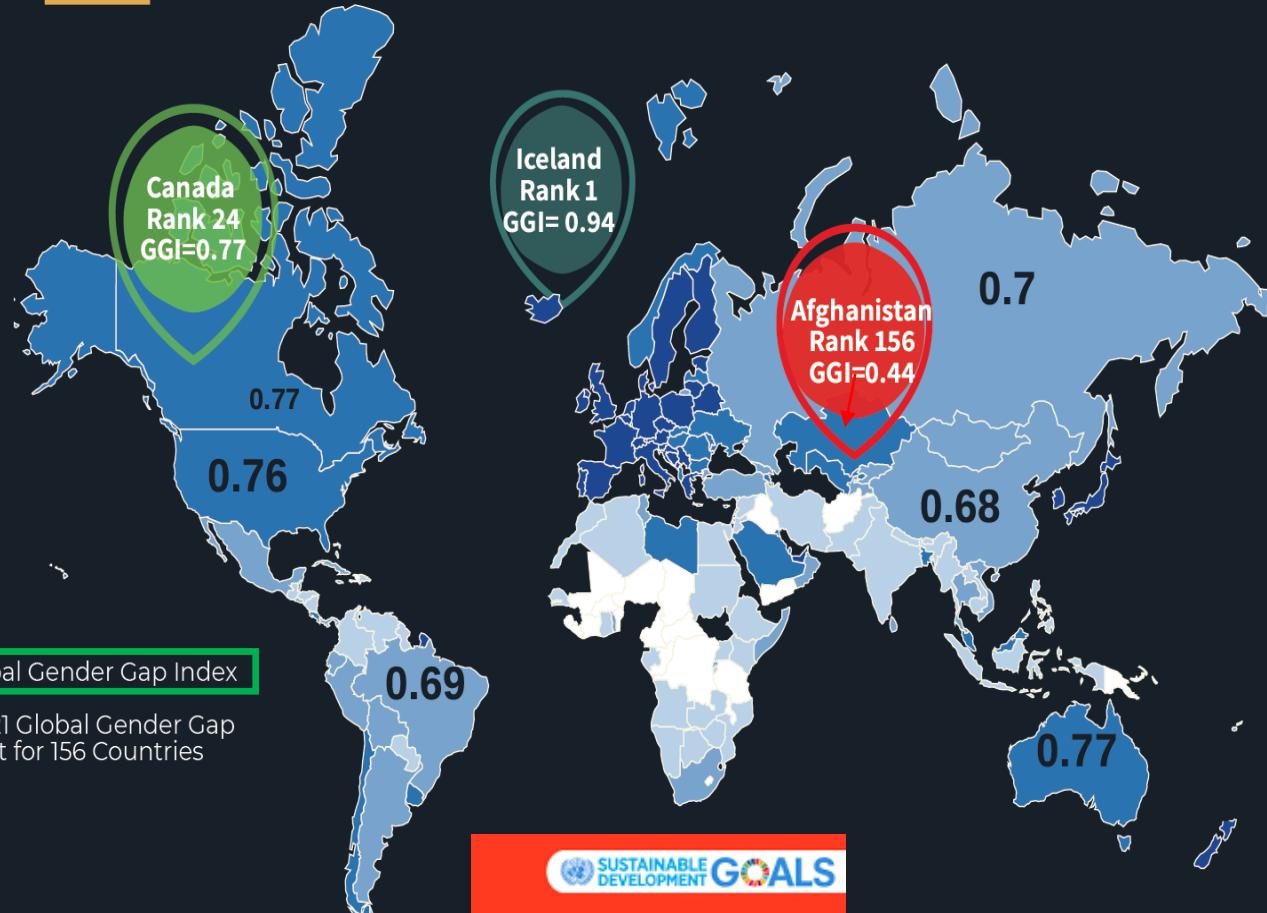




Equal Access \neq Equal Pay

Women
Men



Global Gender Gap Index
Canada = 0.77

Economy = 0.74

Politics = 0.38

0.77

Education = 1.0?

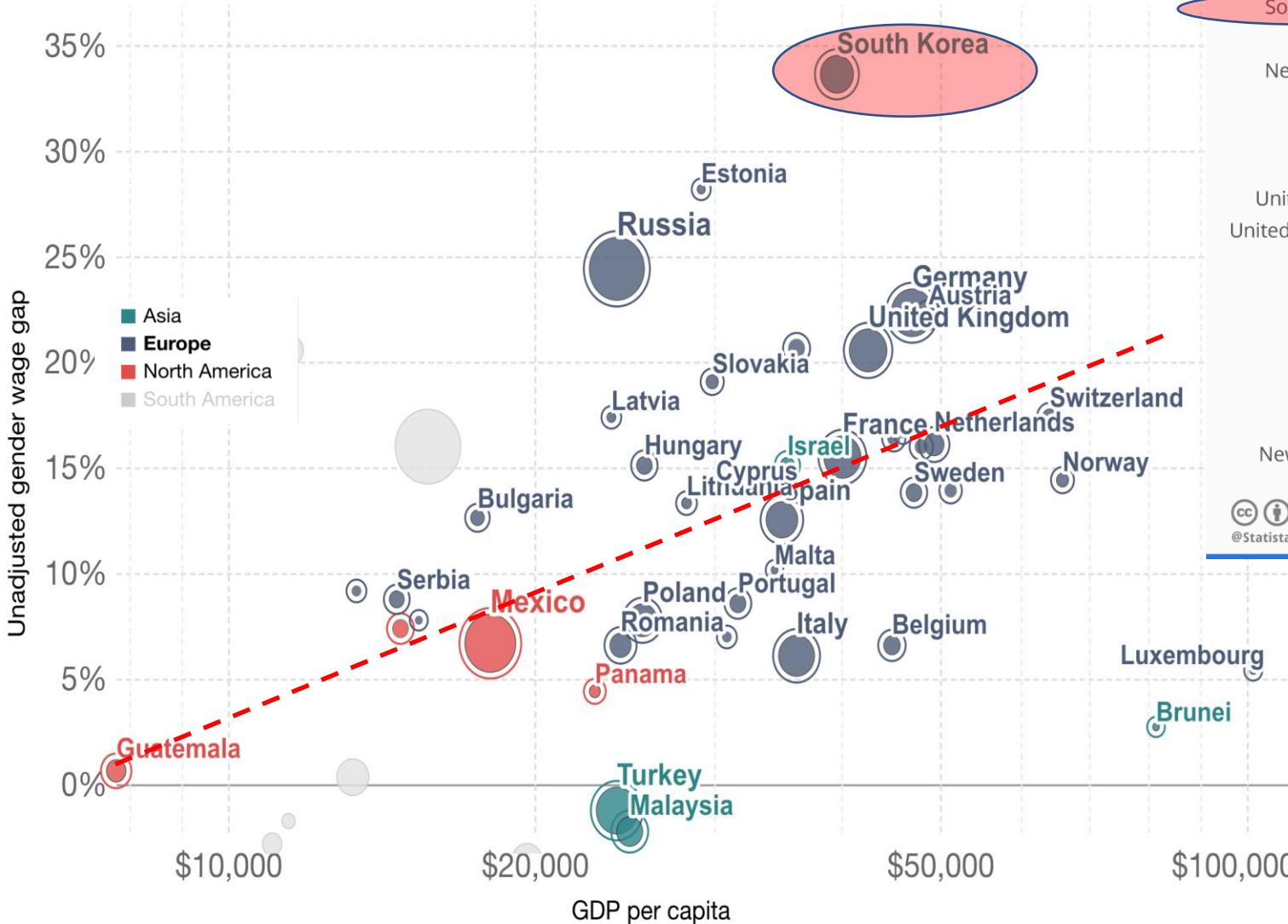


Canada Score
World average

Health = 0.96 ?

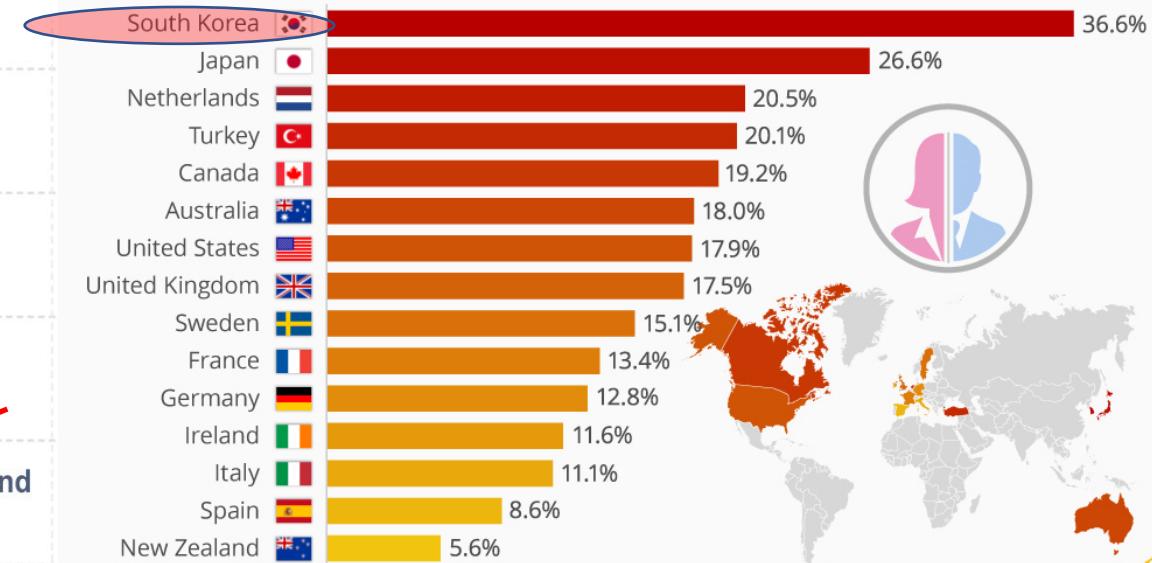


Economic conditions have a positive correlation with Gender gap.



The Gender Pay Gap In Developed Nations Visualized

% difference in full-time earnings between men/women in selected OECD nations*



*as a % of the earnings of men, latest available year
Source: OECD



S. Korea GGI rank and Score

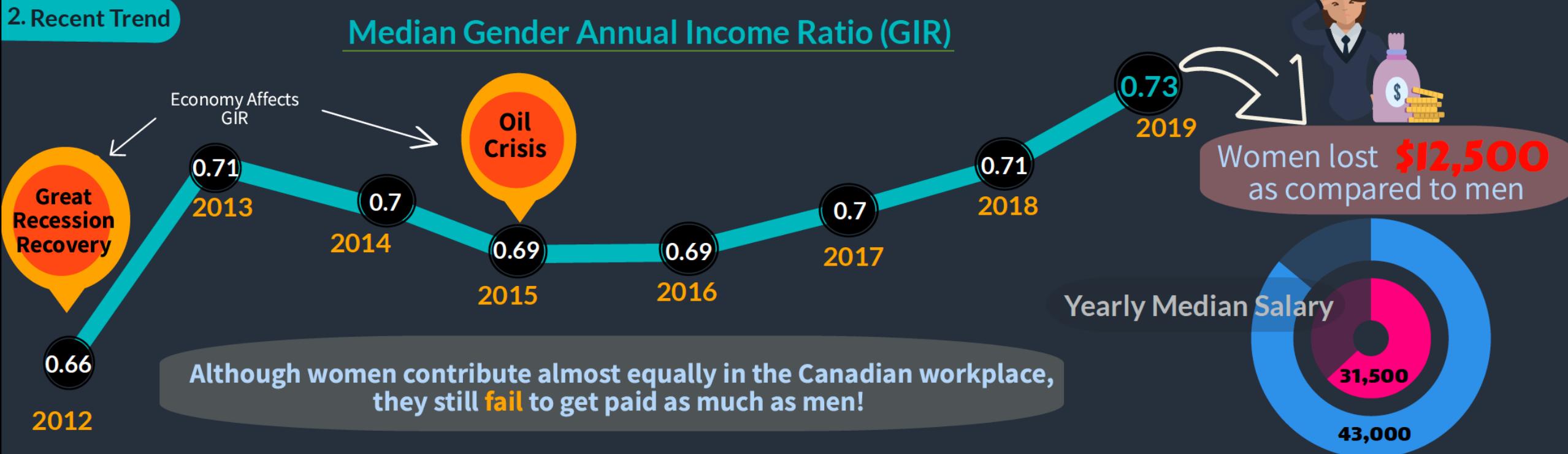
Source: ILOSTAT, Data compiled from multiple sources by World Bank

Korea, Rep. score
average score

Recent Trend in Canadian Gender income ratio

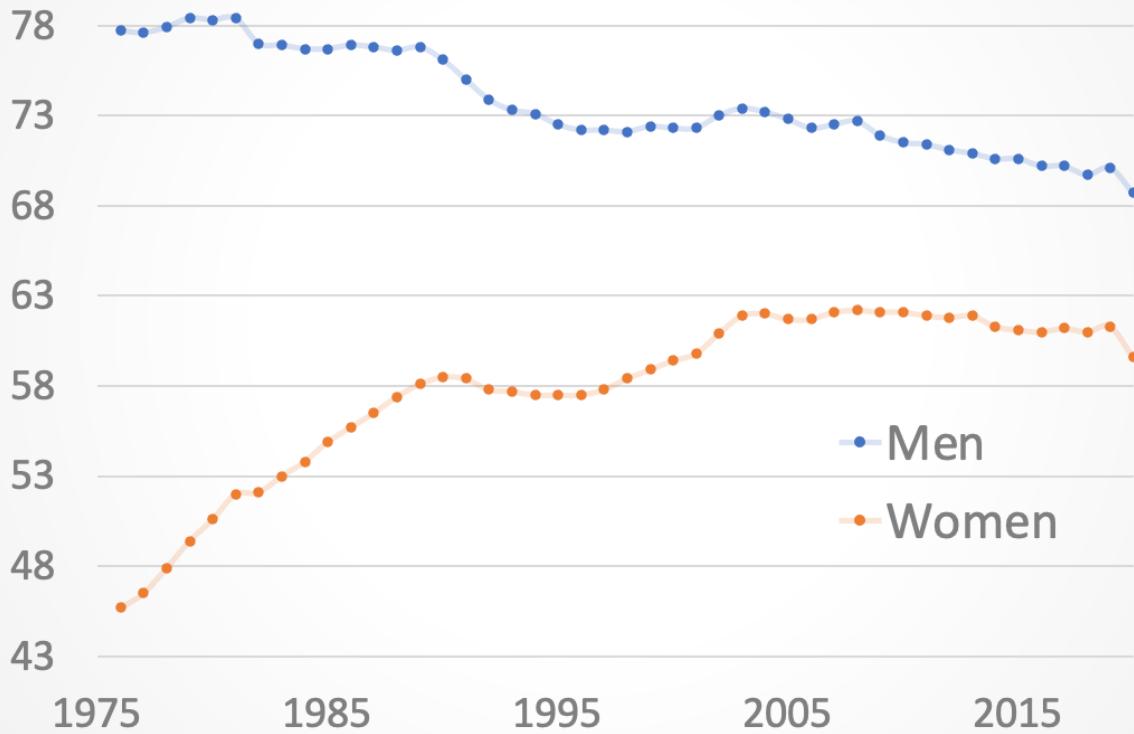
2. Recent Trend

Median Gender Annual Income Ratio (GIR)



