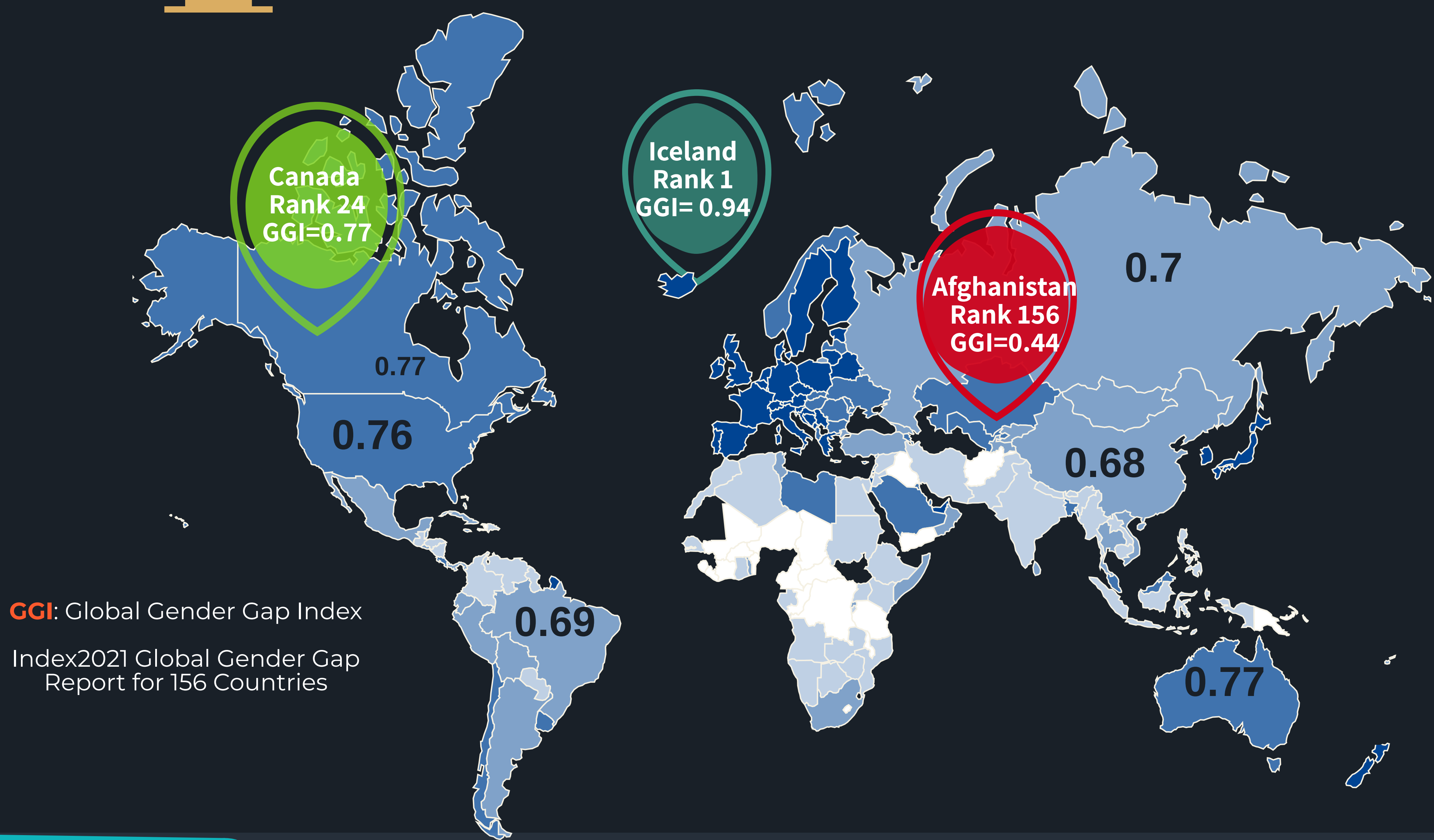


# Equal Access $\neq$ Equal Pay

Women  
Men

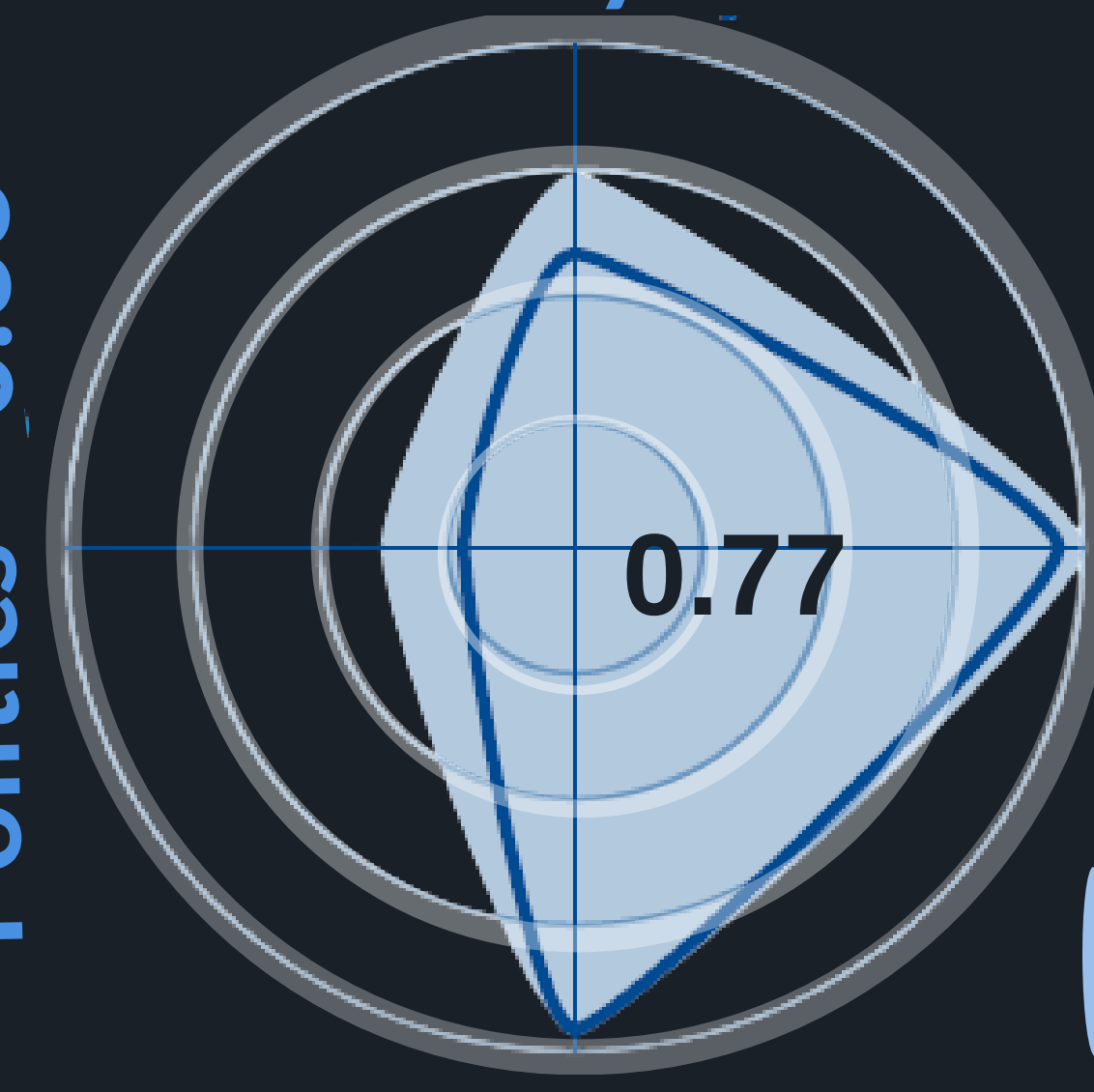


Global Gender Gap Index  
