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:

- Construction
- Manufacturing
- Professional occupations in natural and applied sciences
- Mining, quarrying, and oil and gas extraction

$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:
  - Women: 16.0%
  - Men: 4.8%

$2.62 of the gap was unexplained.

This portion includes gender differences in factors beyond the scope of analysis, 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.
  - Proportion in public sector:
    - Women: 34.1%
    - Men: 18.7%
  - Proportion in unionized jobs:
    - Women: 35.4%
    - Men: 29.5%

- Women’s higher educational attainment removed $0.20 from the gap.
  - Proportion with a degree at the bachelor’s level or above:
    - Women: 41.2%
    - Men: 32.3%

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.

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).


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Catalogue number: 11-627-M

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