***Employment Standards Act, 2000,* S.O. 2000, c. 41**

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| ***Decision/Right*** | ***Provisions:*** | ***Relevant International Human Rights/Principles*** |
| **Minimum wage** | 23.  (1) An employer shall pay employees at least the prescribed minimum wage.  [**For the establishment of minimum wage, see O. Reg. 285/01, s. 5.**](http://www.canlii.org/en/on/laws/regu/o-reg-285-01/latest/o-reg-285-01.html#BK11) | Rights: social security; an adequate standard of living, including adequate housing and food.  Principles: inherent dignity of the human person; non-discrimination; equal rights of men and women; progressive realization; minimum core obligations. |
| **Equal pay for equal work** | 42.  (1)  No employer shall pay an employee of one sex at a rate of pay less than the rate paid to an employee of the other sex when,  (a) they perform substantially the same kind of work in the same establishment;  (b) their performance requires substantially the same skill, effort and responsibility; and  (c) their work is performed under similar working conditions. | Rights: Right to equal pay for work of equal value as component of an adequate standard of living, including adequate housing and food.  Principles: inherent dignity of the human person; non-discrimination; equal rights of men and women. |