Canada = 0.77

1. Where are We?

Economy = 0.74

Politics = 0.38



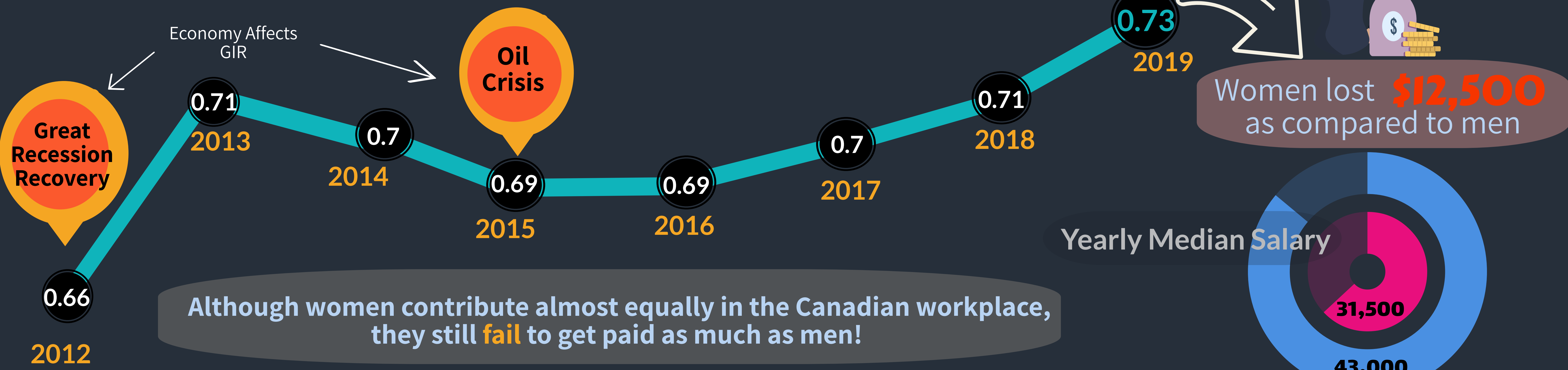
Education  
= 1.0?

Health  
