

The Gender Wage Gap

**Failure to offer
“equal pay for equal work”
accounts for a wage gap of
~95 cents**

Mothers often switch to jobs that pay less but offer greater flexibility in order to manage carework responsibilities.
This takes the wage gap to ~88 cents.

Because women more often work part-time in order to accommodate carework responsibilities, comparing annual earning of men and women overall **suggests an even larger gap of ~70 cents.**



There is a

~72 cents
wage gap between
visible minority men
and women.



There is a

~92 cents
wage gap between
visible and non-visible
minority women.



The 2011 Trans PULSE survey finds that while **71% of trans people** in Ontario surveyed have at least some college or university education, about half make

\$15,000
per year or less.

How to address the gender wage gap:

- Redesign job structures to help close the wage gap by decreasing the costs of temporal flexibility.
- Transform workplace cultures by focusing on outcomes instead of the number of hours worked.
- Provide onsite childcare or subsidizing access to childcare may help women who wish to work full-time.
- Facilitate back to work from parental leave by giving opportunities to people who want them and would benefit from them.

To learn more and read the whole research brief:
<https://www.gendereconomy.org/the-gender-wage-gap/>

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