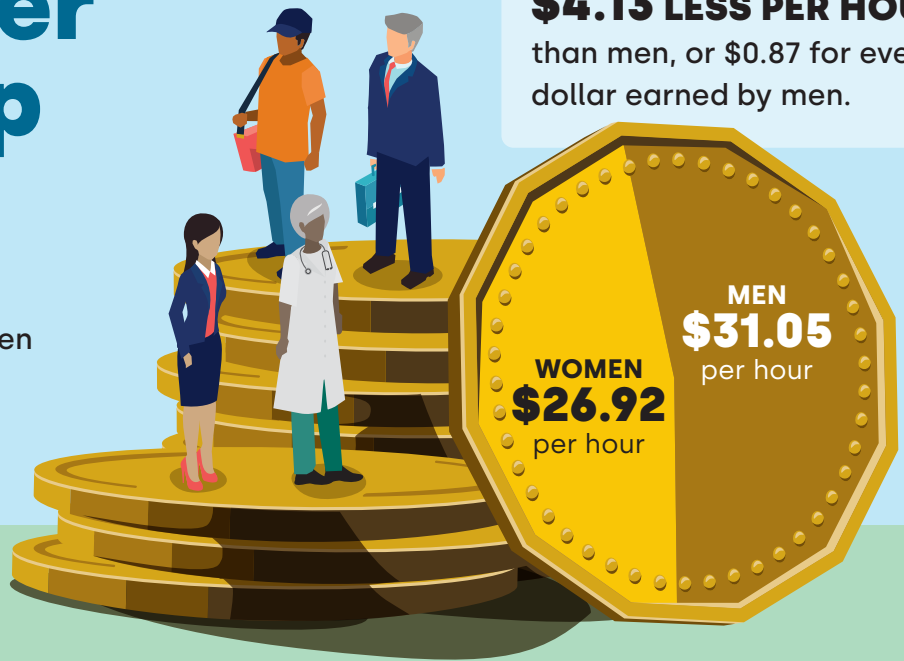


The Gender Wage Gap in 2018

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



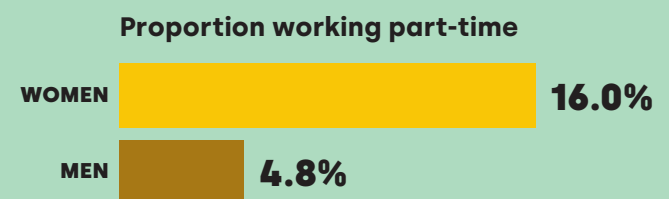
Why did women earn less than men?

\$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.

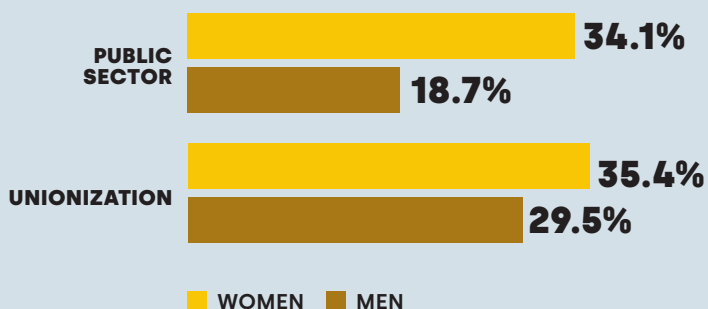


\$2.62 OF THE GAP WAS UNEXPLAINED.

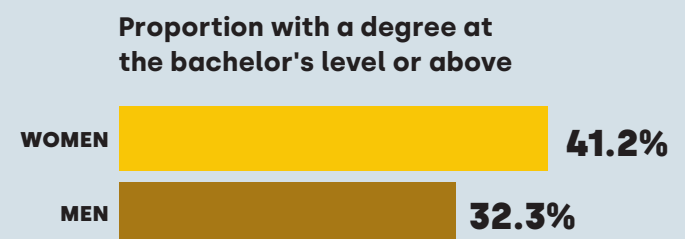
This portion includes gender differences in factors beyond the scope of analysis,¹ such as work experience. Any gender-related biases contributing to the gender wage gap are also reflected in this portion.

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.

Note: Data shown are for employees between the ages of 25 and 54. Self-employed workers were not included in the study.
¹ For more information, see the paper "The gender wage gap in Canada: 1998 to 2018" available online in the *Labour Statistics: Research Papers* series (75-004-M).

Source: Statistics Canada, Labour Force Survey.

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