= 0.96?

Canada Score  
World average

## 2. Recent Trend

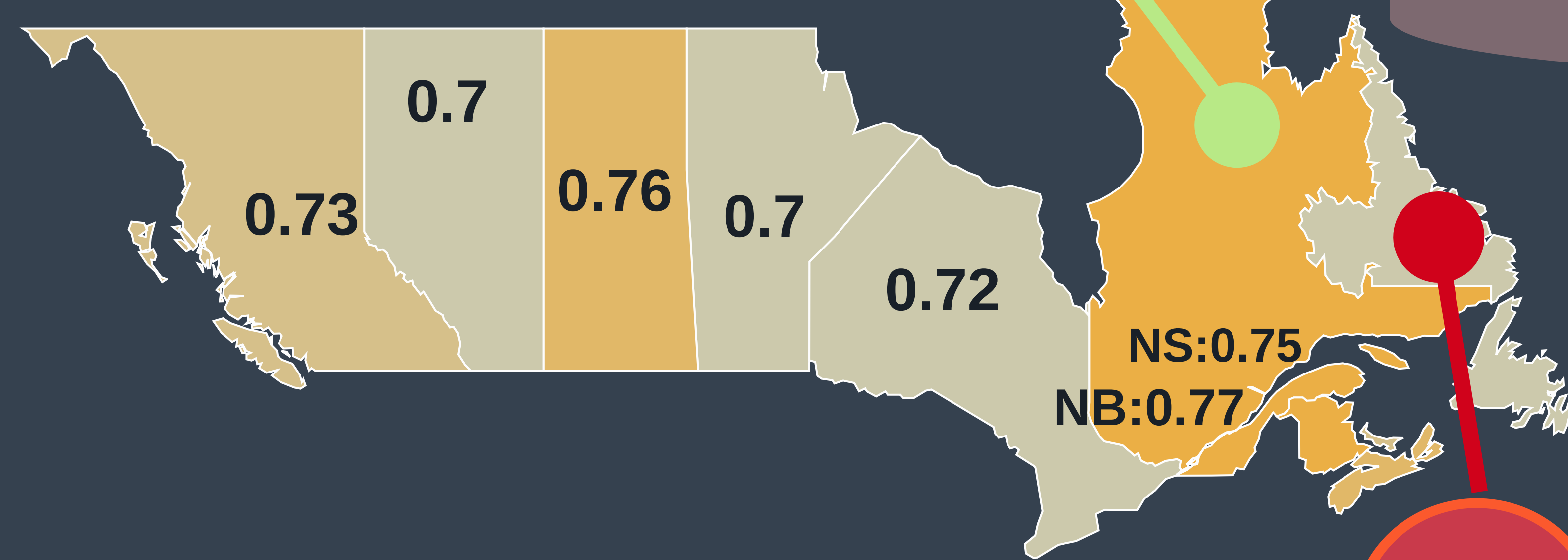
### Median Gender Annual Income Ratio (GIR)



