_2_WhyIsThisStepImportant_2
<Haifa> Now that we have identified all the job classes in our company, we need to determine a gender for each of those job classes.

2_2_WhyIsThisStepImportant_3
<Lucien> Why would we have to do that?

2_2_WhyIsThisStepImportant_4
<Haifa> Because that's the only way you identify and correct gender bias and discrimination in pay.

2_2_WhyIsThisStepImportant_5
<Lucien> How so?
2_3_HistoricalContext_1
<Haifa> Let me take you back to a moment in history when women's work was undervalued.

2_3_HistoricalContext_2
Before the 1960s, men dominated the workforce. When women finally started joining the workforce, they were clustered in certain areas of work more than others.

2_3_HistoricalContext_3
For example, you may have seen more women working as receptionists, whereas you may have seen more men in mail delivery. Even though both types of work are equally

important to the company, the work that is stereotyped as women's work has been historically undervalued and underpaid compared to the work that has been stereotyped as men's work. Believe it or not, this still happens today in the workforce. So, if we don't identify the gender predominance of each job class in our company, we run the risk of perpetuating unconscious bias and undervaluing work that is stereotyped as women's work.

2_3_HistoricalContext_4
Gender determination is not about social values regarding the binary or non-binary gender of any individual employee; it is about recognizing and reversing social stereotypes that undervalued work traditionally expected of women. If we want to recognize and reverse that gender bias, we have to start by identifying which classes in our company are male-dominated, female-dominated, or are genuinely already gender-neutral.

2_3_HistoricalContext_5
<Lucien> That makes a lot of sense now. So how do we determine if a job class is a male or female?
2_4_IdentifyingGender_1
<Haifa> We need to first go to step 2 in the Toolkit where there are three clear criteria to help us determine gender predominance: current incumbency, historical incumbency, and stereotype. Under "current incumbency", we can enter the number of males and females we currently have employed for each job class. Under "historical incumbency", we need to determine whether in the past we have employed more men or women in that job class. Under "stereotype", we need to consider what most people commonly believe to be jobs held by women and jobs held by men. Finally, when we have added in all that information, we can decide if it is a male or female job class. If we see that there is clearly an equal number of males and females in a job class, then it is gender neutral.

2_4_IdentifyingGender_2
<Lucien> Ok, I can see that Fashion Designer is clearly a female job class because all the columns are female.

2_4_IdentifyingGender_3
But I can't decide what the marketing specialist job class would be…

2_4_IdentifyingGender_4
<Haifa> Well, right now we have Aliyah and Ranjie in marketing, but we have had more women in that position in the past, so it seems to be leaning more towards female.

2_4_IdentifyingGender_5
<Lucien> Right, but I think the gender stereotype for marketing might be male, so it could be neutral.

2_4_IdentifyingGender_6
<Haifa> We have to make sure our own biases don't get in the way. What makes you think marketing is male?

2_4_IdentifyingGender_7
<Lucien> I'm not really sure, I guess when I think of who I know that works in marketing, it's almost always male.

2_4_IdentifyingGender_8
<Haifa> I think this is one we should look up. Look, it says here on the Ontario labour market website that there are more women than men in professional occupations in marketing.

2_4_IdentifyingGender_9
<Lucien> So then it's a female job class. It's great to be learning about my own biases through this process!

2_4_IdentifyingGender_10
It looks like we now have 5 male job classes, 8 female job classes, and 1 gender-neutral job class. We can now proceed to step 3 because we have both male and female job classes to compare.

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