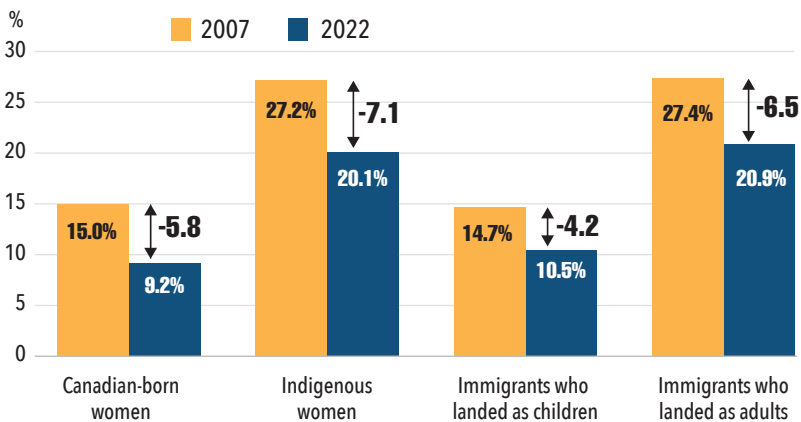


Intersectional perspective on the GENDER WAGE GAP

in Canada, 2007 to 2022



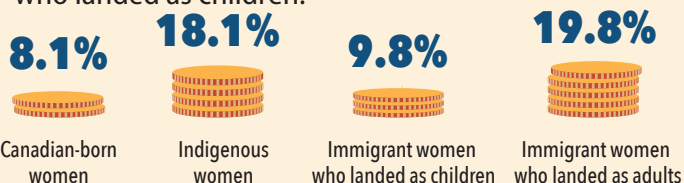
The gap in average hourly wages relative to Canadian-born men varies from one group of women to another.



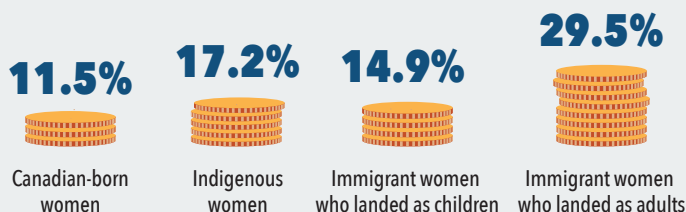
The gender gap in hourly wages narrowed for all groups of women, with larger reductions reported for Indigenous women and immigrant women who landed as adults.



Among full-time workers, the gender wage gaps faced by Indigenous women and immigrant women who landed in Canada as adults were about twice as large as those faced by Canadian-born women and immigrant women who landed as children.



Among workers with a bachelor's degree or higher, the wages of women, regardless of their group, were lower than those of Canadian-born men.



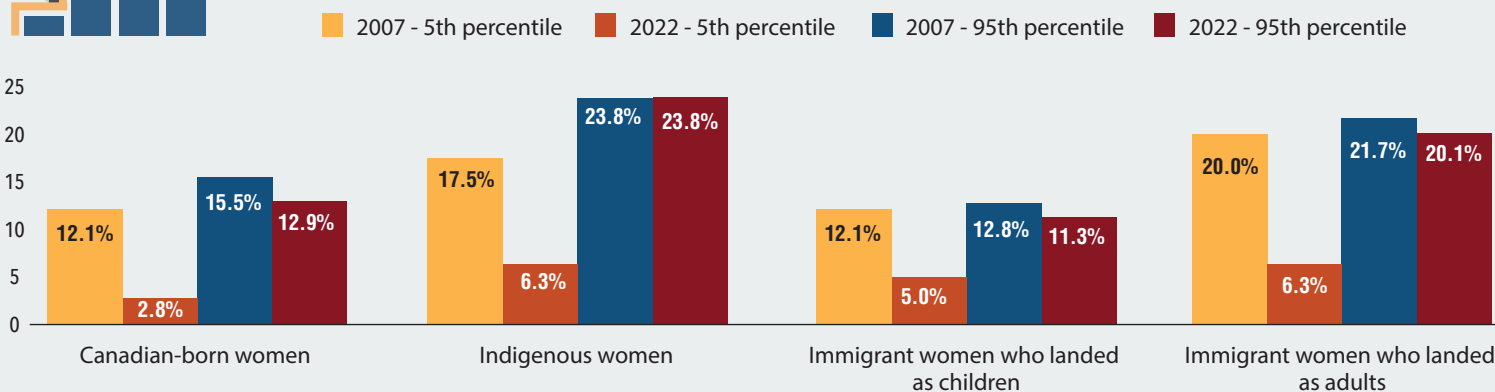
For immigrant women, gender wage gaps were smaller when their degree was earned in Canada versus outside Canada.

15.7% Immigrants educated in Canada



32.7% Immigrants educated outside Canada

Women made more progress at the lower end of the pay scale than at the upper end.



- Notes:
- Data are shown for paid workers aged 20 to 54.
 - The gender wage gap is the difference in hourly wages between Canadian-born men and women from different groups expressed as a proportion of Canadian-born men's hourly wages.
 - "Immigrant women who landed as adults" refers to immigrants who came to Canada after the age of 18.

Source: Drolet, M., and M. Mardare Amini, 2023, "Intersectional Perspective on the Canadian Gender Wage Gap," *Studies on Gender and Intersecting Identities*, Statistics Canada Catalogue no. 45-20-0002.

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