Business and Management contribute  
> 30%  
to Quebec and Ontario's GDP

### Gender Ratio: GIR Across Provinces and Occupations

3. Where does it come from?

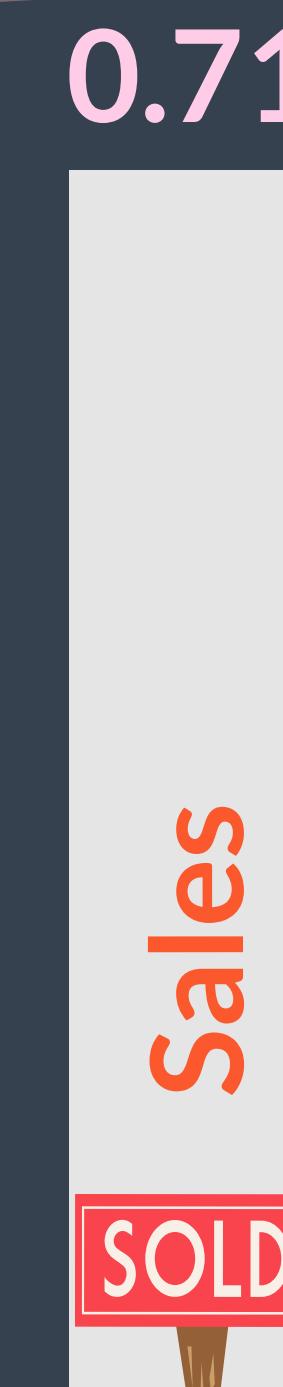
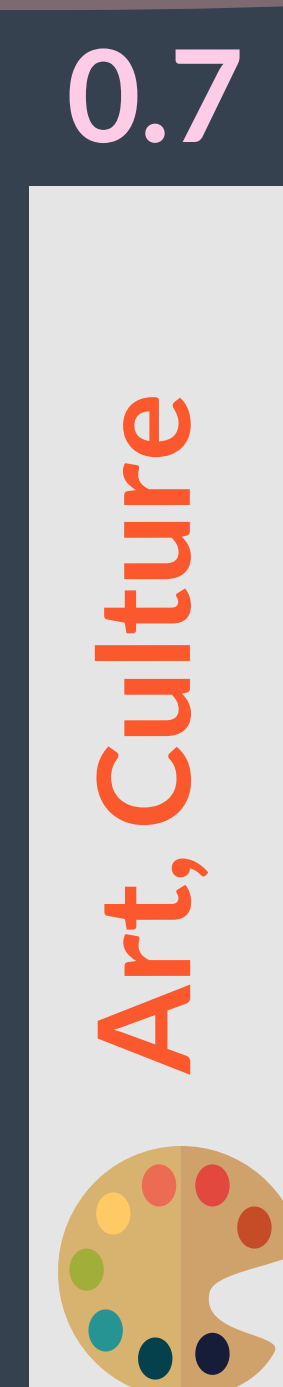
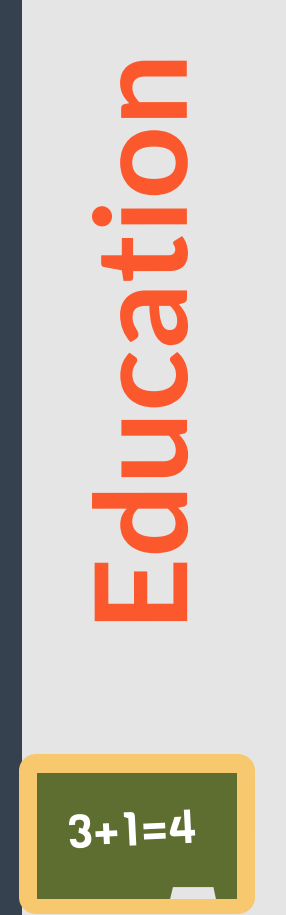


