

*Factsheet #2*

## What Causes the Gender Pay Gap?

There are many ways that discrimination throughout Canada's economic system causes and sustains the gender pay gap. (See Fact Sheet #1 for Facts & Figures on the gender pay gap.) Because there are many causes of the pay gap, many different strategies must work together to close the gap.



Women face discrimination in the wages they receive for their work. But this is only one of many ways in which systemic sex discrimination creates and sustains the gender pay gap.



Women face discrimination in hiring which impedes access to pay at all or to well-paid jobs.



Women much more often than men are employed in precarious part-time, seasonal, casual, temporary agency and minimum wage work.



Women face discrimination in access to training, mentoring and promotions.



Lack of affordable childcare, elder care and care for people with disabilities, and prejudices that care work is “women’s work” means women more often than men must work part-time, miss work, or leave paid work to do unpaid care work.



Women face gendered barriers to keeping their jobs – sexual harassment, sexual violence in the workplace, and intimate partner violence lead women to lose or leave their jobs.



Women often work in workplaces like retail, food service and care work which are hard to unionize.



Women and men are concentrated in different jobs in different workplaces. The more female dominated work is, and the more it is considered traditional “women’s work”, the lower it is paid.