

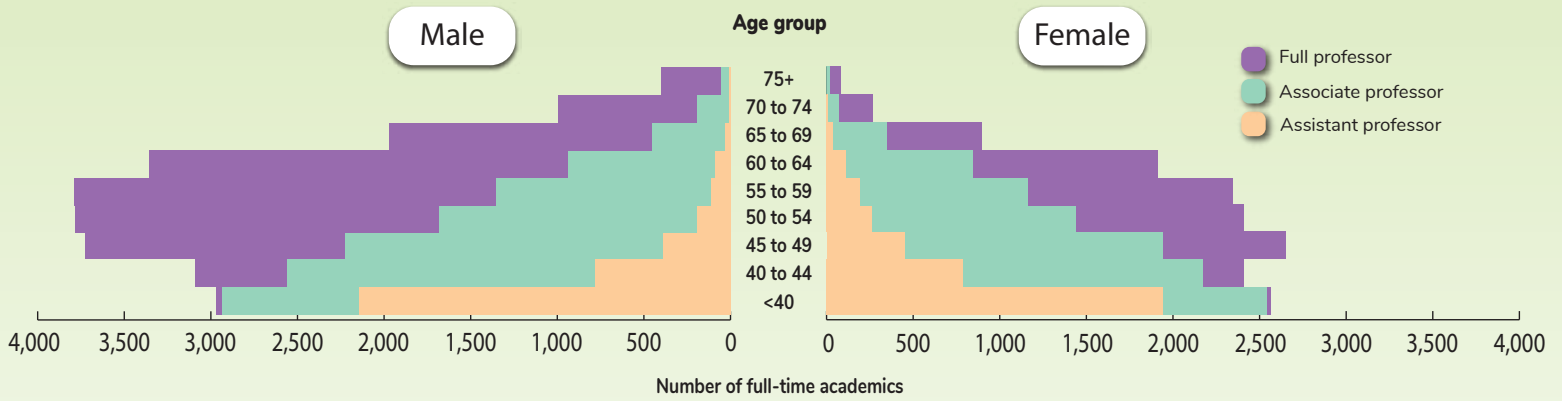
Gender parity and the gender salary gap*: Progress of full-time university academics over the last 40 years



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%

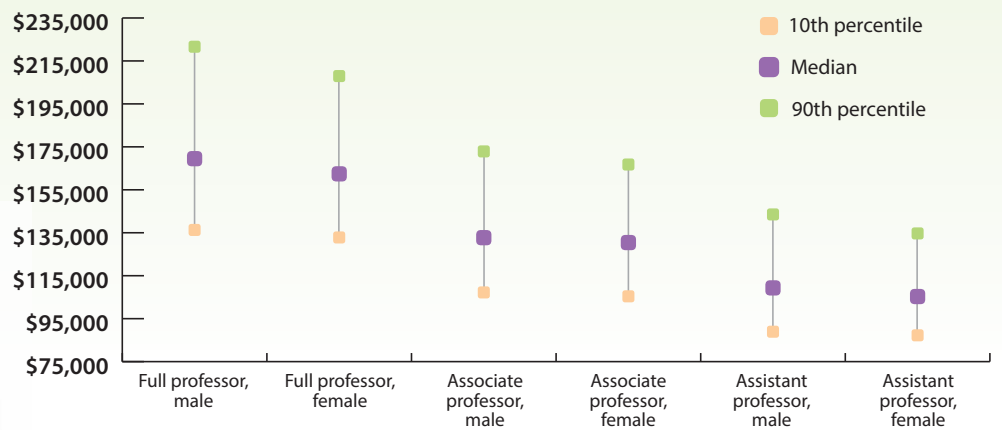
Men are **overrepresented in older age groups**. Among academics 65 and older, **73% are men and 77% are full professors**.



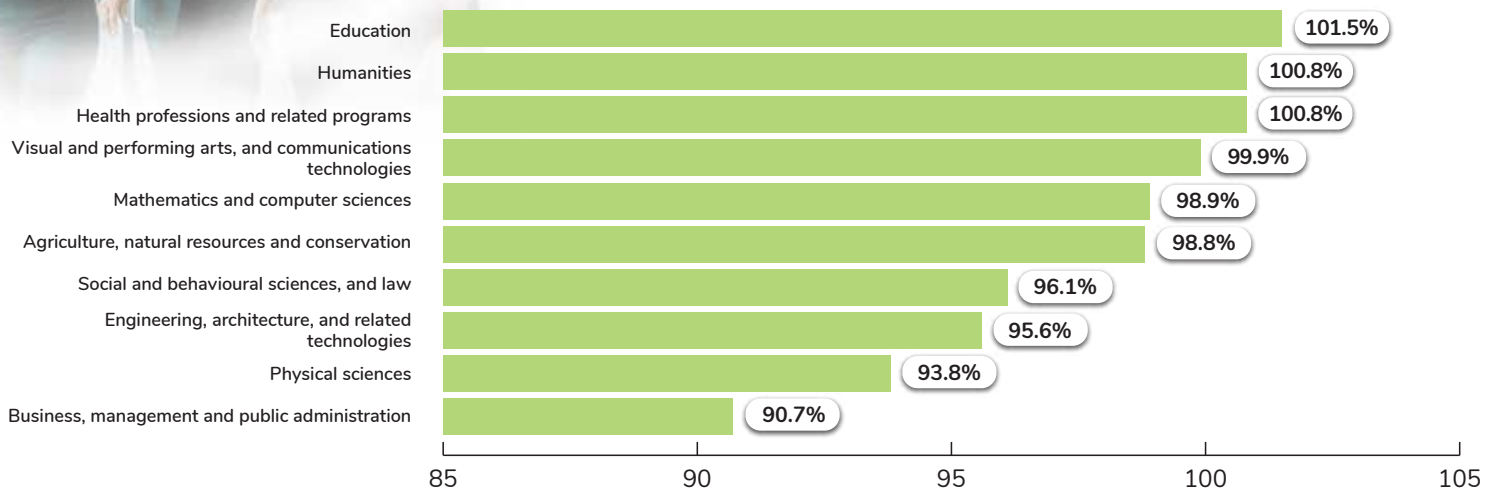
Over the last **40 years**, the ratio of women's to men's median salaries has **narrowed** for full professors and associate professors.

	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.



*Calculation of the gender salary gap is based on the median annual rate of salary (women's median salary/men's median salary x 100) for full-time academic teaching staff in Canadian degree-granting institutions. This includes only the ranks of full professors, associate professors and assistant professors who are tenured or leading to tenure positions. In the calculation of median salaries, deans and directors equivalent to deans, staff on unpaid leave, staff with no salary and staff with a lower salary scale than regular scales and stipends are excluded.

Source: Statistics Canada, Full-time – University and College Academic Staff System (FT-UCASS).

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