Resources driven << Management led provinces

0.53



0.58



24% of New Foundland GDP comes from **Natural Resources** (mining and oil industries)

### Median Yearly Salary

\$62,000 \$47,900

### Average Work Hours

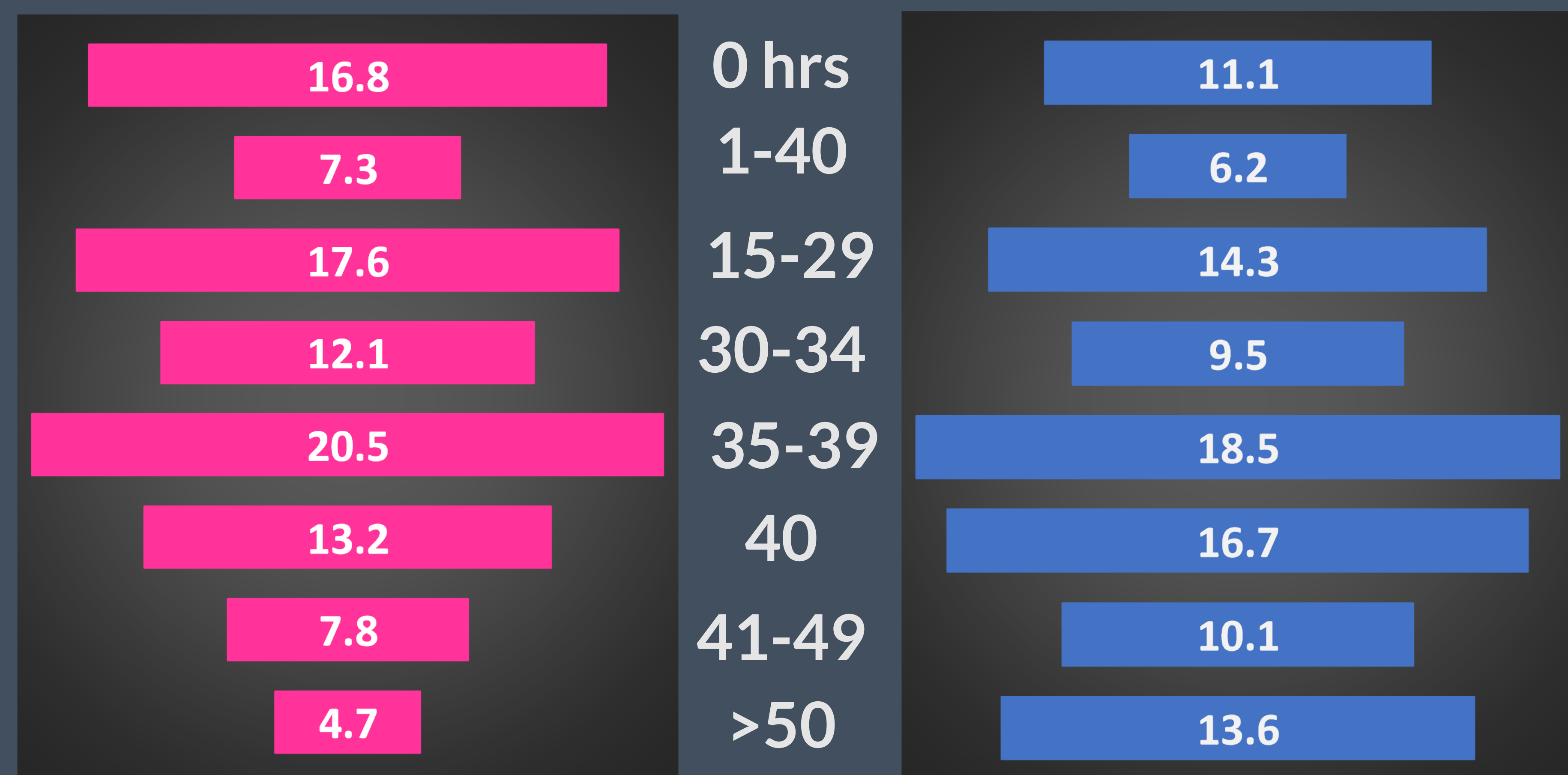
33 Hrs 27.4 Hrs



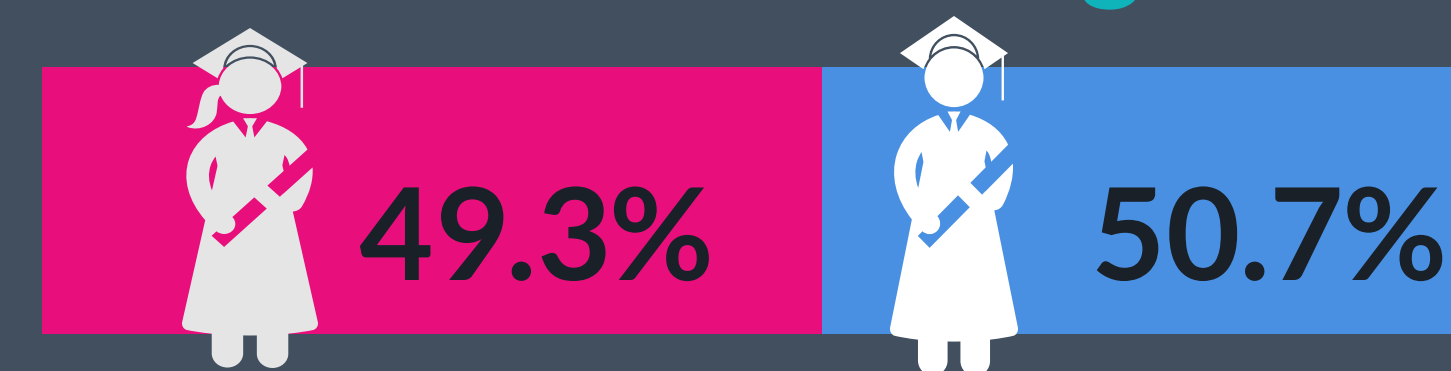
4. GGI Health 0.97  
GIR Health 0.77

Men on average **Worked more** and earned **higher** salaries.