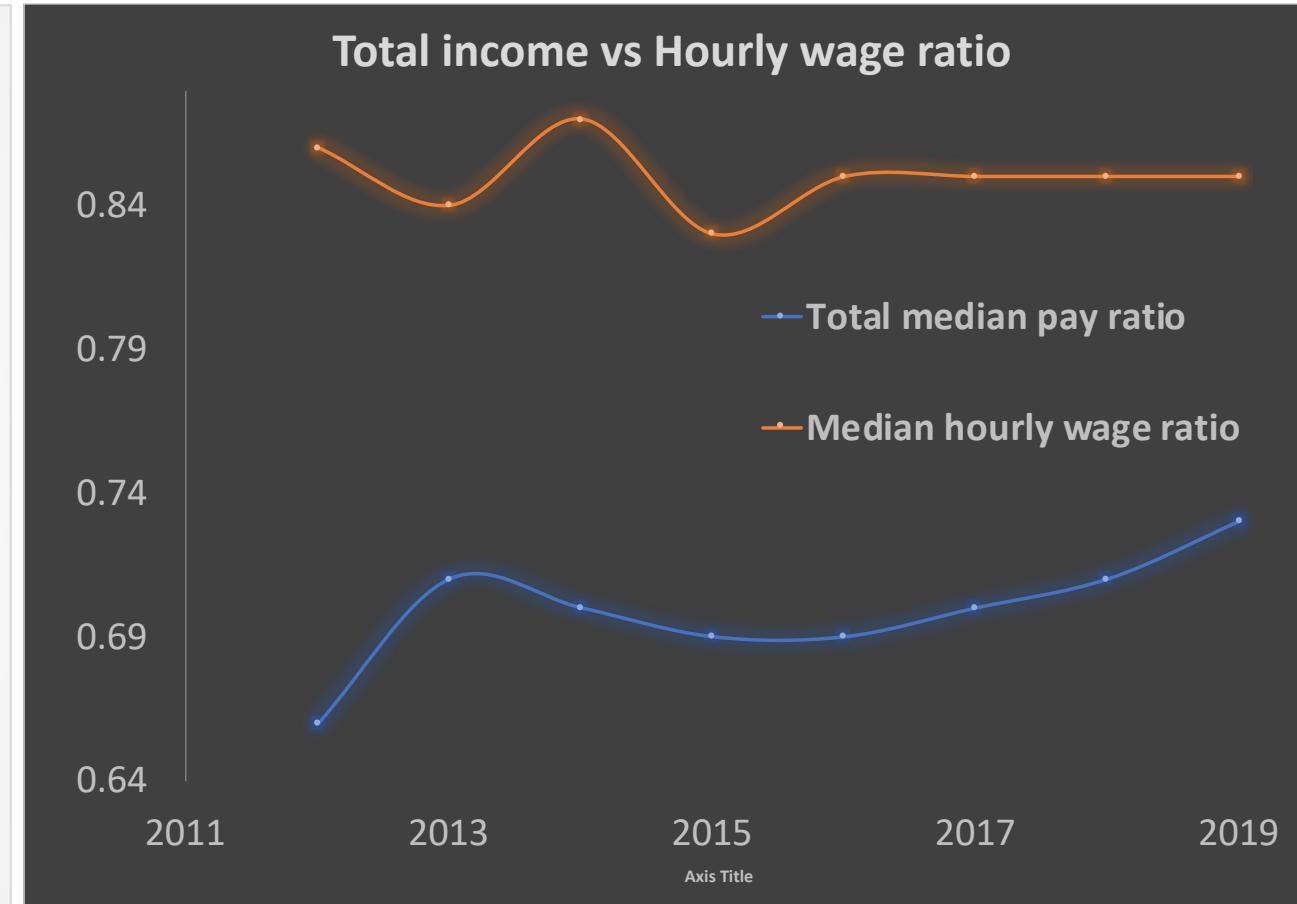
Labor force Participation and Wages

Labor Force participation percentage > 15 Yrs



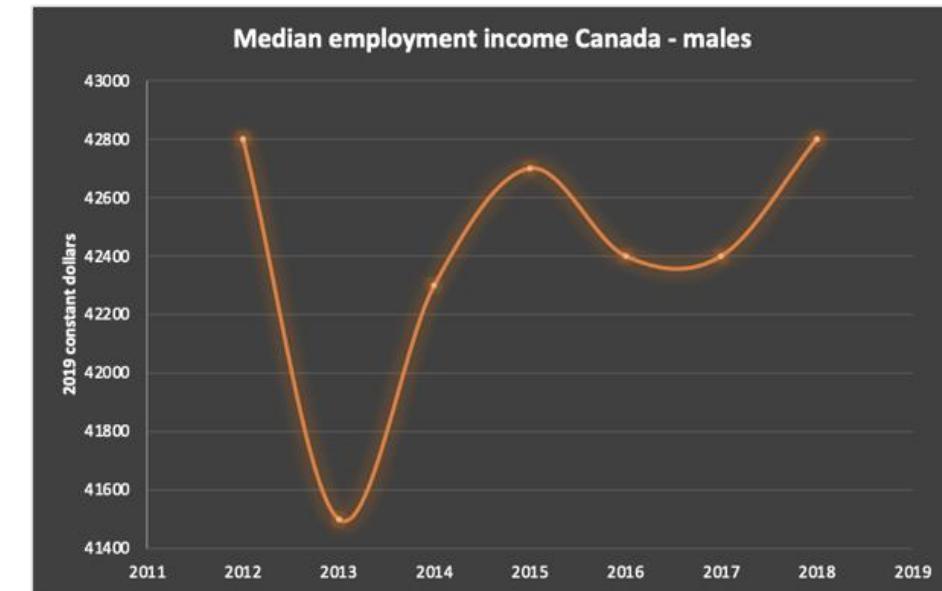
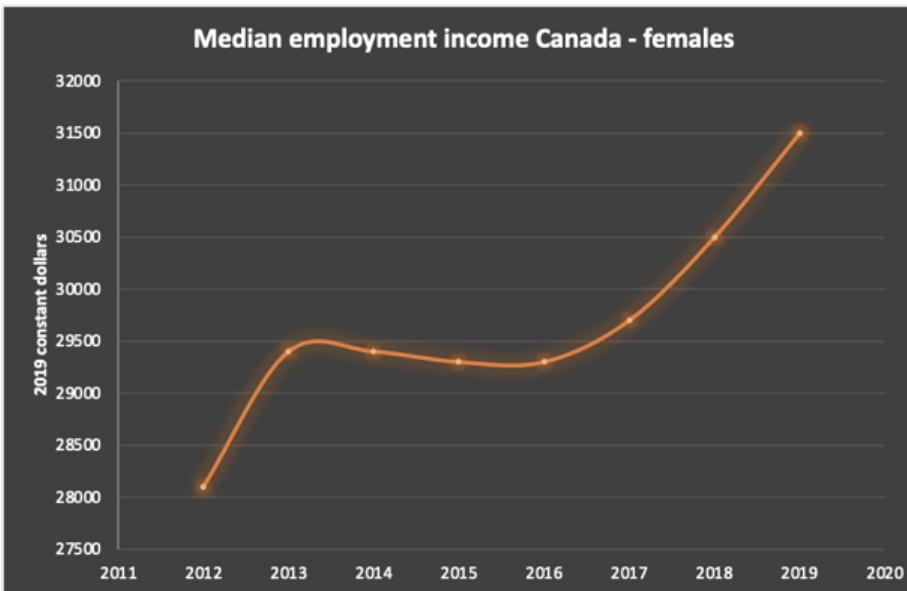
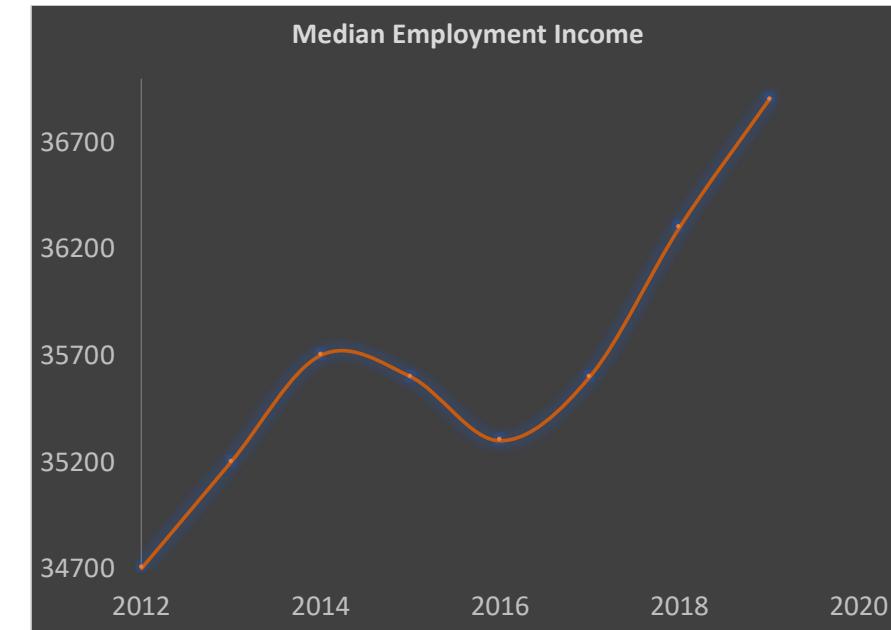
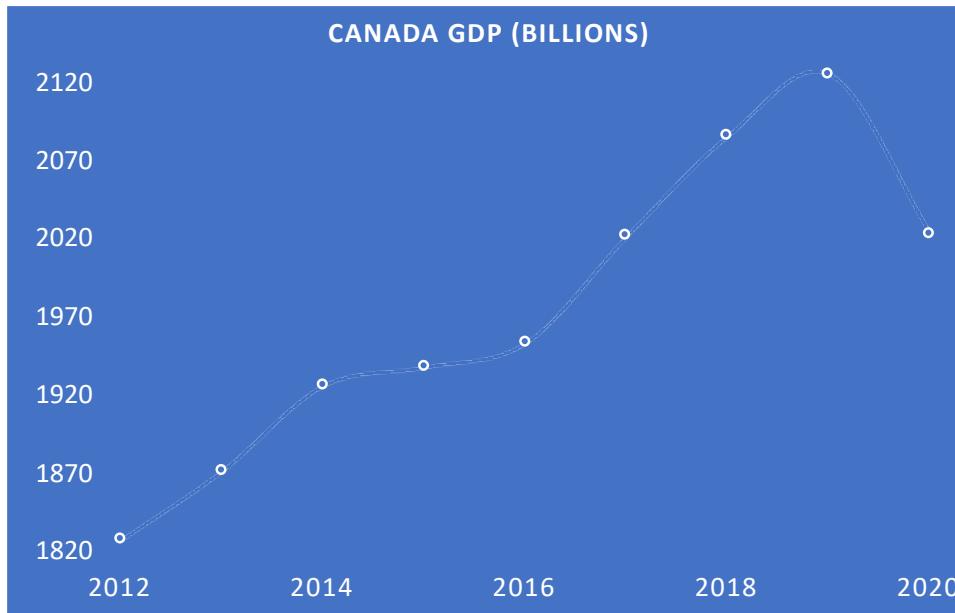
The labor force participation from an active adult population base. Women are increasingly contributing more to the labor force.

Total income vs Hourly wage ratio



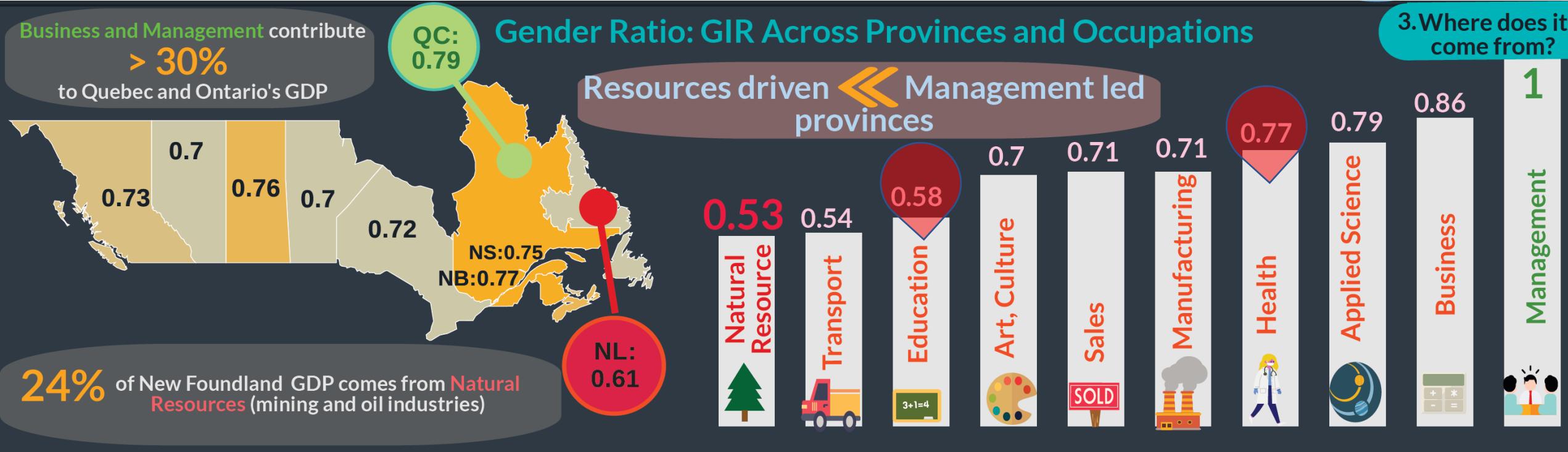
Even though the Hourly wage ratios are close but it is important to fix the total income disparity.

Canada's GDP vs Median Total Income



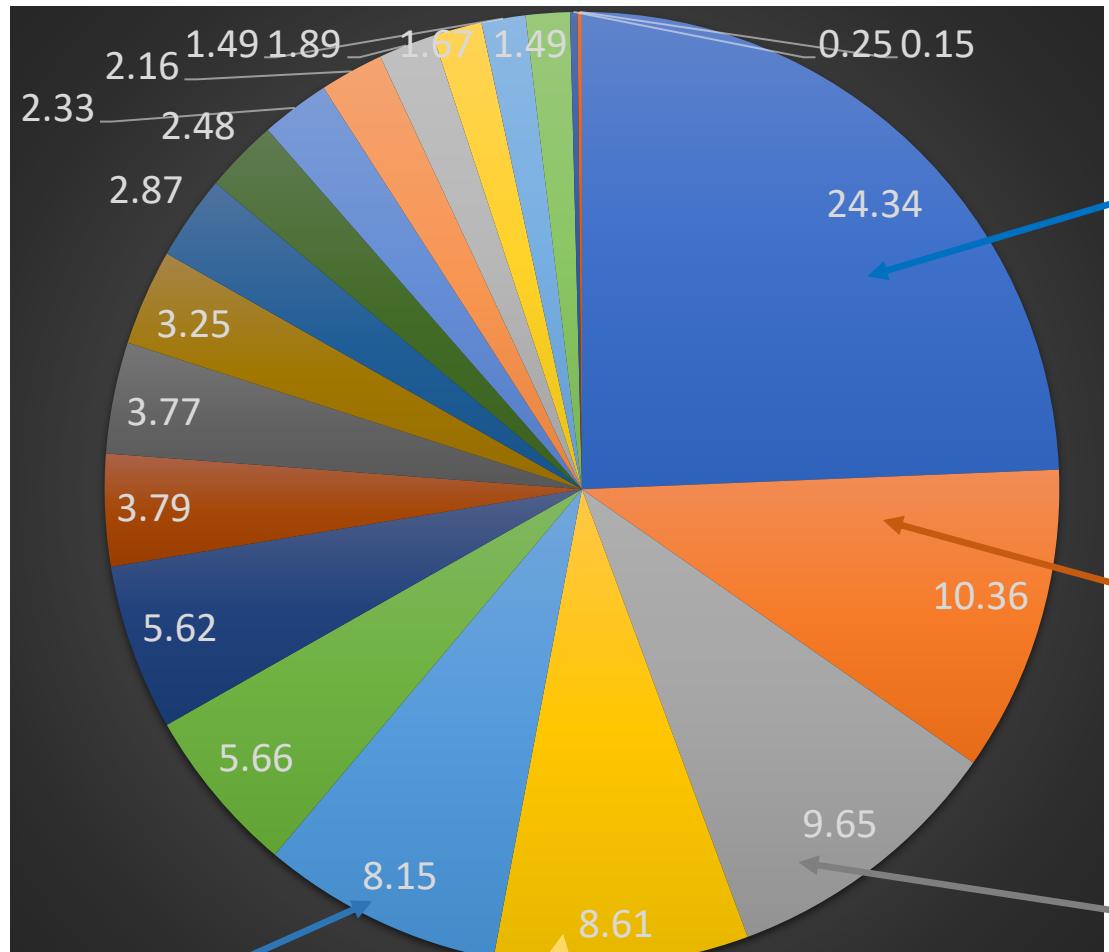
Where does the Disparity come from?

Geographic and Occupational Reasons



NOC contribution to GDP

Newfoundland and Labrador:



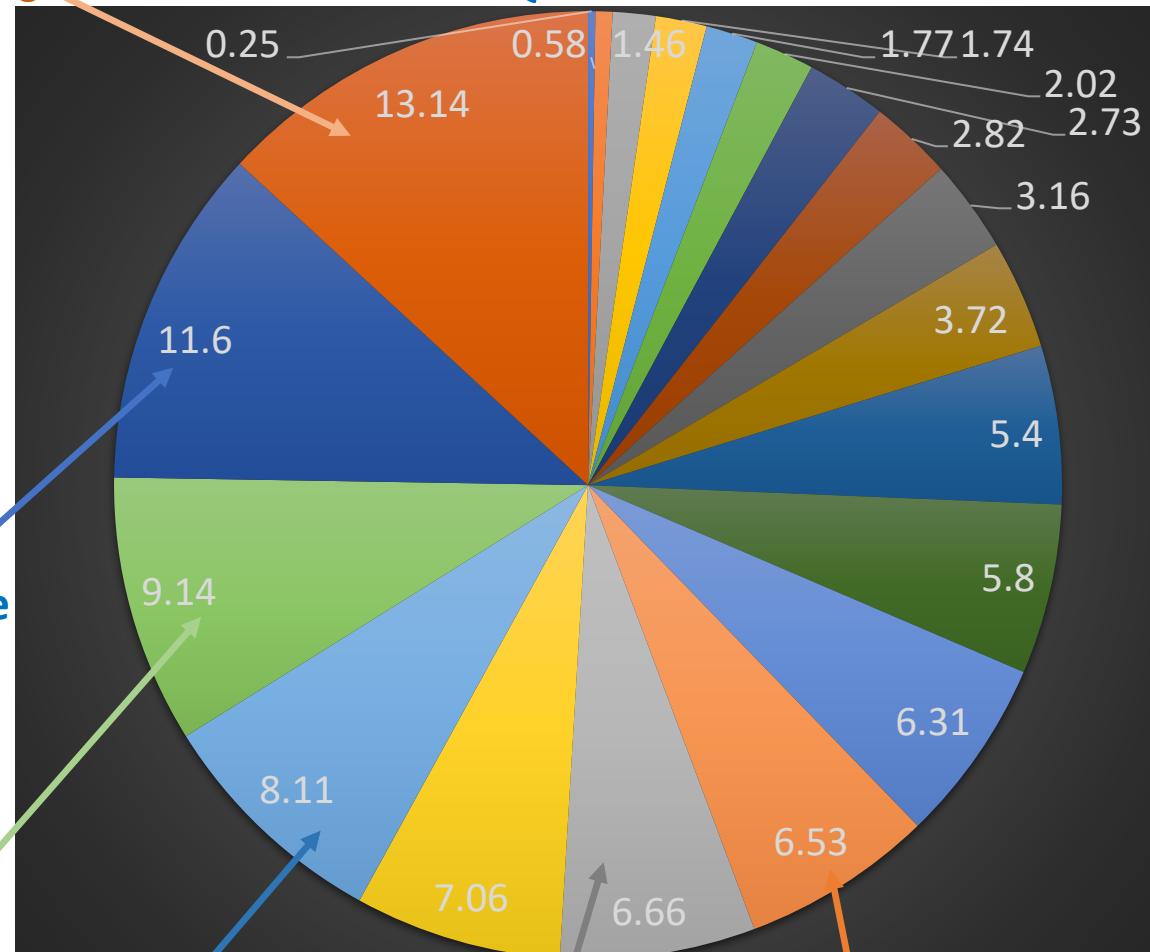
Manufacturing

Mining

Real Estate

Health

Quebec :



