

WOMEN'S WAGE GAP GETTING WIDER IN CANADA, NEW REPORT INDICATES

The Wage Gap refers to the disparity between women's and men's earnings. It is calculate by dividing women's earnings by men's to yield a percentage – "Earnings Ratio".

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I want to give you the highlights of a 2016 Report entitled → *Making Women Count* → which looked at income inequality since the global recession that began in 2008, with a specific focus on how women are faring in Canada – and around the world.

(1) Women in Canada earn about 72% of men's wages for similar work

While there are pockets of progress, on the whole, the report does not paint an encouraging picture. In 2009, women in Canada earned on average 74.4 per cent of what men earned. In 2010, it was 73.6 per cent, and in 2011, it was 72 per cent, roughly where it remains today.

- *Single women earn 93 cents for every dollar earned by a married man*
- *Married women earn only about 69 cents for every dollar earned by a married man*

(2) Canadian women earn far less than men do, and the "gender wage gap" can't be explained by hours worked or education levels

Doubters of the gender wage gap often argue that women earn less than men, mainly because they “work fewer hours”, as a group, than men do. But this is “not” supported by evidence.

- ***Participation Rates [?] of men and women are almost equal***
- ***More women earn undergraduate degrees***
- ***Participation Rates [?] of men and women are almost equal***
- ***Unpaid interns are predominantly female [?]***

Levels of women who are employed in Canada have climbed steadily through the 1980s and '90s, but still have yet to match those of men, despite a demographic impetus against that: there are currently more women of working age in Canada than men, and on the whole, they are more likely to have higher education.

The gap in men's and women's incomes is not simply the result of women working fewer hours – Nor is it the result of different levels of education and experience – Even when all of these factors are considered, the result remains the same: a “wage gap.”

- (3) Part of the problem is “occupational segregation” – women find themselves disproportionately represented in lower-paying industries.**

The report cites the example of Truck Drivers (the majority are men) who are paid an average of \$45,417 per year, while Early Childhood Educators (the majority are women) are paid \$25,252 per year → What this indicates is:

- **A split labour market exist where women primarily are relegated to jobs that have lower incomes and lower status**

[i.e., job segregation and job ghettoization – i.e., ‘pink collared ghettos’].

- In the household, women do the majority of the work, while also work in the paid labour force out of economic necessity [i.e., modern phenomenon of ‘dual incomes’/ ‘double shift’]
- Part-time jobs to supplement family income – leads to *non-standard employment contracts and ‘contingent work’* – including those forms involving ‘*atypical employment contracts*’, ‘limited benefits and statutory entitlements’, job insecurity’, ‘low wages and job tenure’

(4) There is a Worldwide systemic imbalance → women still do a disproportionate work related to children and caregiving, whether it is paid or unpaid work.

- Women, on the whole, also perform much more unpaid work than men do. That doesn't mean internships and the like; rather, it refers to the hours in the day that are dedicated to primarily household tasks.
- In low- and middle-income countries, women spend three times as many hours as men on unpaid care work each day. The situation in Canada is only slightly better, with women performing nearly twice as many hours of unpaid work each day as do men.
- Globally, women spend between three and six hours every day on domestic and care giving work. Men spend markedly less time on such activities — between 30 minutes and two hours a day.
- All those hours doing unpaid work eats into the earning potential of women during the remaining hours they have

available for paid work. And there again, women on the whole are drawing the short end of the stick, the report says.

(5) Currently, 59 per cent of minimum wage workers in Canada are women. Yet, women in Canada's labour force are more likely to have a university degree than men, but are paid less, on average, across all types of work.

- *Even within occupations that require specialized educational credentials the wage gap does not disappear → Women Earn: 66 cents as Dentists; 68 cents as Lawyers; 77 cents as University Professors*
- *The pay gap is even greater in the more prestigious occupations than the general earnings ratio.*
- The wage gap is even greater for some groups of women in Canada, such as aboriginal women, women of different races, and immigrant women.

Conclusion: Subsidized Childcare [?]

- Spending on early childhood education pays for itself
- It in the area of child rearing that the report says policymakers have the easiest and most effective tools at their disposal to close the wage gap, by advancing subsidized daycare programs which statistics indicate are more than worth their cost in terms of returns to the economy.
- "The lack of child-care spaces keeps mothers out of the workforce long after they want and need to return," the report

says. "The high cost of child care means that a working parent often spends as much as a third of their income on child care."

- According to a recent estimate from a G20 report, *the impact of that surge of workers and taxpayers due to people no longer having to leave work to care for children resulted in a 1.7 per cent increase in Quebec's GDP*, and an increase in provincial and federal tax revenues that exceed the program's cost.
- *In other words, subsidized daycare in Quebec has paid for itself and then some.*
- Canadian Centre for Policy Alternatives worked on the report, and said in a release that's part of why *fixing the wage gap is good for everyone, not just women.*
- *In a world where so many women are still left behind, addressing the unequal economics of women's work will have a transformative impact on our economy.*
- *A strong society is one that utilizes all of its members skills and potentials*
- INCLUSIVENESS IS GOOD FOR BUSINESS [?]