### Hours Worked per Week (Percentage)



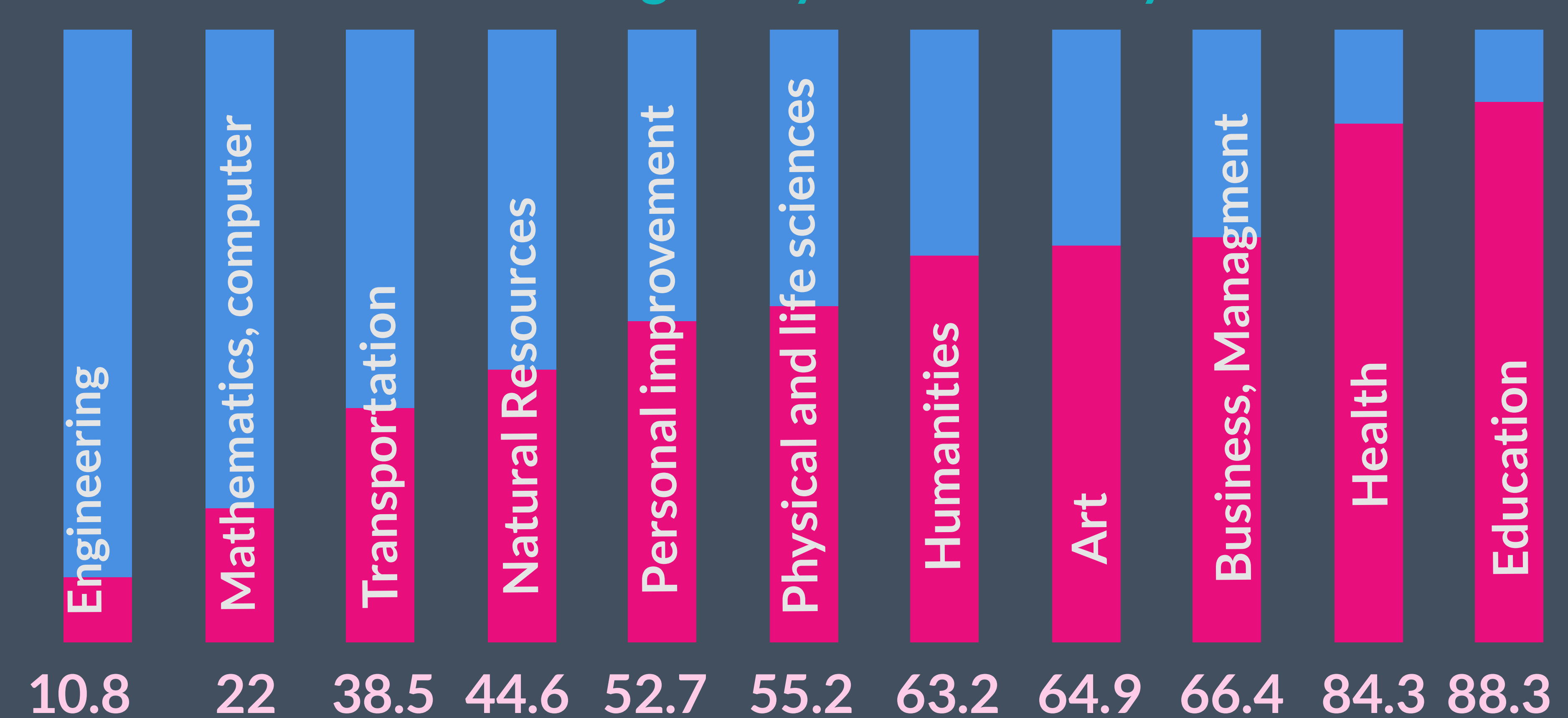
### Total Doctoral Degrees



Gender Parity Reached

5. GGI Edu 1.00  
GIR Edu 0.58

### Doctoral Degree by Field of Study



### Median Yearly Salary

\$69,900 \$45,000

Engineering

Education

Men **Still** Prefer Engineering and Women prefer Humanities Even though it **pays less!**

### Total Income:

Pay Ratio matters more than **Wage Ratio!**

### Education:

STEM disparity increases Gender Gap!

### Health:

Work hours matter!

Equal Access  
+ **Equal Pay** =  
Gender Parity

SCAN ME!



Sources:

<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1110023901&https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410003201https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1110024001>

Group Name: Co-Exist