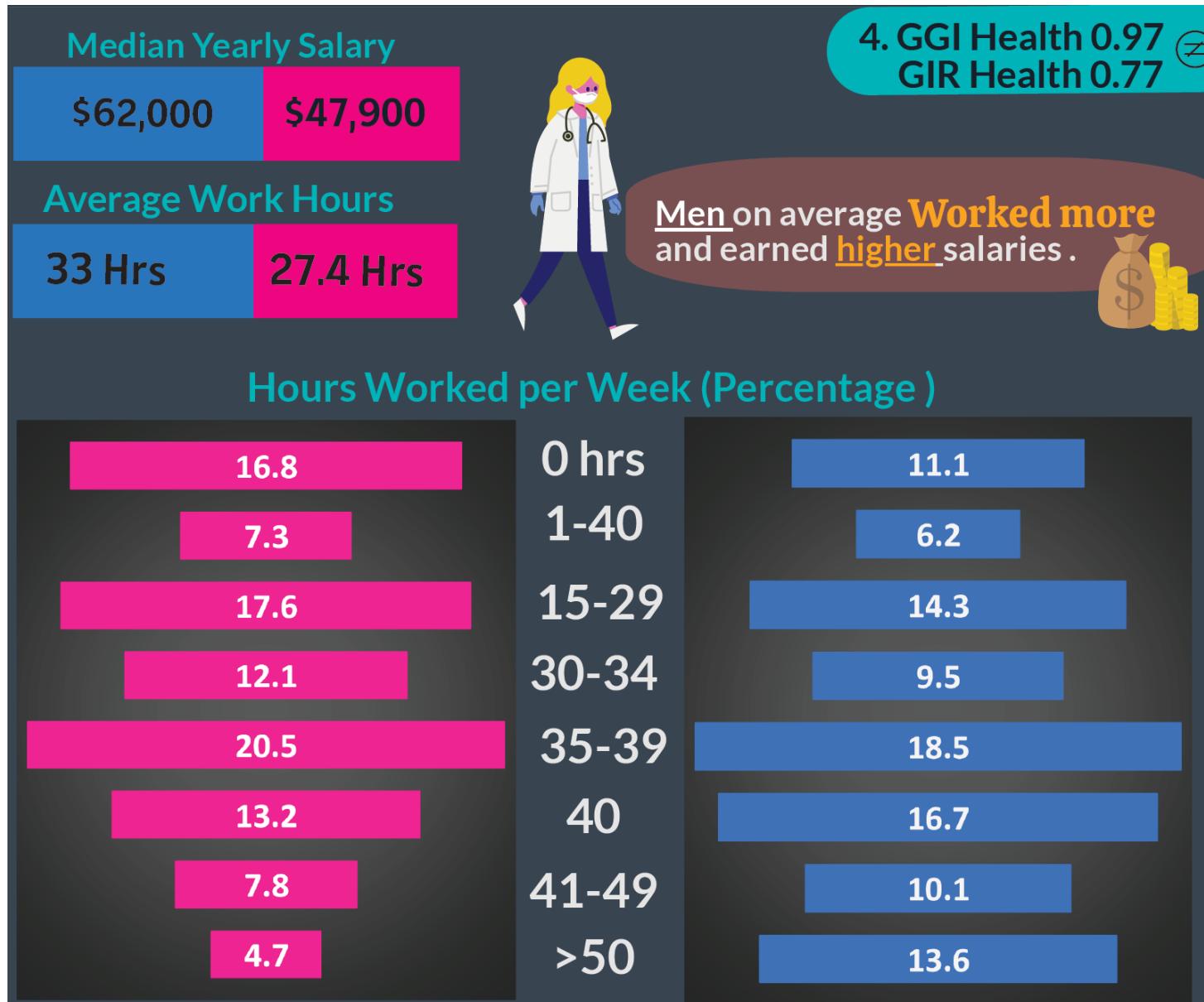
Public Administration

Applied science

Finance

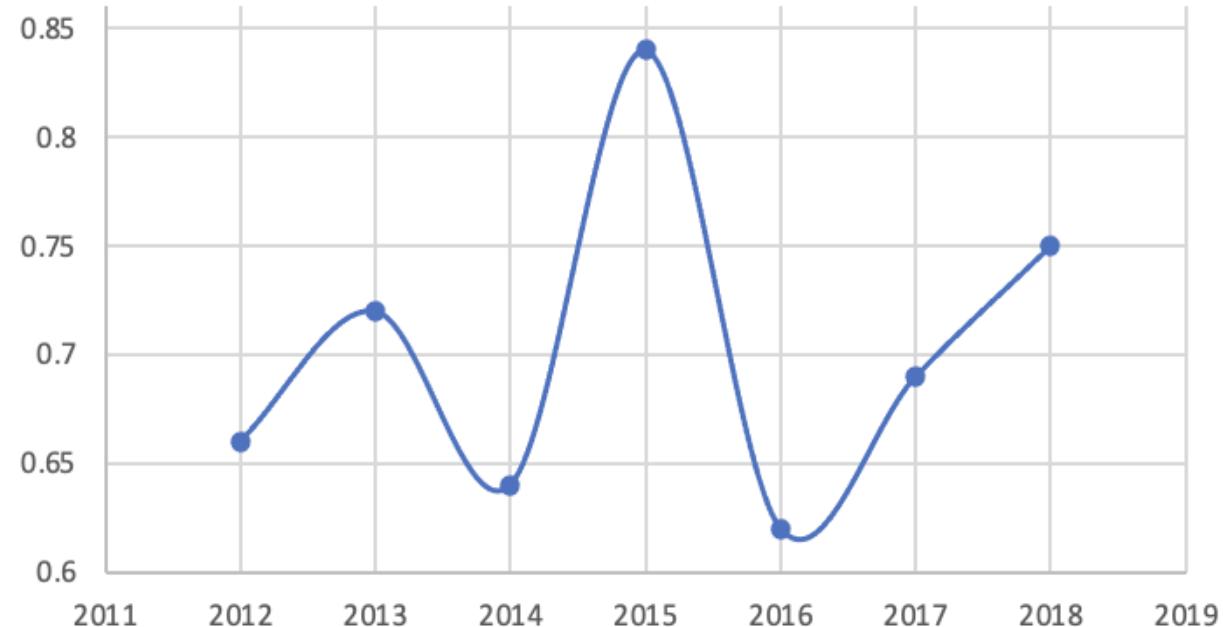
24% NFL's GDP comes from Natural resources while Manufacturing, Finance, and Real estate businesses contribute > 24% to Quebec

Health is not Healthy !!

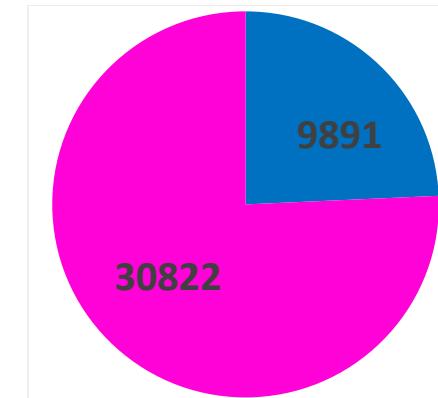
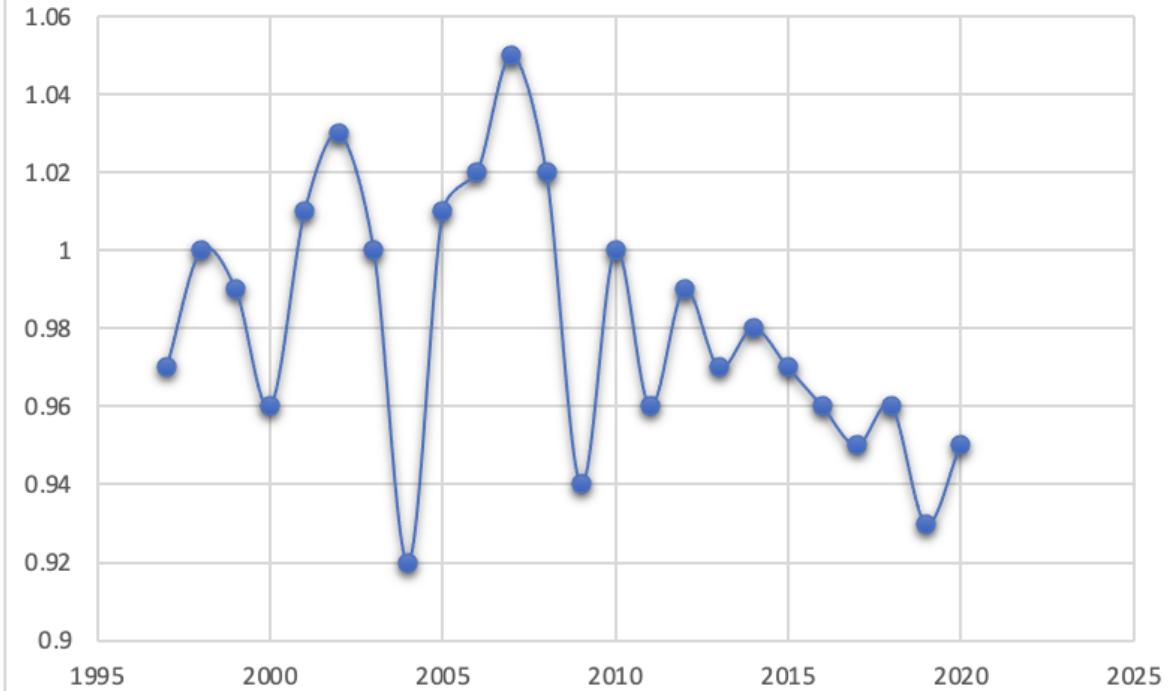


Total Income matters

Average Gender pay ratio_Health

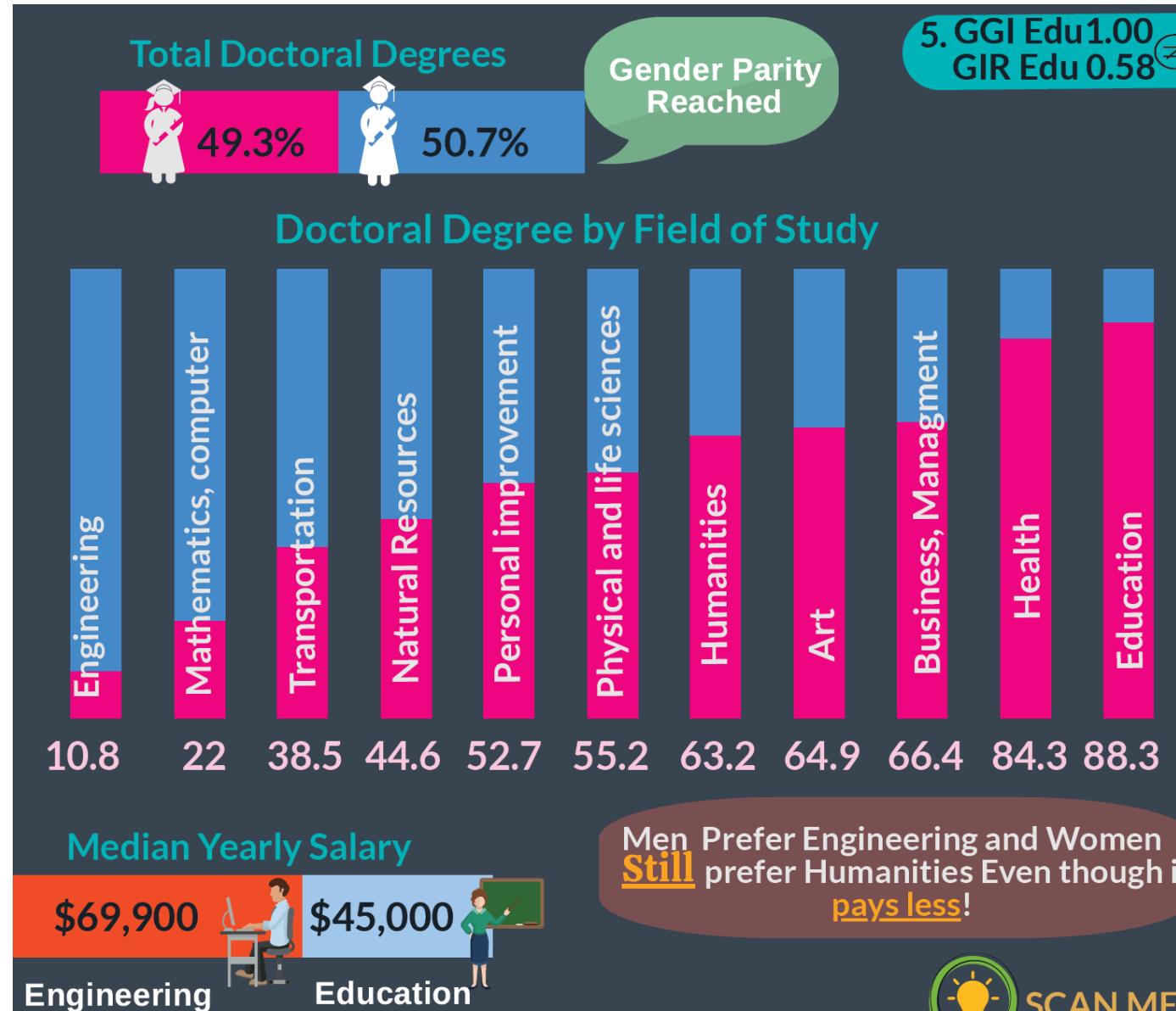


Median gender wage hourly-Health

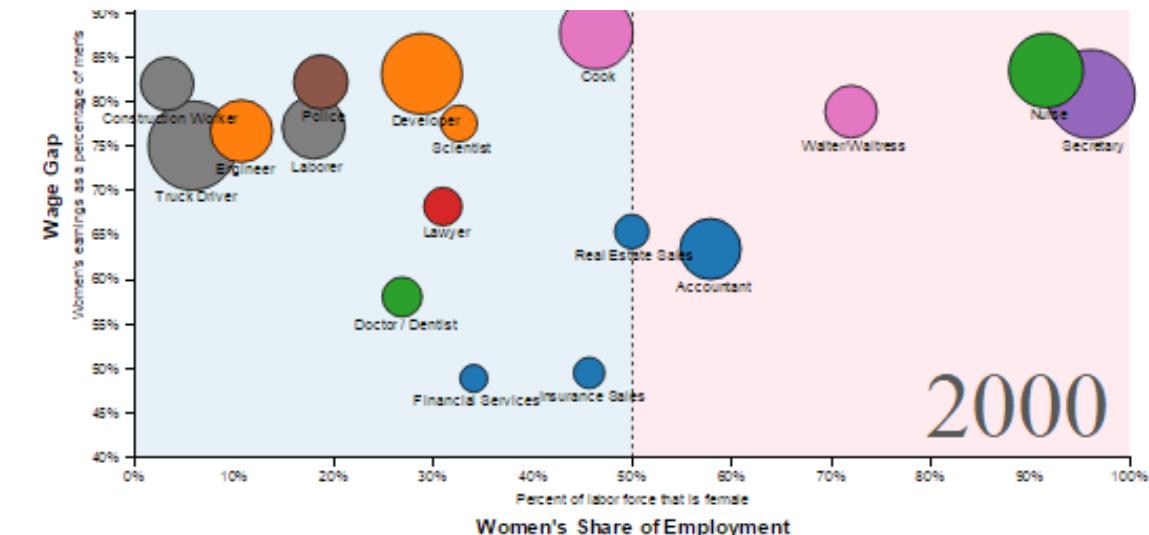
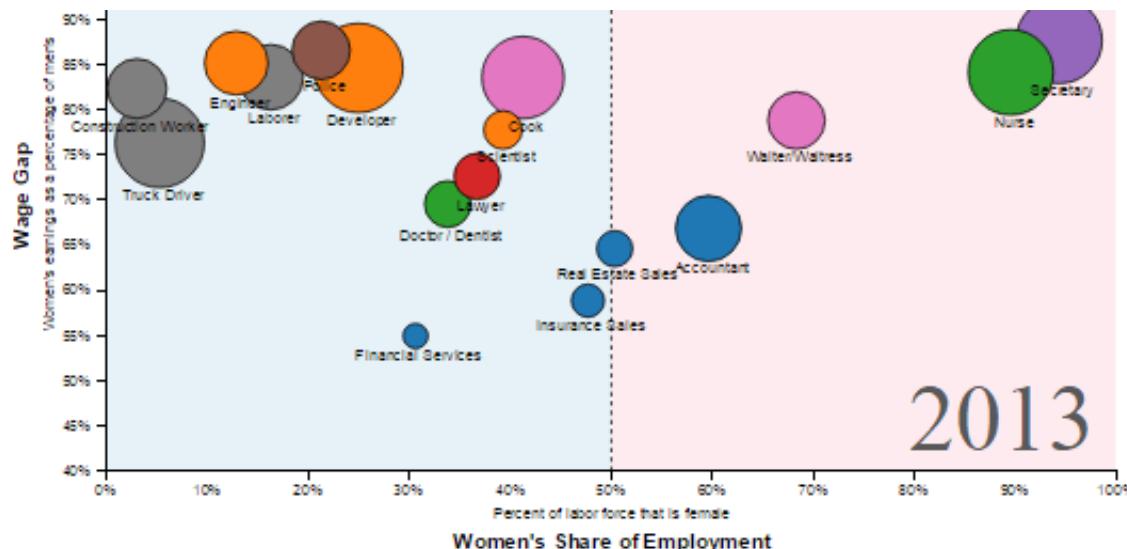
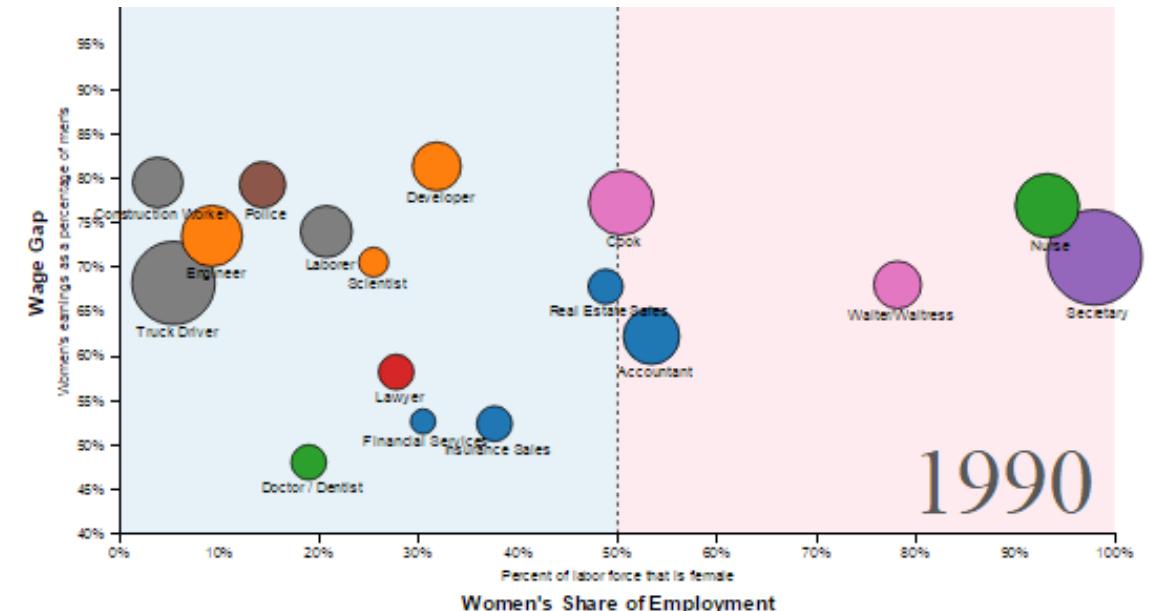


Total hours worked

STEM: Stereotypes Haven't gone away. Just yet !!



A Visual History of Gender and Employment





01

Gender Gap EXISTS

This year women earned **\$12,500** less due to income disparity.

02

Total Income matters

Women contribute **3 times more** to the health industry workforce in total . The wage gap is not an issue anymore.

03

Fix Stem

The income disparity is no longer based on access to Education, but is rather due to the area of interest. Women prefer Humanities over engineering and natural resources industry even if that pays less.

