

Factsheet 1

Facts and Figures about the Gender Pay Gap

What is the gender pay gap?

The **gender pay gap** measures sex discrimination in pay. It measures the average gap between women's and men's pay.

The gender pay gap reflects women's poverty compared to men. It is evidence of how sex and race discrimination undermine women's economic security.

The gender pay gap proves the economy is not working fairly for all. Closing the gender pay gap is about economic justice for women.

Measuring the gender pay gap

There are many ways to measure the gender pay gap. Three of the most common measures compare:



Men earn more than women no matter what measure is used.

Annual Earnings is the most meaningful measure of the pay gap

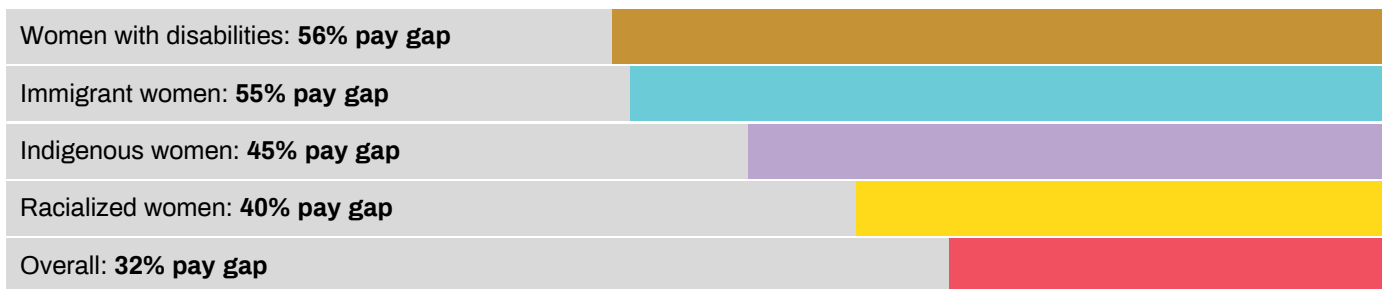
Comparing women's and men's annual earnings is the most accurate measure of women's economic inequality because it captures all the ways that sex discrimination affects women's pay (Fact Sheet #2 outlines the different ways discrimination affects women's pay.).

Measures of full-time full-year work and hourly wages understate the real pay gap because they ignore the fact that women are disproportionately employed in part-time, seasonal, casual, temporary agency and minimum wage work. It also overlooks the fact that even when women work full-time their jobs often paid for fewer hours than men (35 to 37.5 hours per week for rather than 40 hours per week for men).

How large is the gender pay gap?

The 2016 Census figures are the most current comprehensive statistics that measure the gender pay gap in Canada.

The gap varies slightly from province to province. But across Canada as a whole the gender pay gap looks like this:



Over a 45-year career, the gender pay gap's effect is as if women have worked for 14 years without pay. That is how much less they have earned than men.

Canada measures up poorly on the international stage

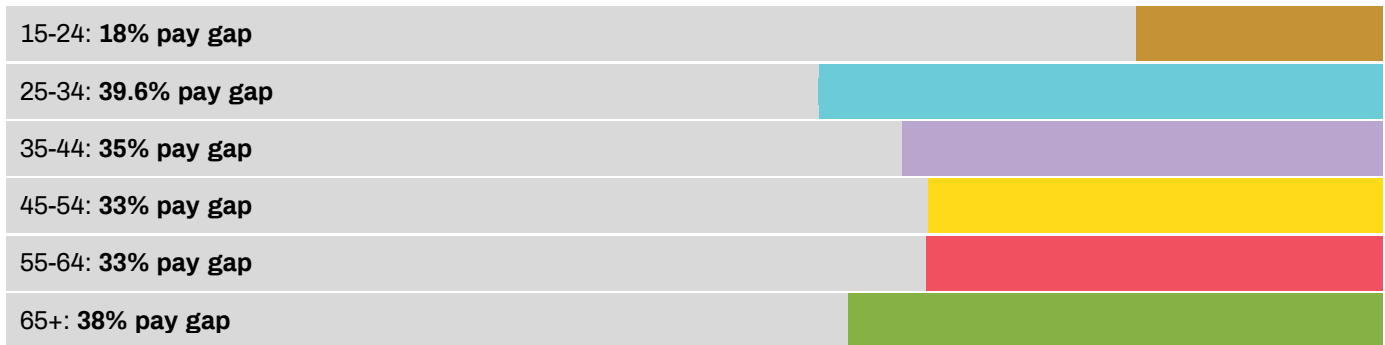
Despite priding itself on its progressive laws, Canada has the **7th largest gender pay gap** among the 35 OECD developed economies¹ and the **2nd largest gender pay gap** among the G7 countries.²

The gender pay gap is everywhere

The gender pay gap affects women in every sector of the economy. **Women are paid less than men in 469 of 500 occupations** tracked by Statistics Canada.³

Women earn less at every income level, except for the lowest 10% of earners where women make \$190 more than men. Women among the lowest 20% of earners make 15% less than men. Women in the lowest 30% of earners make 27% less. Women at the mid-range of earners make 25% less. Women in the top 10% of earners make 37% less than men.⁴

The gender pay gap exists at every age group in the economy.



A lifetime of pay discrimination impoverishes women relative to men in their elder years. The gender pension gap is 34%.⁵

The gender pay gap exists at every educational level:⁶



This means that women don't get the same economic return on their education as men. A University of Ottawa study compared the earnings of women and men who graduated from the same program in the same year over a 13 year period. On average, the women earned \$10,000 less per year in their first year of work; 13 years later that gap grew to \$20,000 per year regardless of the discipline studied.⁷ Other studies show the gap grows for women with graduate degrees.⁸

No matter how you slice it, the gender pay gap hurts women throughout their working lives.

Pay discrimination is against the law. The gender pay gap is a human rights crisis. It's time to close the gap. It's about economic justice for women.

¹ Organization of Economic Cooperation and Development (2018), *Gender wage gap*. (Gender pay gap for full-time and self-employed workers.)

² OECD (2018), *Gender wage gap*.

³ Kate McInturff, "What's it Worth to You?", *Monitor* (Canadian Centre for Policy Alternatives: Jan/Feb 2016) at 42

⁴ Mary Cornish, *Every Step You Take : Ontario's Gender Pay Gap Ladder* (Canadian Centre for Policy Alternatives, 2016).

⁵ Ontario Ministry of Labour, *Closing the Gender Wage Gap: Background Paper* (October 2015)

⁶ Ontario, *Closing the Gender Wage Gap*.

⁷ R. Finnie, et al. *How Much Do University Graduates Earn?* (Education Policy Research Initiative, 2014).

⁸ Cornish, *Every Step You Take*.