04

Time For Support

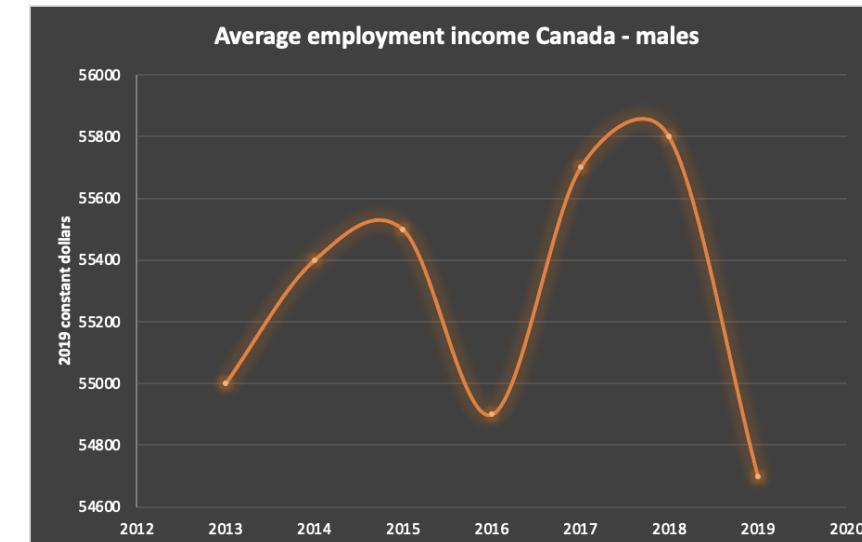
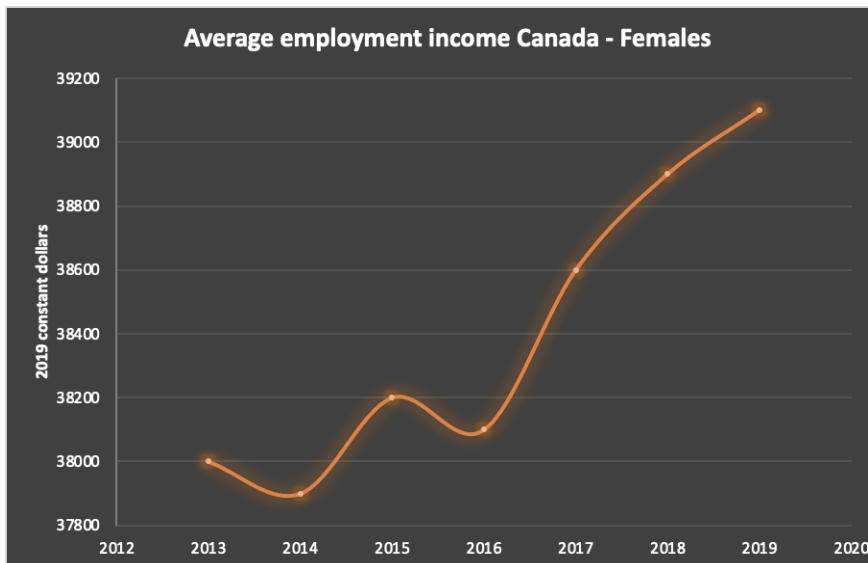
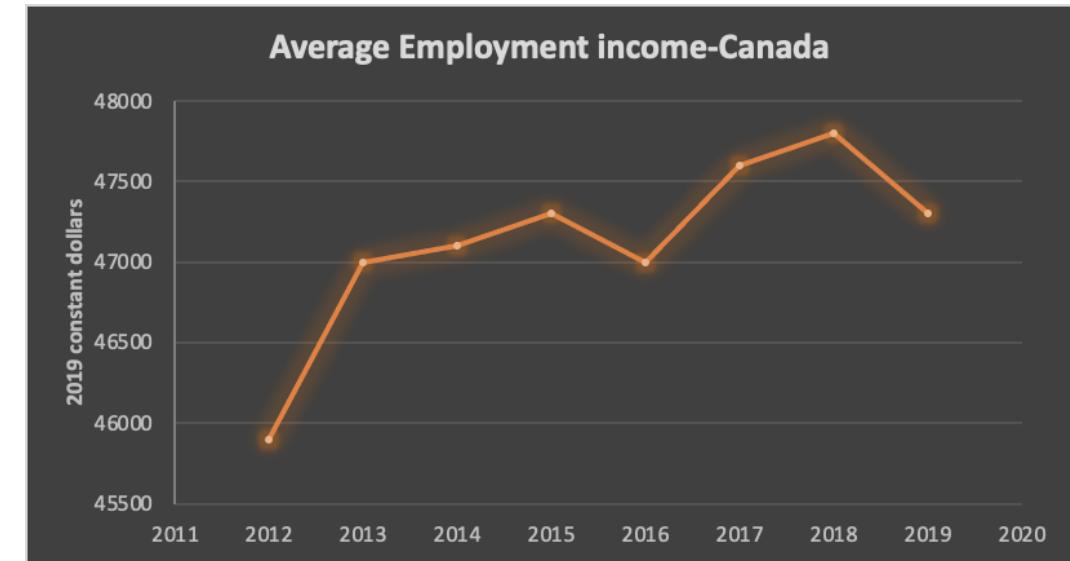
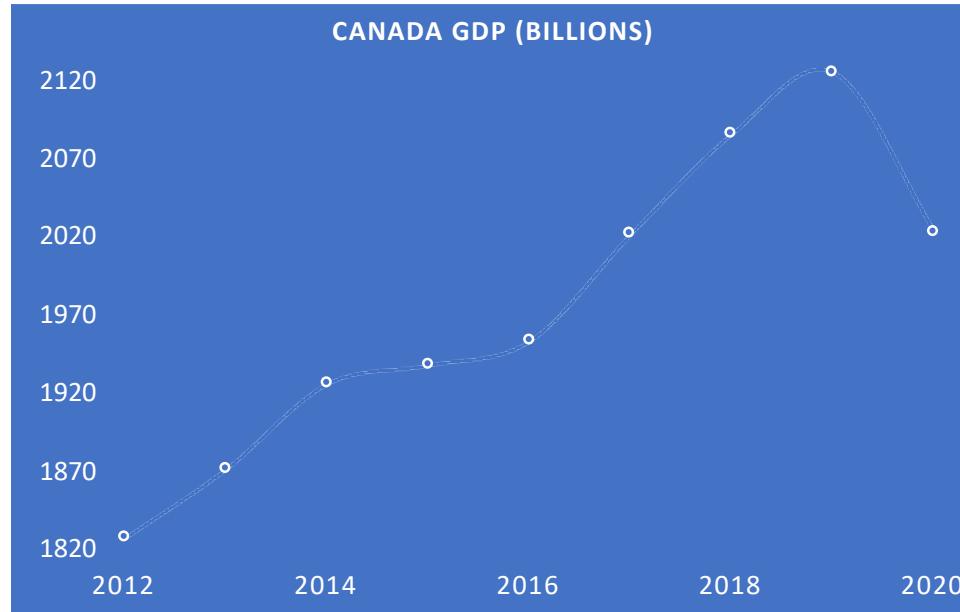
Absence of support structures around women leads them to work more in part time jobs or less work hours leading to lower payment.



Thank You

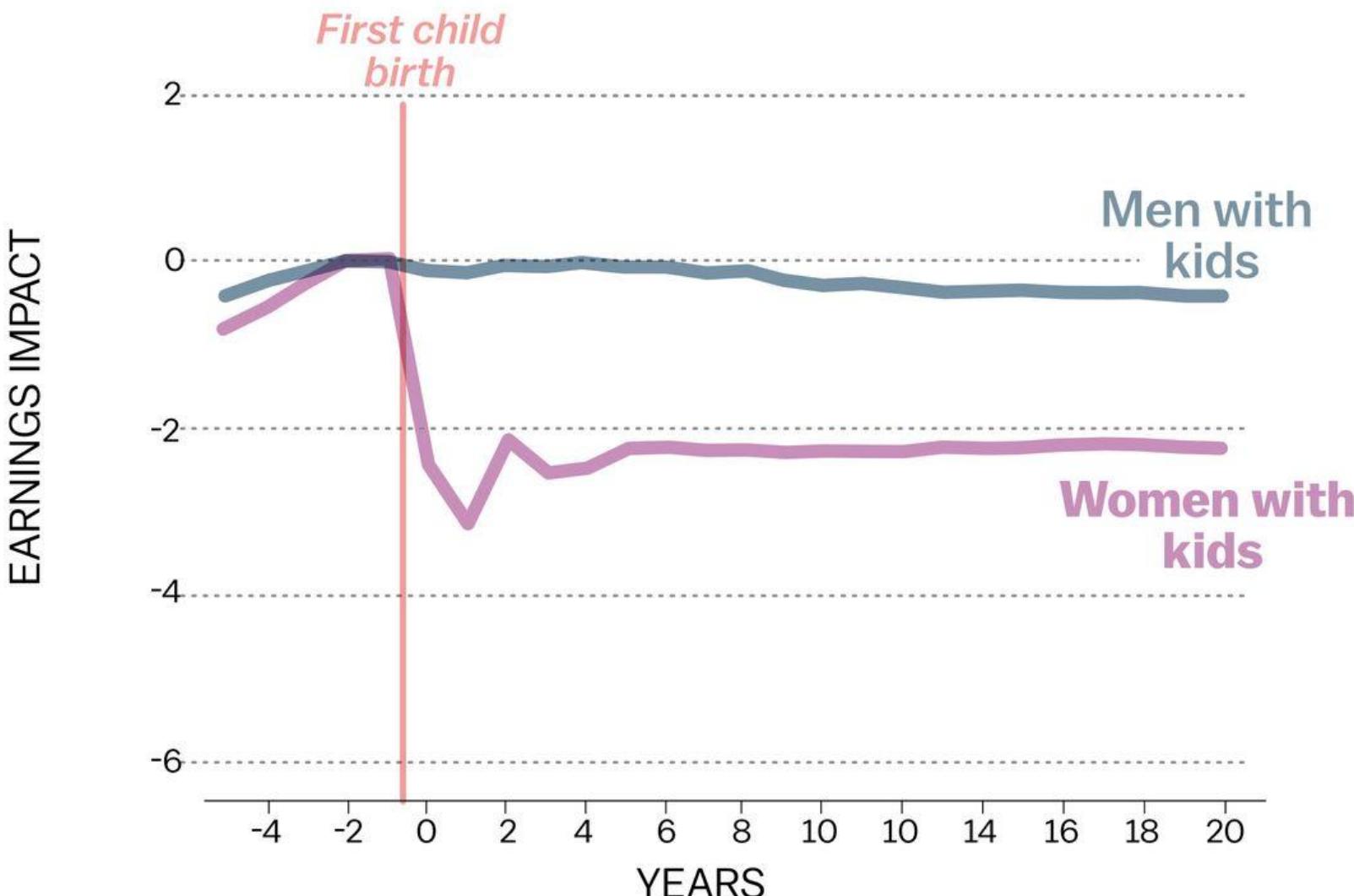
Supporting slides

Canada's GDP vs Average Total Income



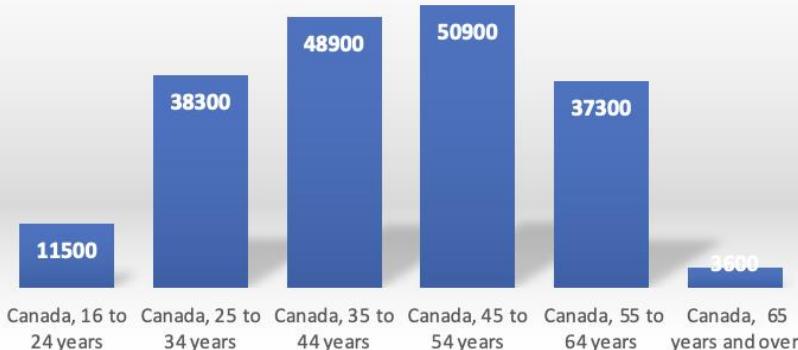
Other Major factors

Women's earnings drop significantly after having a child. Men's don't.



Source: "Children and gender inequality: Evidence from Denmark,"
National Bureau of Economic Research

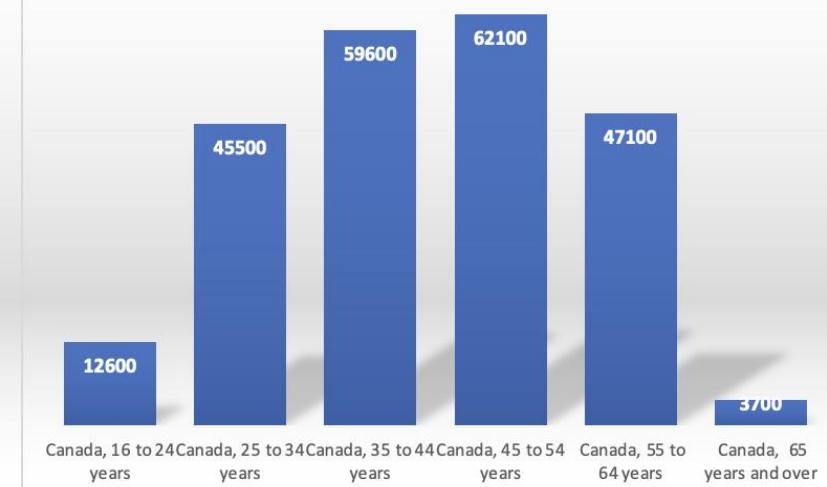
Median income 2012 Canada



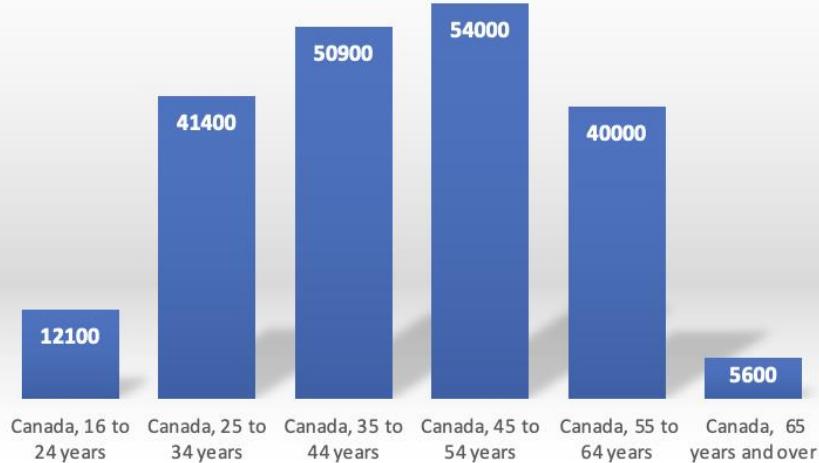
Median income 2012 Female



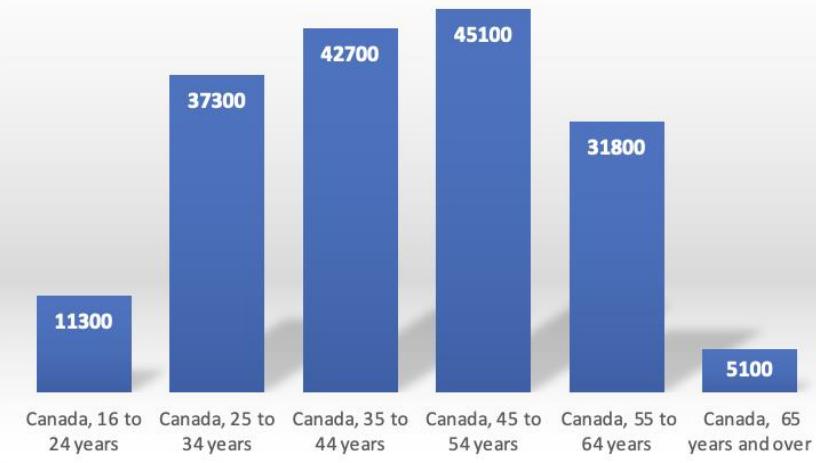
Median income 2012 male



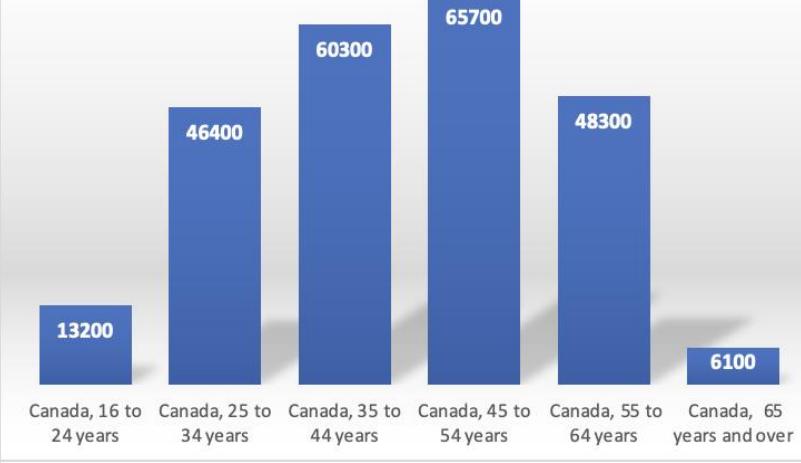
Median income 2019-Canada



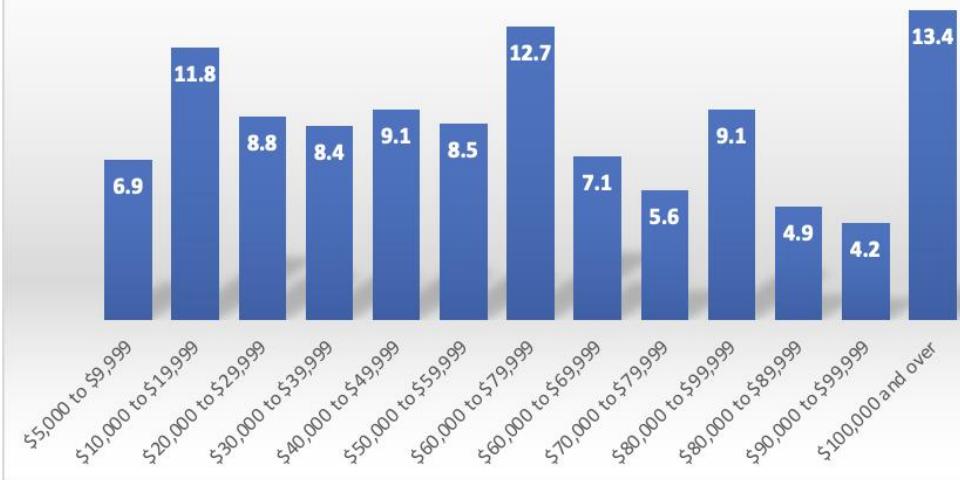
Median income 2019-female



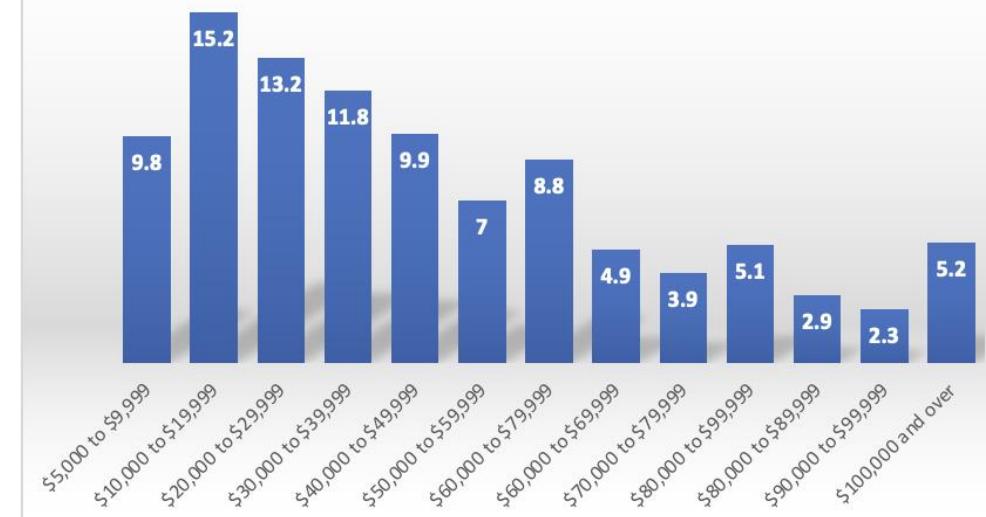
Median income 2019-Male



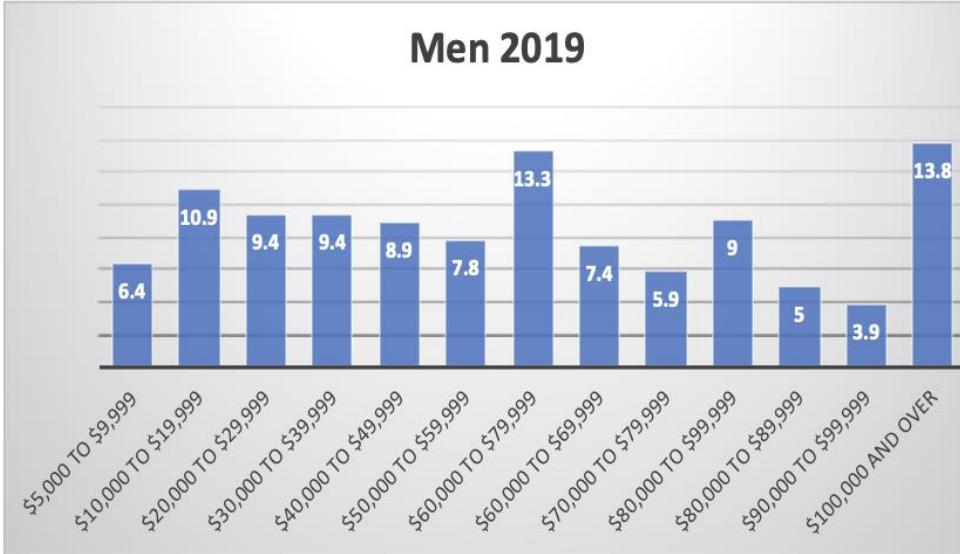
Men 2012



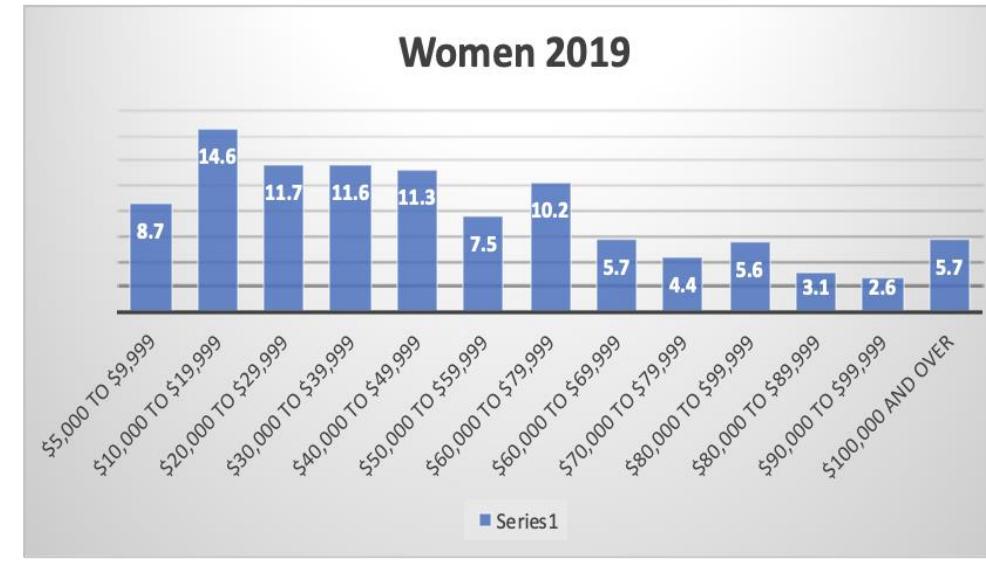
Women 2012



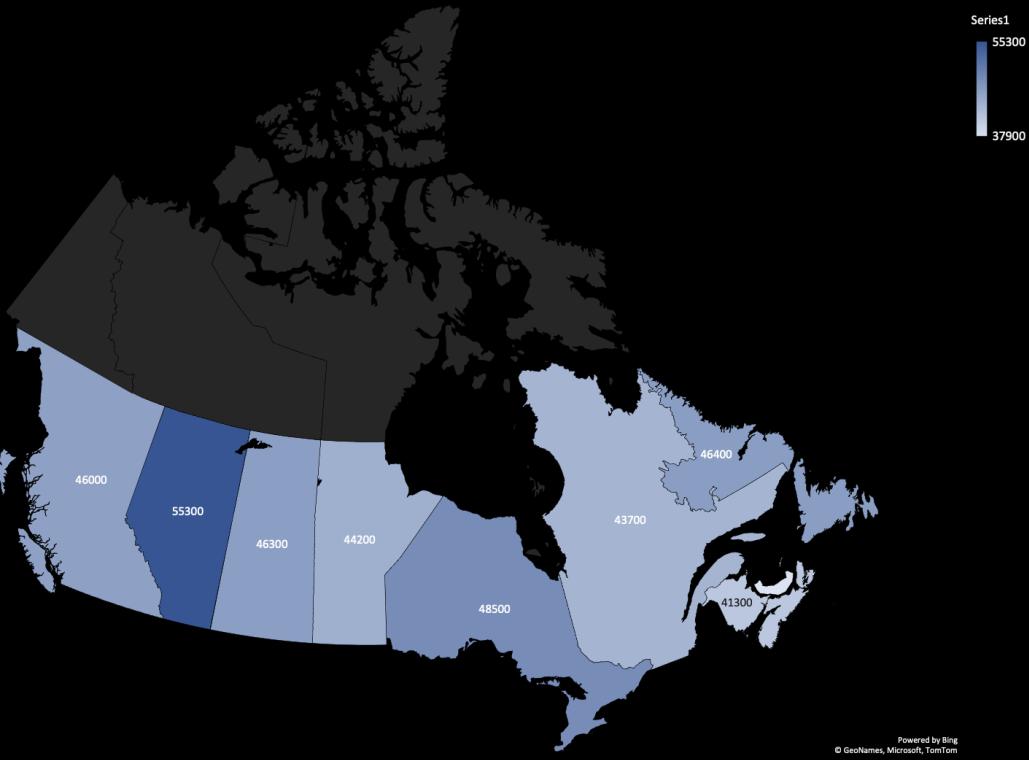
Men 2019



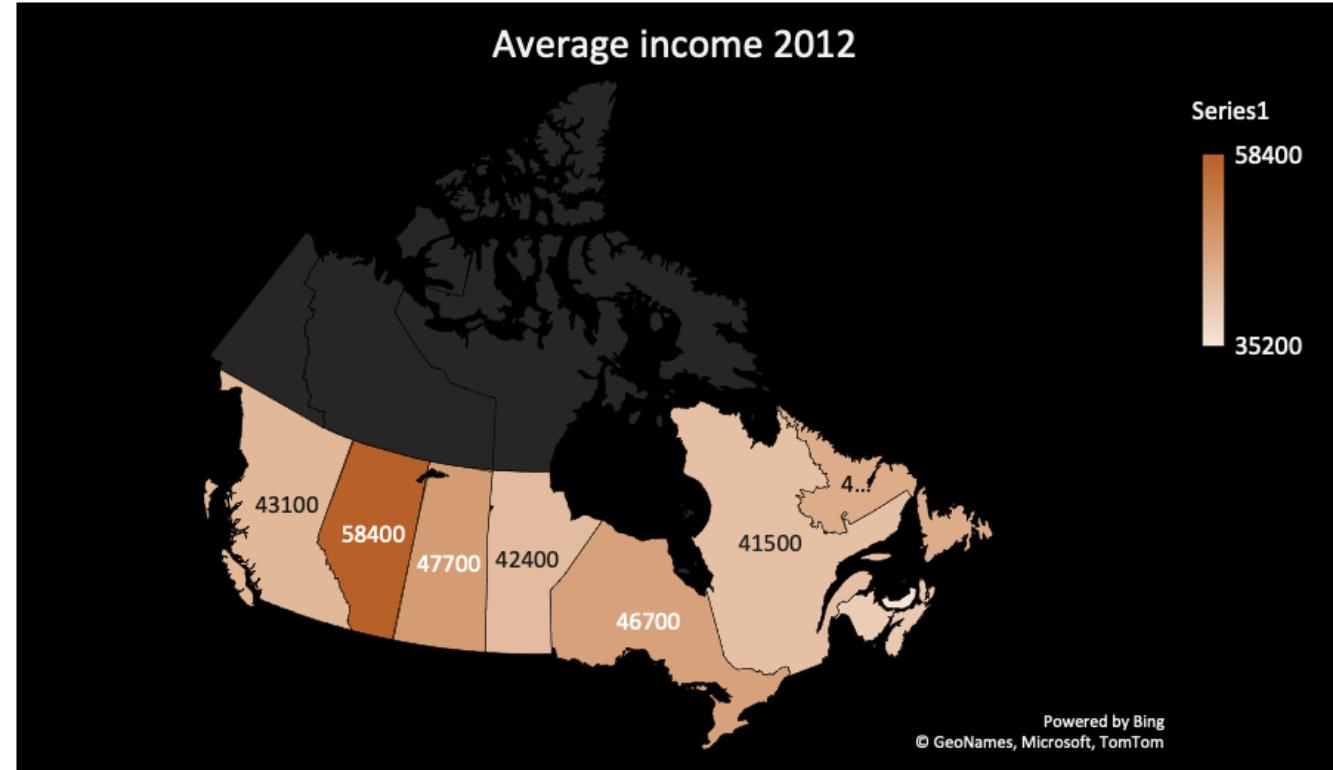
Women 2019

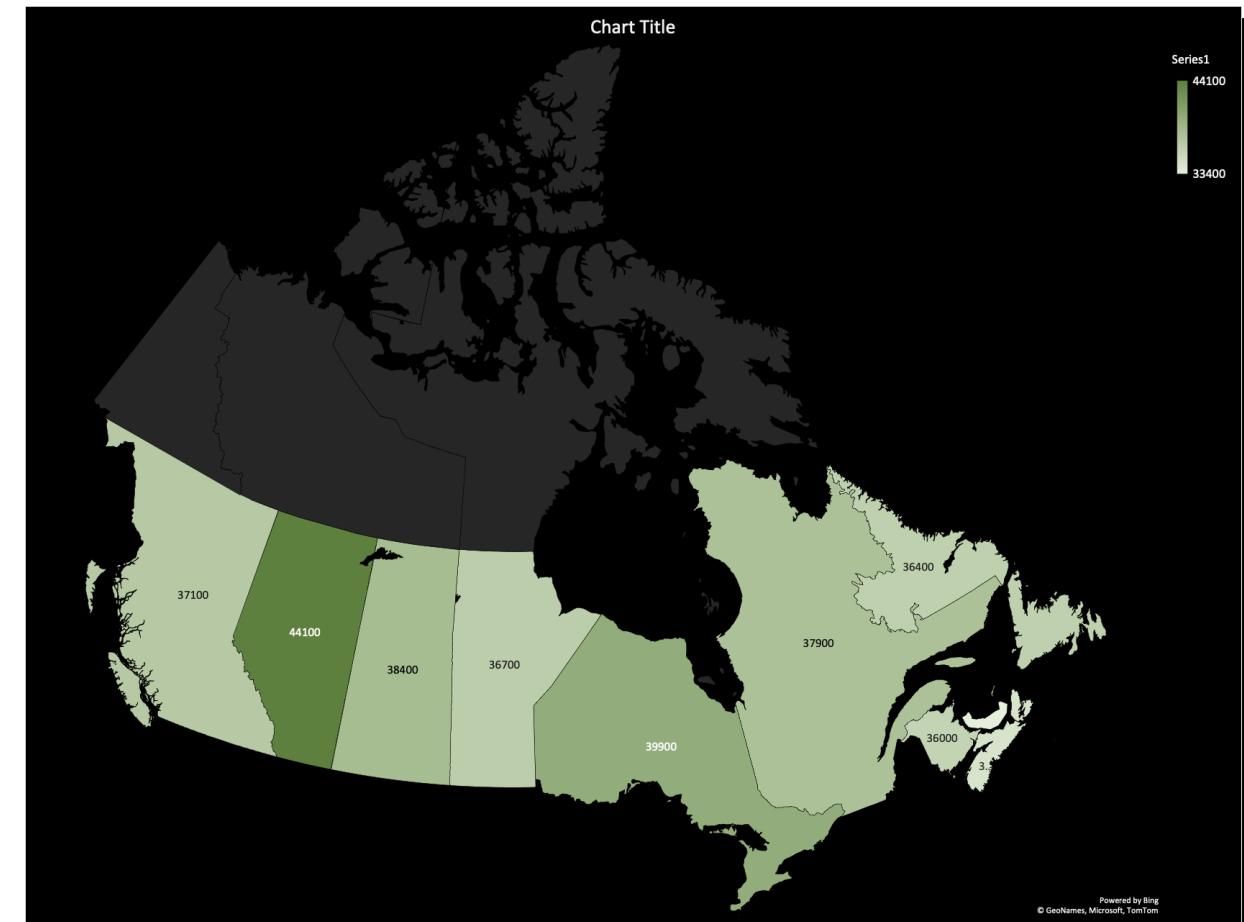


Average income Canada 2019

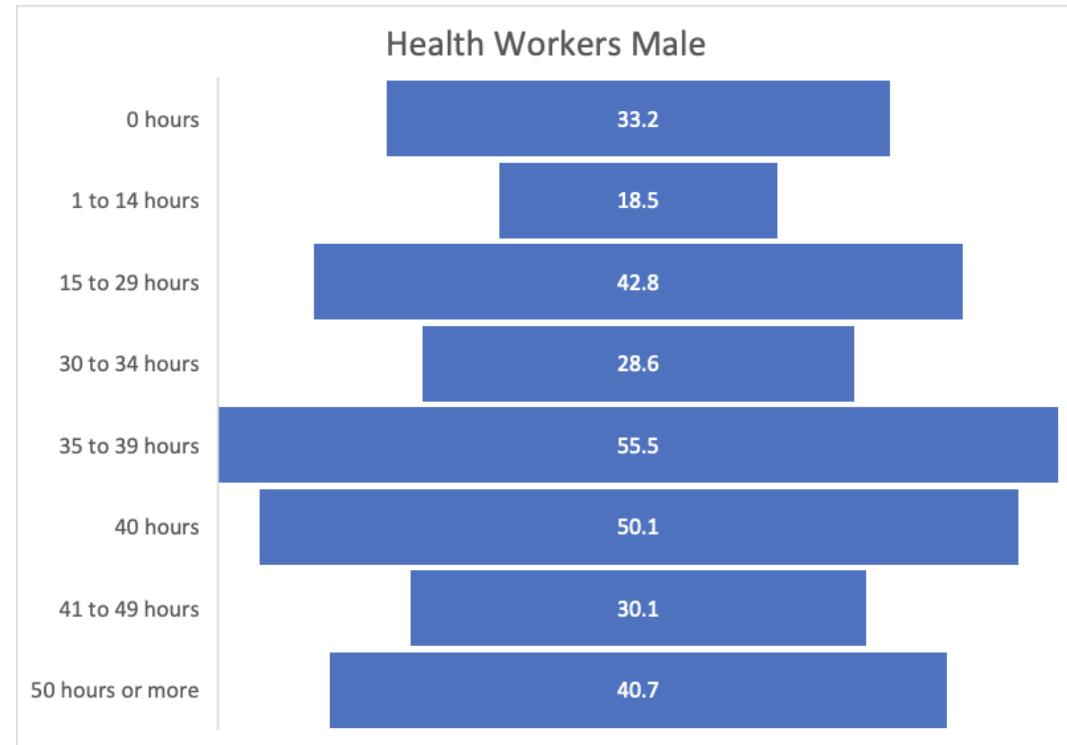
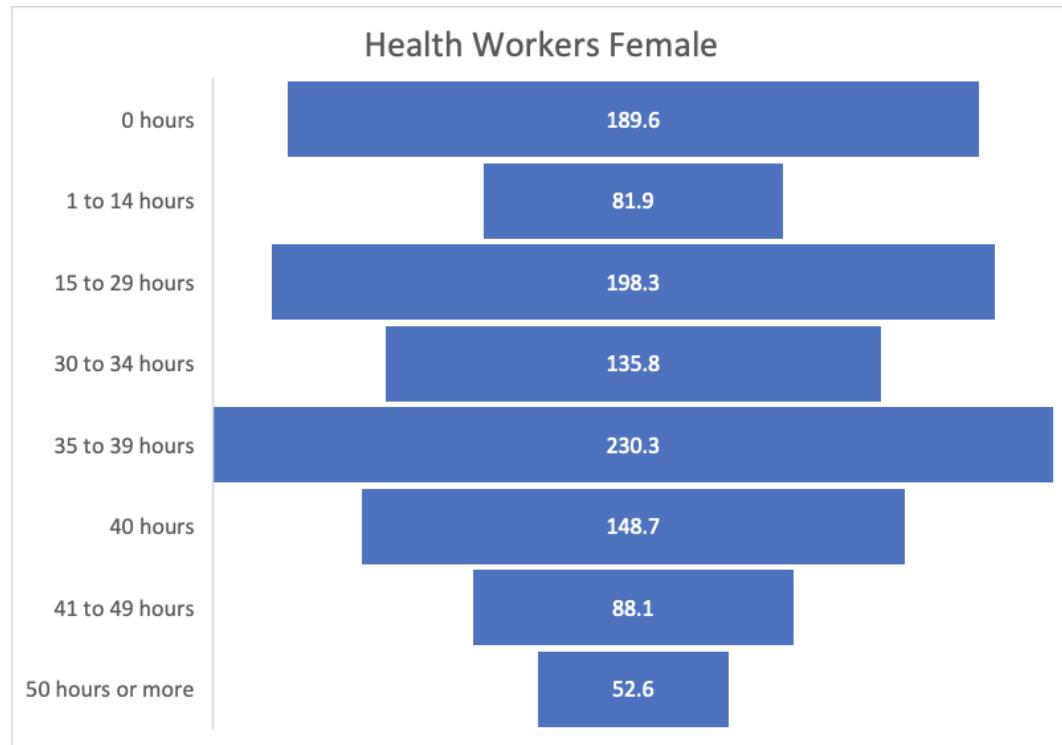


Average income 2012





XXXXX



Pie charts for participation in stem tech, education, truck drivers

What can the govt do.

Effects of bills, programs.

Increased pay transparency helps

Way forward.

Read notes. Canada woman page.



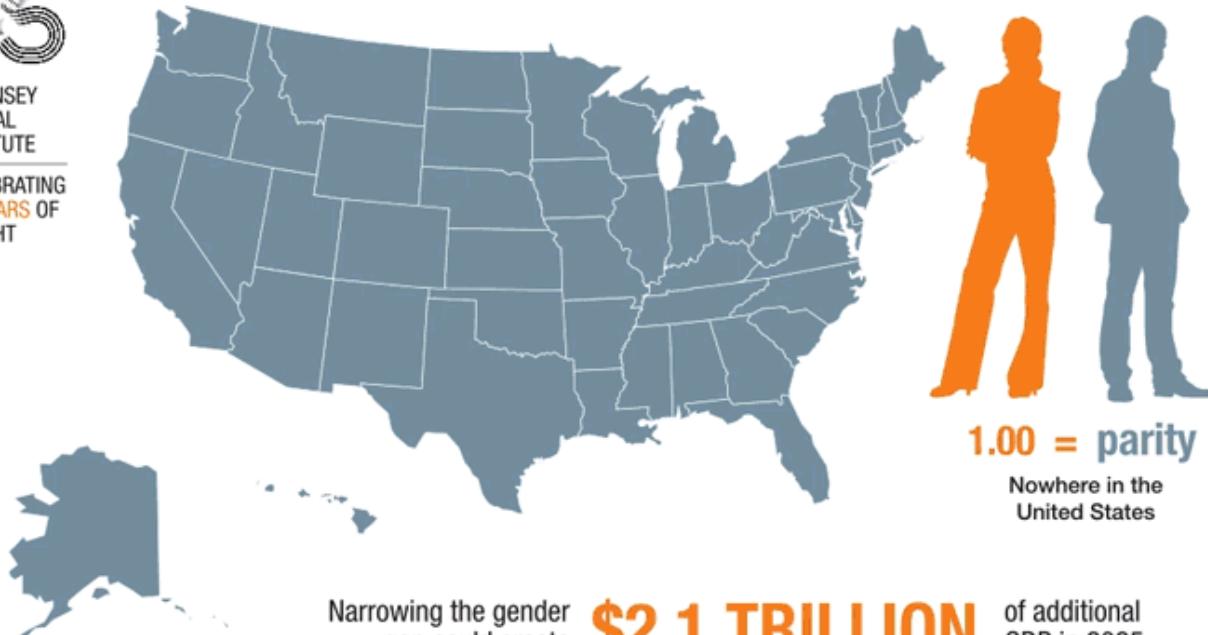
THE POWER OF PARITY

Advancing women's equality
in the United States



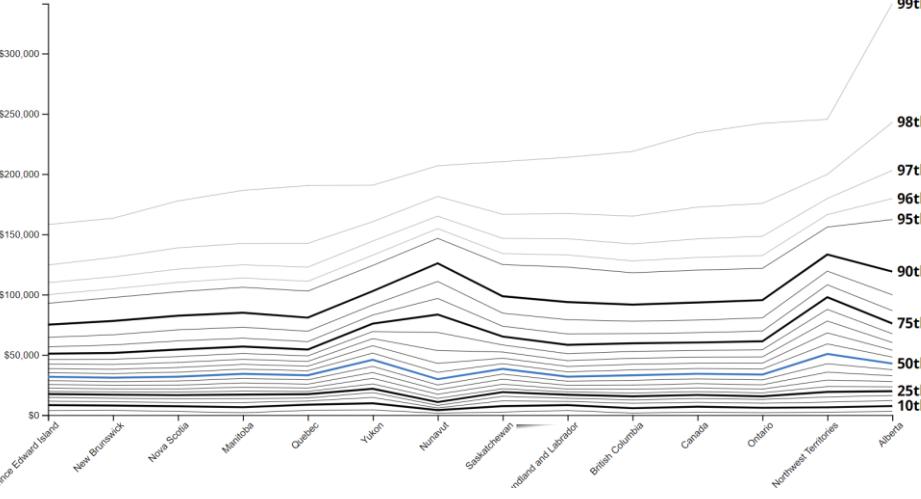
MCKINSEY
GLOBAL
INSTITUTE
CELEBRATING
25 YEARS OF
INSIGHT

The **State Parity Score** shows how far states are from gender parity

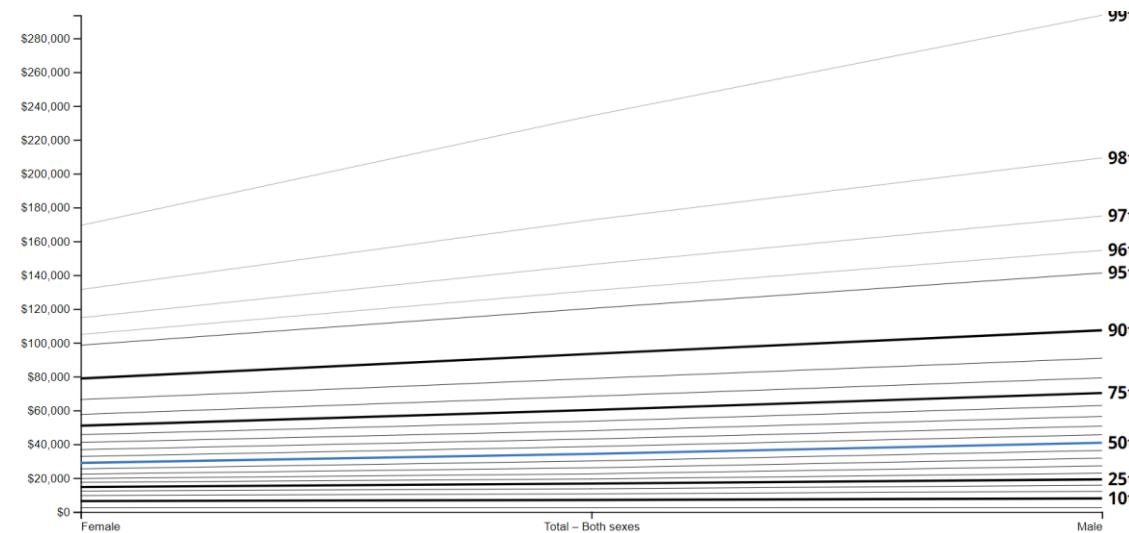
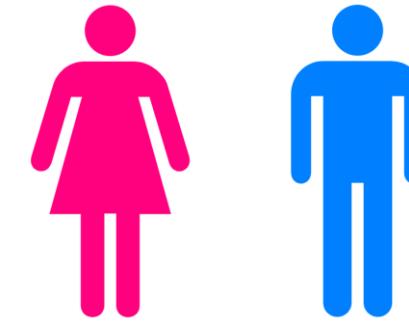


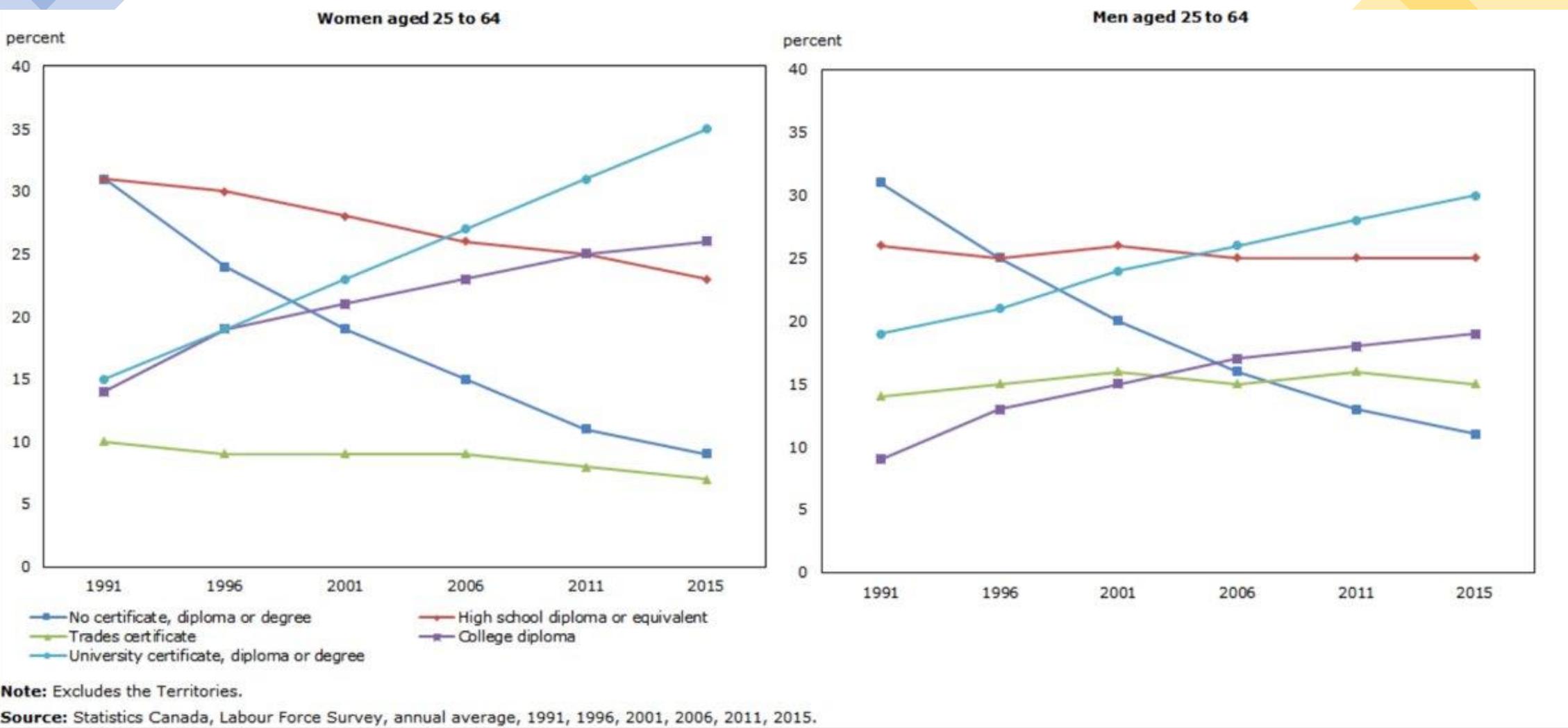
McKinsey&Company

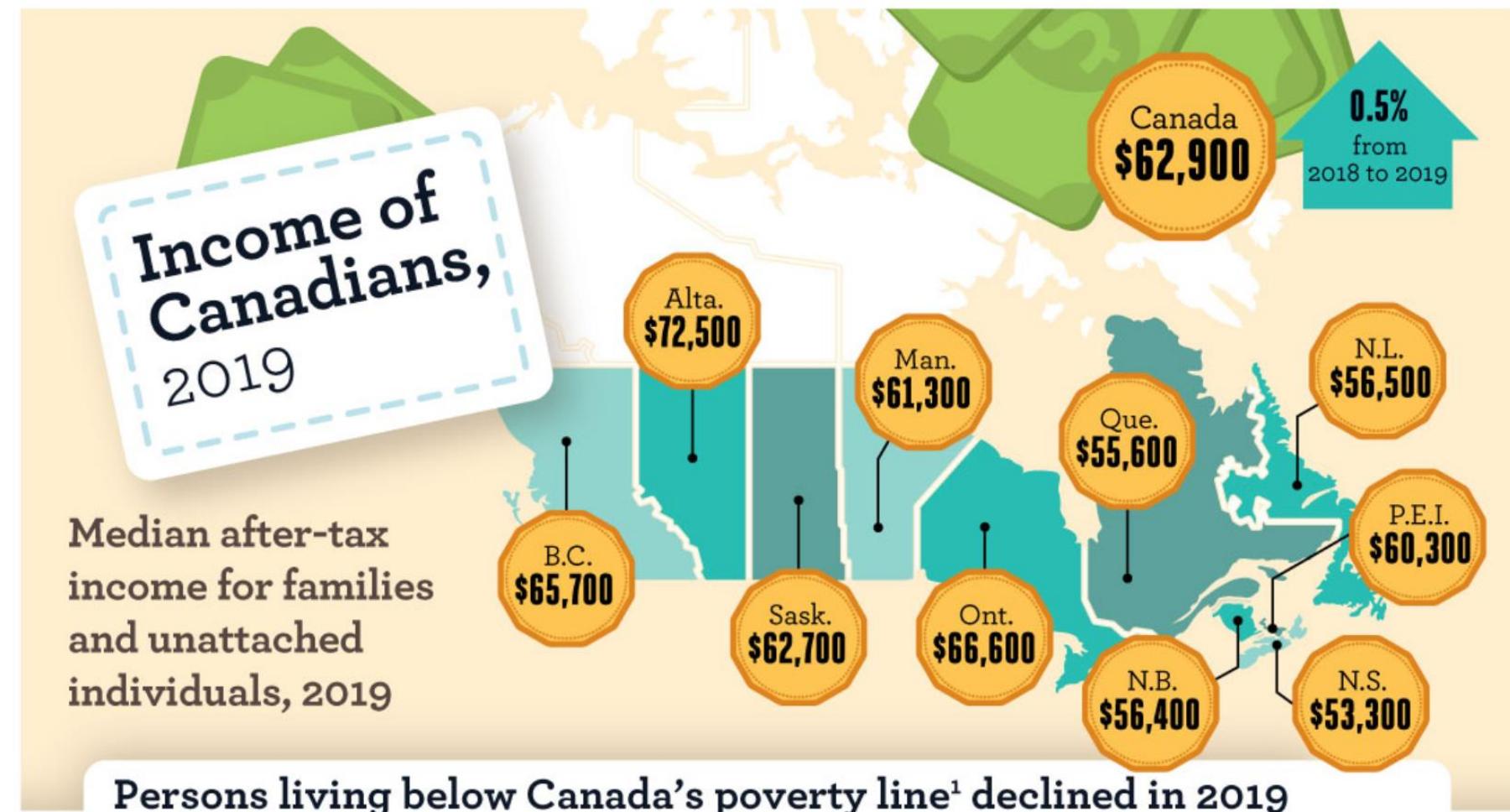




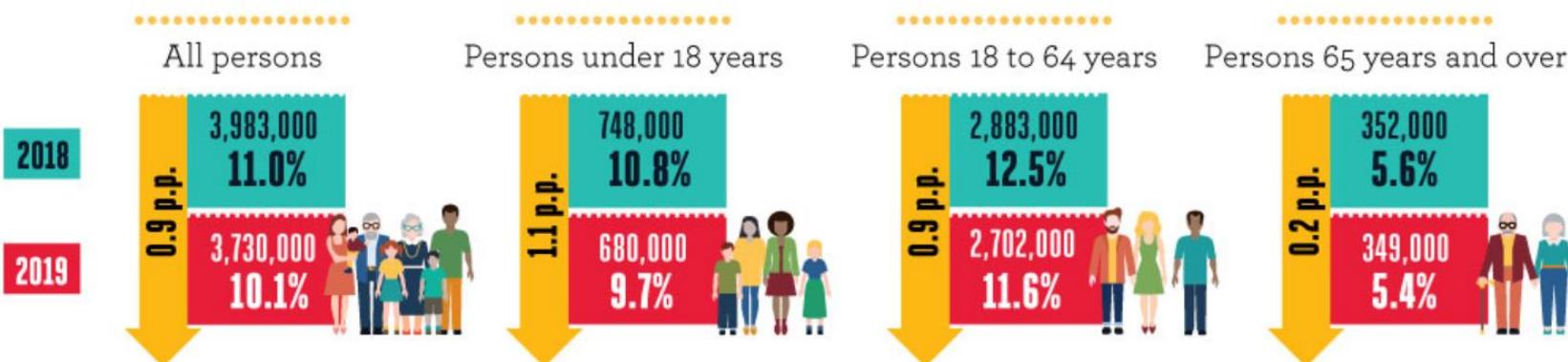
Women clean; men fix the car





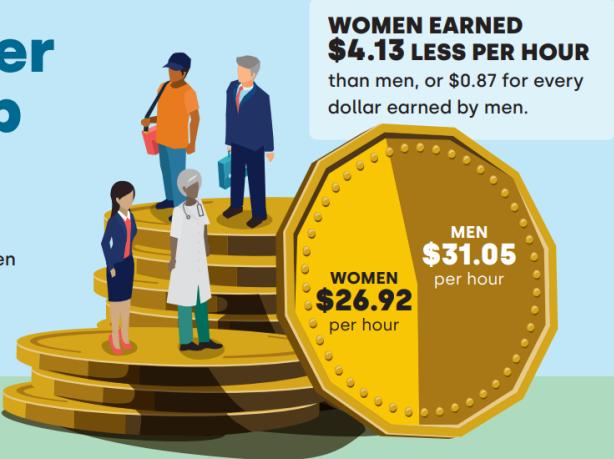


Persons living below Canada's poverty line¹ declined in 2019



The Gender Wage Gap in 2018

In 2018, employed core-aged men (25 to 54 years old) earned an average of \$31.05 per hour, while women earned \$26.92.



Why did women earn less than men?

\$1.85 of the gap was caused by the different **DISTRIBUTIONS OF MEN AND WOMEN ACROSS INDUSTRIES AND OCCUPATIONS.**

For example, more men worked in the following higher-paying sectors and occupations:



\$0.38 WAS DUE TO WOMEN'S HIGHER RATE OF PART-TIME WORK, which generally pays less than full-time work.

Proportion working part-time

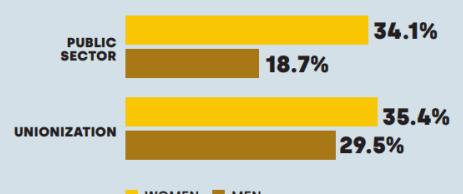


\$2.62 OF THE GAP WAS UNEXPLAINED.

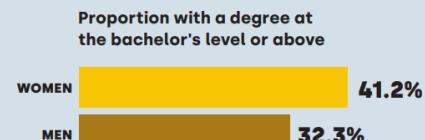
This portion includes gender differences in factors beyond the scope of analysis,¹ such as work experience. Any gender-related biases contributing to the gender wage gap are also reflected in this portion.

What lessened the gender wage gap?

WOMEN'S HIGHER RATES OF PUBLIC SECTOR WORK AND UNIONIZATION REMOVED \$0.36 FROM THE GAP



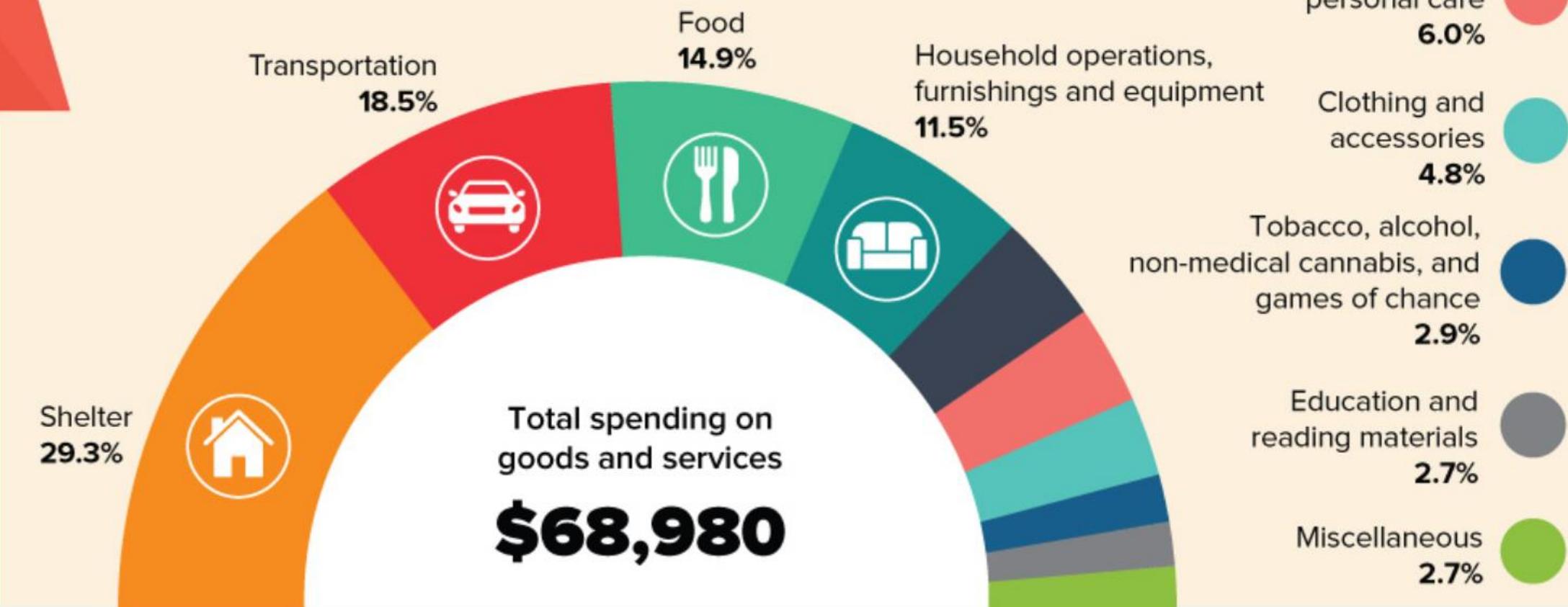
WOMEN'S HIGHER EDUCATIONAL ATTAINMENT REMOVED \$0.20 FROM THE GAP



Without this, the gap in 2018 would have been **MORE THAN** \$4.13 per hour.

HOW CANADIANS SPENT THEIR MONEY IN 2019

AVERAGE SPENDING ON GOODS AND SERVICES PER HOUSEHOLD



Higher levels of education are associated with higher median cumulative earnings, and this difference is far greater than the average amount of debt (\$23,000) owed at graduation.

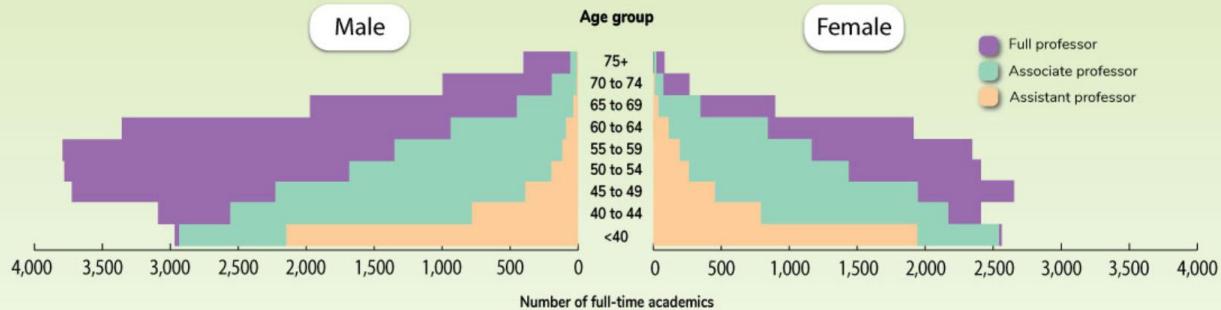
Median cumulative earnings over a 15-year period, by level of education and sex, 2001 cohort



The share of **female** academics has been **increasing** at all ranks.

Rank	1979	2019
Full professor	4.4%	30.0%
Associate professor	12.5%	43.9%
Assistant professor	23.0%	50.2%

Men are **overrepresented** in older age groups. Among academics 65 and older, **73%** are men and **77%** are full professors.

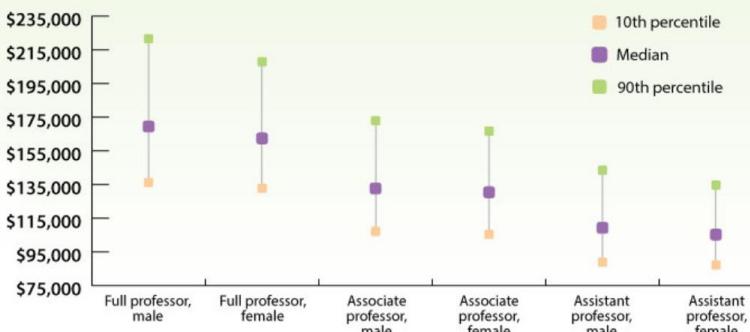


Over the last **40 years**, the ratio of women's to men's median salaries has **narrowed** for full professors and associate professors.

	1979	2019
Full professor	94.8%	95.9%
Associate professor	95.8%	98.4%
Assistant professor	97.2%	96.2%



In 2019, salary ranges for men were wider than for women. Maximum salaries tend to be higher for men.



Among full professors in 2019, women earned more on average than men in certain fields.



1 in 5

workers in the top 1% in 2015 were women

1 in 7

working women in the top 1% belonged to a visible minority group

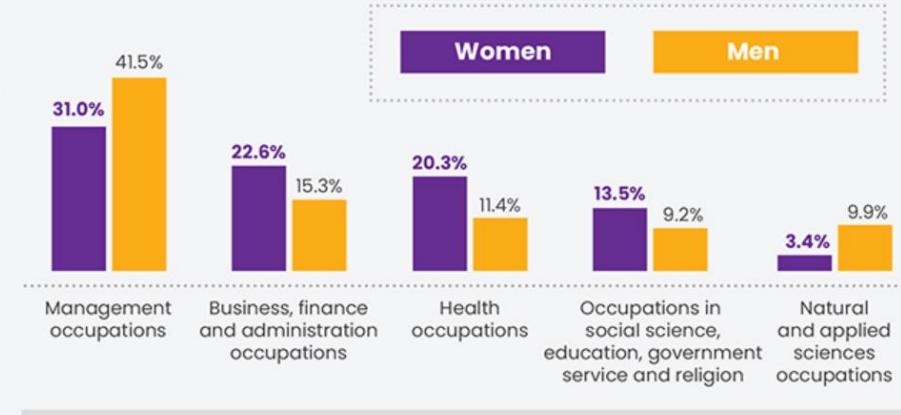
1 in 100

working women in the top 1% reported an Aboriginal identity

GENDER GAPS AMONG WORKERS IN THE TOP 1%



A large number of **women in the top 1% worked in health**, typically as physicians, and in business, finance and administration occupations; their male counterparts were more likely than them to be in management or in natural and applied sciences. ***There was a notable lack of women in senior management.***



Distribution of working individuals in the top 1% by sex and selected broad occupational groups.

WOMEN IN THE TOP 1% WITH CHILDREN WORKED FEWER HOURS THAN THEIR MALE COUNTERPARTS



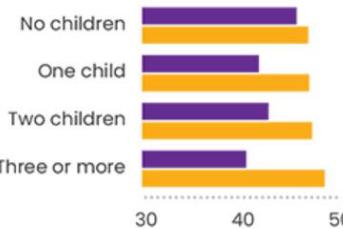
77.3% | 88.4%

married or
in a common-law
relationship



52.3% | 62.9%

two or more children
among workers
25 to 54 years old



30 40 50
Average hours worked
among workers 25 to 54



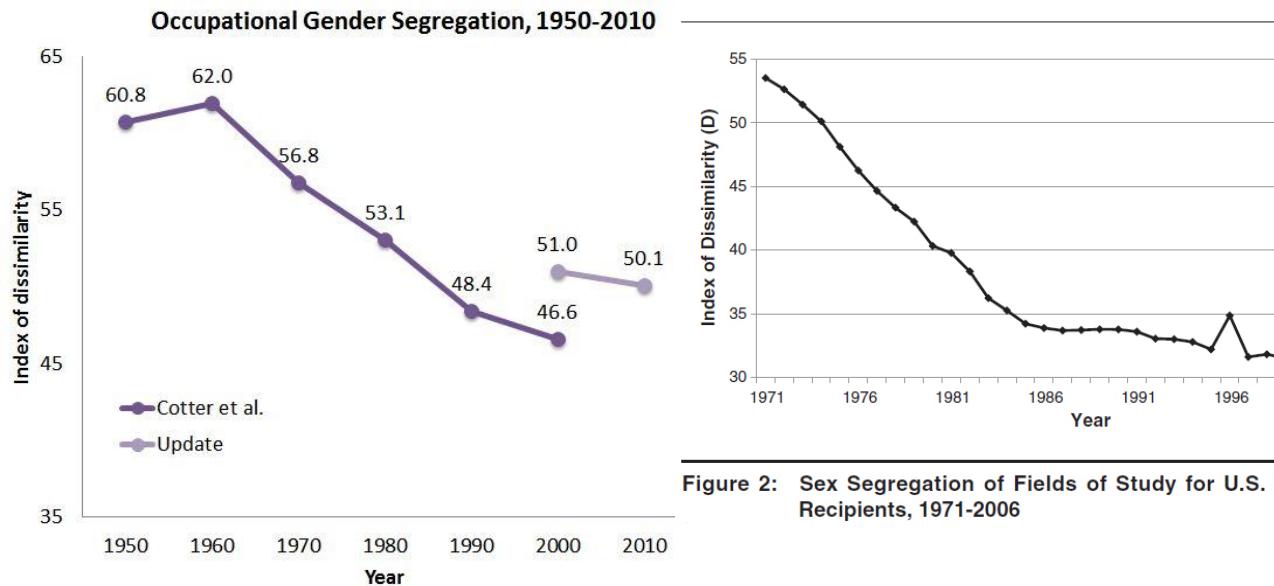


Figure 2: Sex Segregation of Fields of Study for U.S. Bachelor Degree Recipients, 1971-2006

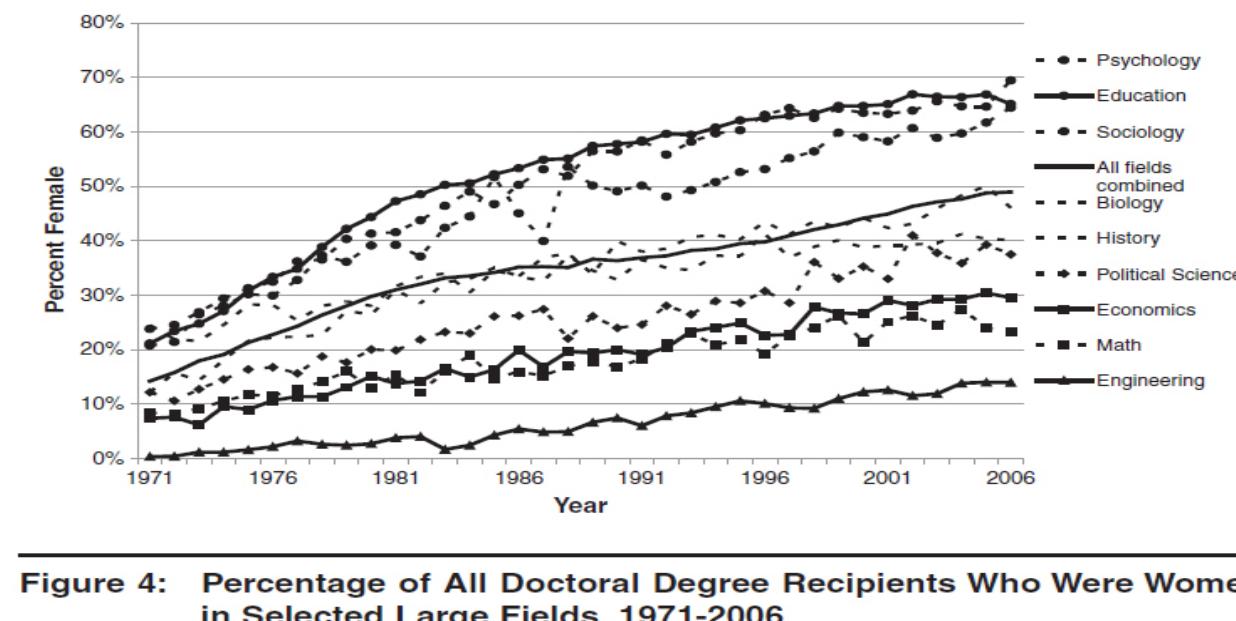
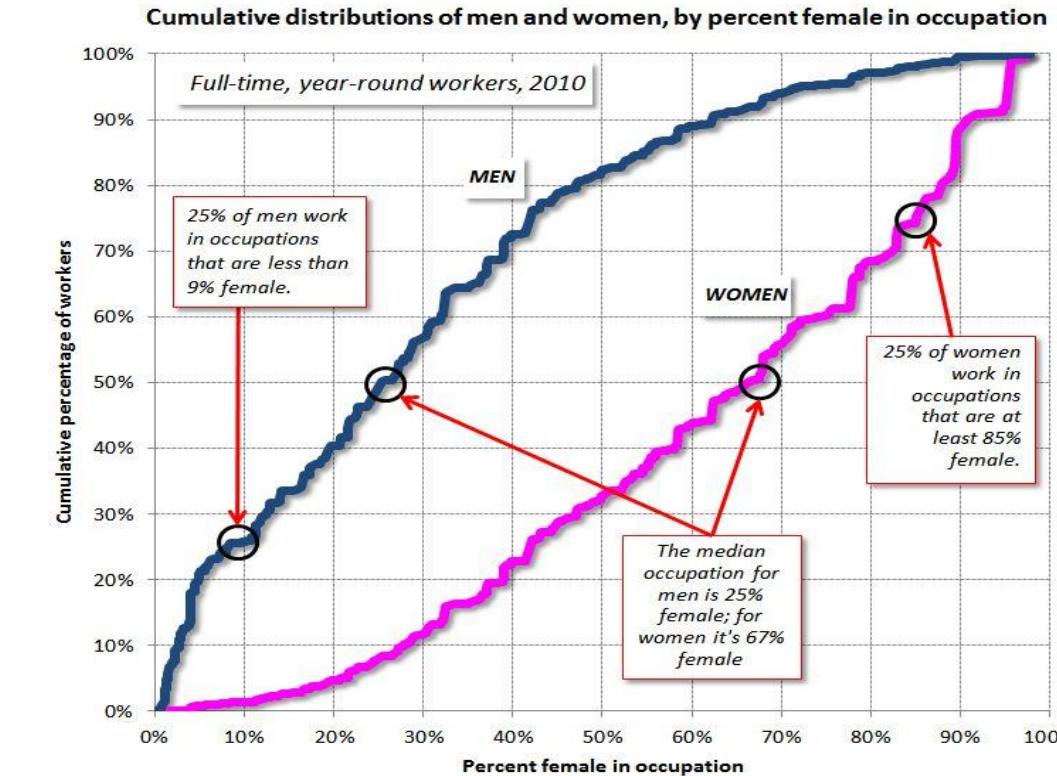
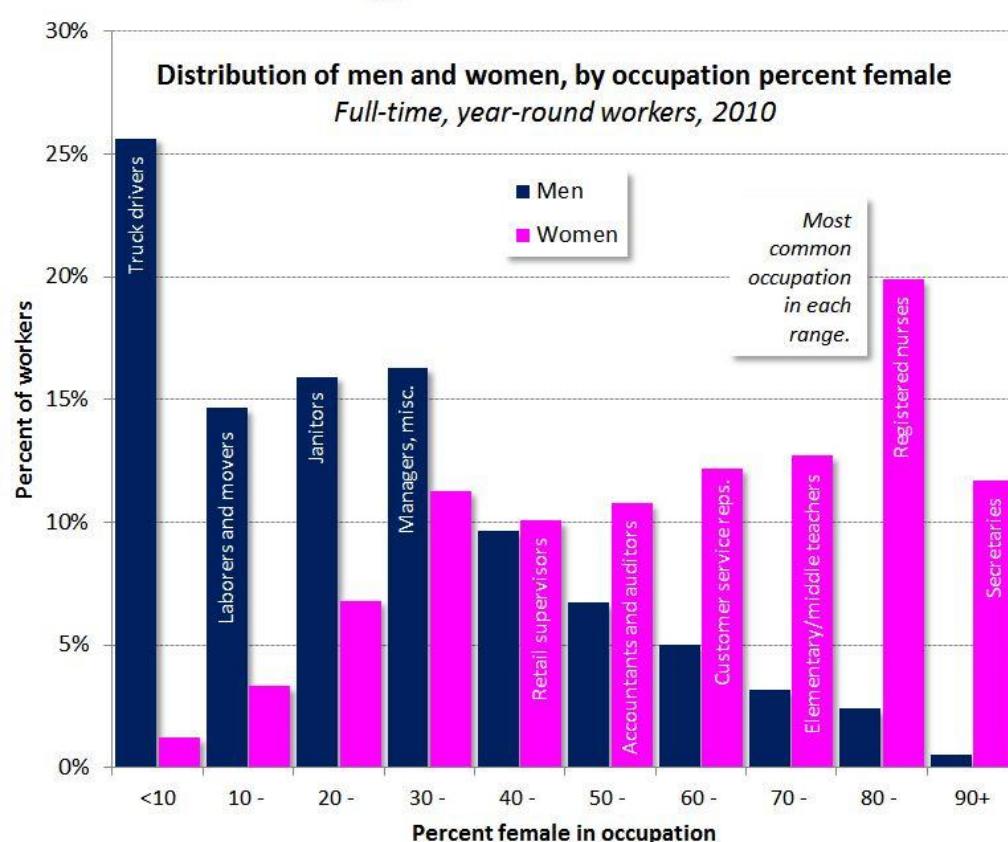
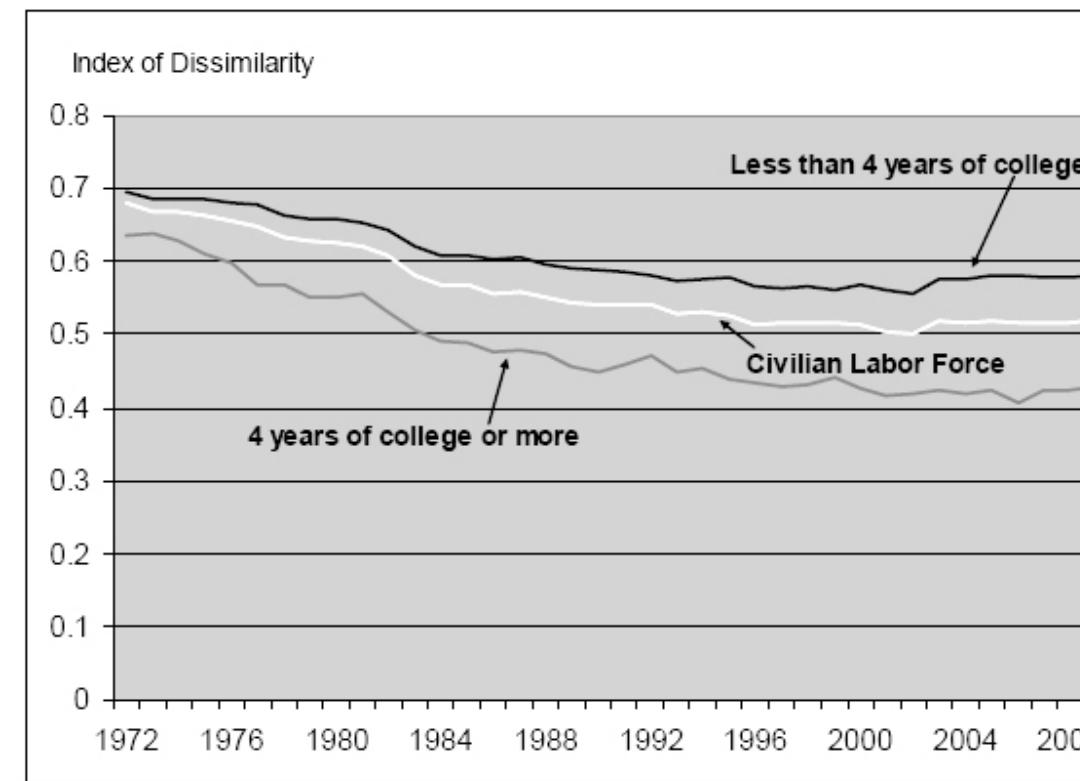
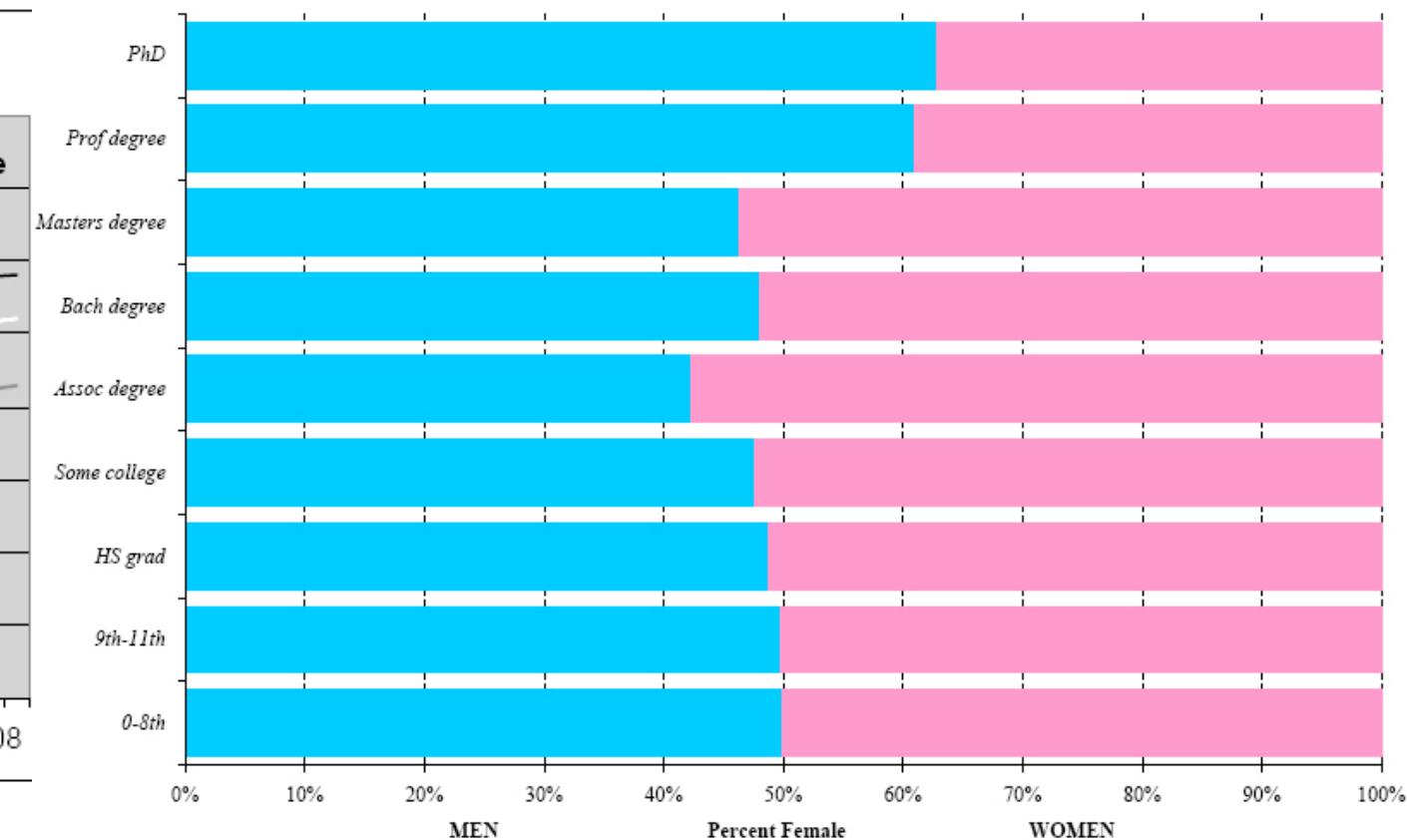
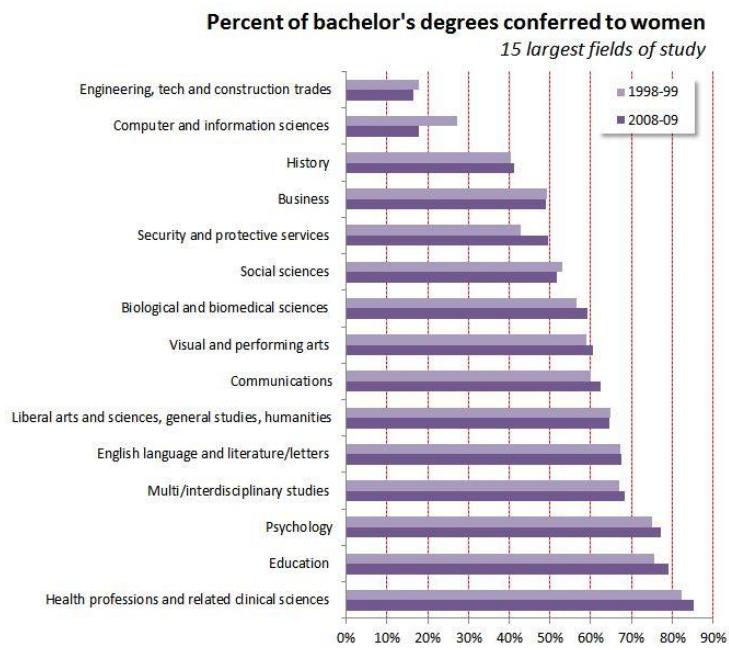
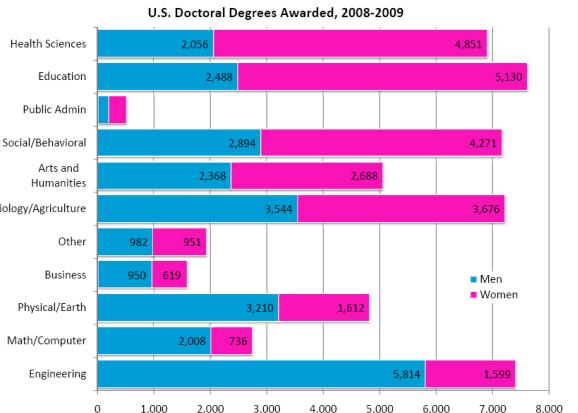
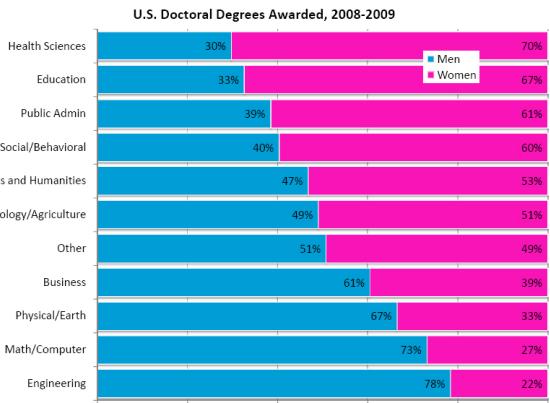


Figure 1: Trends in Occupational Segregation of Men and Women Aged 25-64: The Dissimilarity, 1972-2009

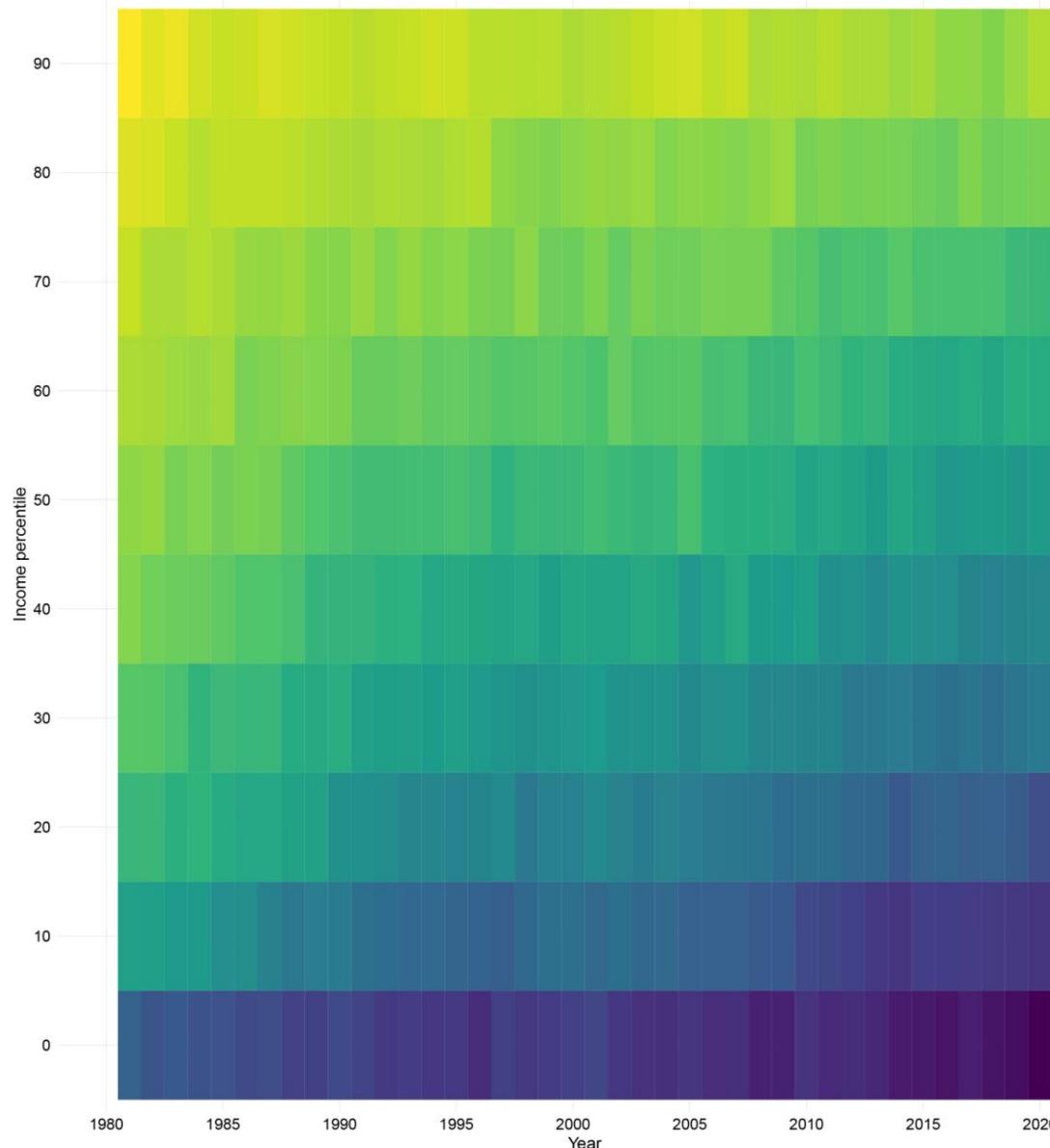


Gender Composition of U.S. Population Age 25+, by Education Level



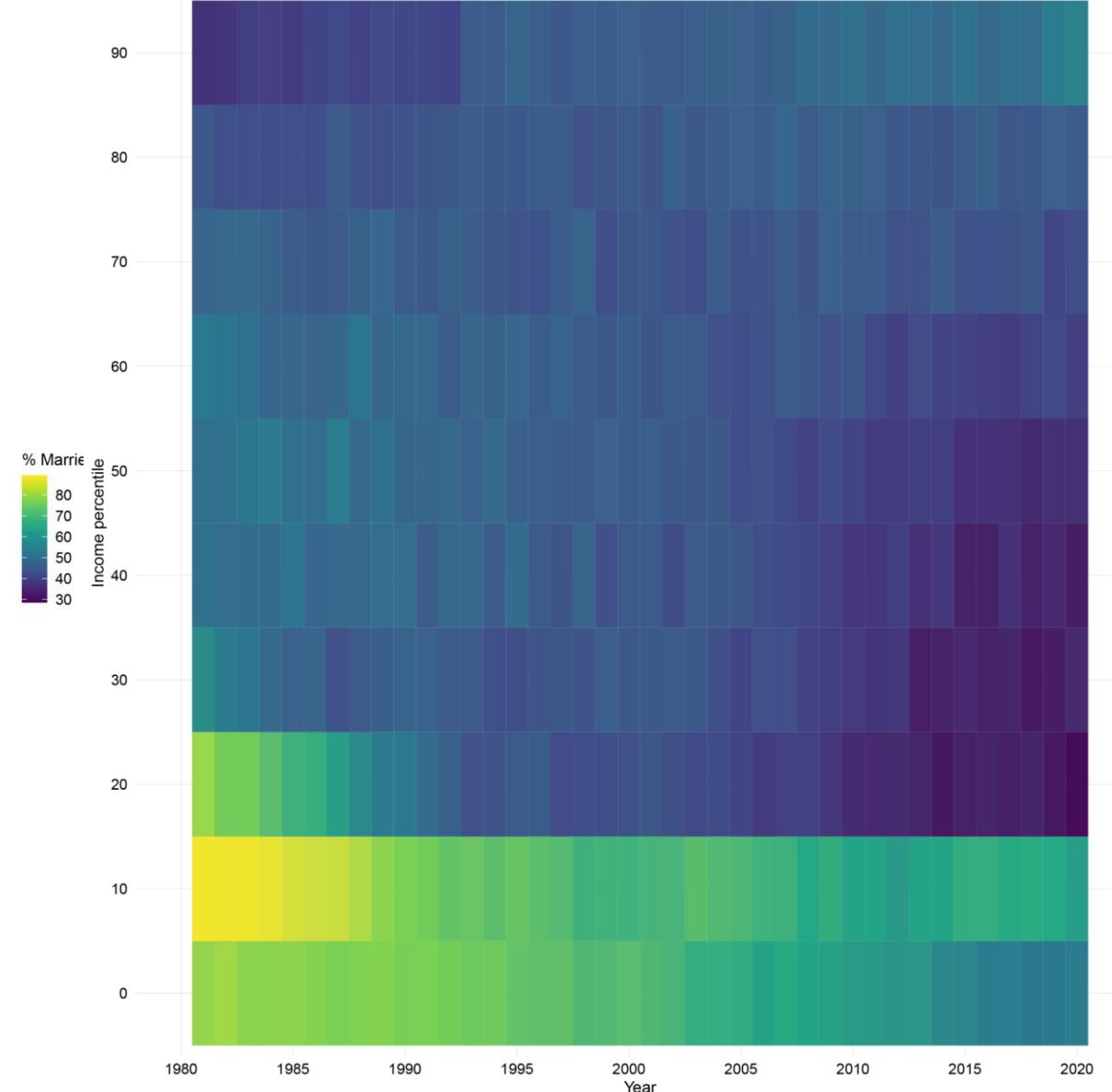


Percent of US men married, by income percentile and year: Age 25–59, 1980–2021



Excludes separated. PN Cohen figure from CPS data via IPUMS.org.

Percent of US women married, by income percentile and year: Age 25–59, 1980–2021



Excludes separated. PN Cohen figure from CPS data via IPUMS.org.

% Married
90
80
70
60
50
40
30
20
10
0

Marriage and inequality in 24 high-income countries

