



GENDER EQUALITY IN THE WORKPLACE


March 8 2019, QICSS

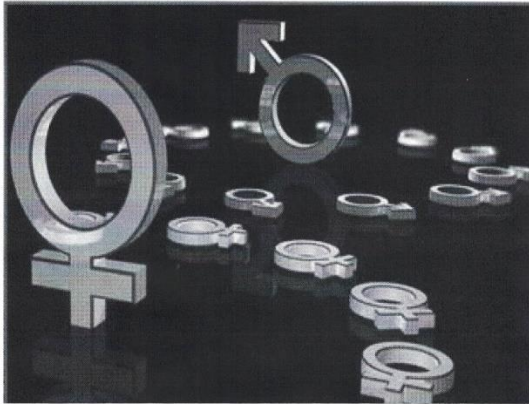
 **Série Synthèses du RCCDR**



POURQUOI LES FEMMES GAGNENT-ELLES MOINS QUE LES HOMMES ?
Synthèse de connaissances tirées de microdonnées canadiennes
par **Carole Vincent**

A l'aide d'études réalisées à partir de microdonnées canadiennes, cette synthèse examine quatre hypothèses souvent avancées pour expliquer les écarts salariaux entre les hommes et les femmes. Les résultats montrent que les choix éducationnels et professionnels différents que font les femmes est le facteur explicatif le plus important des écarts salariaux. Toutefois, plus de la moitié de ces écarts demeure inexpliquée.

 **CRDCN Synthesis Series**



WHY DO WOMEN EARN LESS THAN MEN?
A Synthesis of Findings from Canadian Microdata
By **Carole Vincent**

This synthesis reviews the evidence from an important body of Canadian research using microdata available through the Canadian Research Data Centre Network to examine four hypotheses often proposed to explain the persistent gender wage gap. The results show that the different educational and professional choices that women make is the most important explanatory variable of the wage gap. However, the greater portion of the gap remains unexplained.

CRDCN KNOWLEDGE SYNTHESIS (2013)

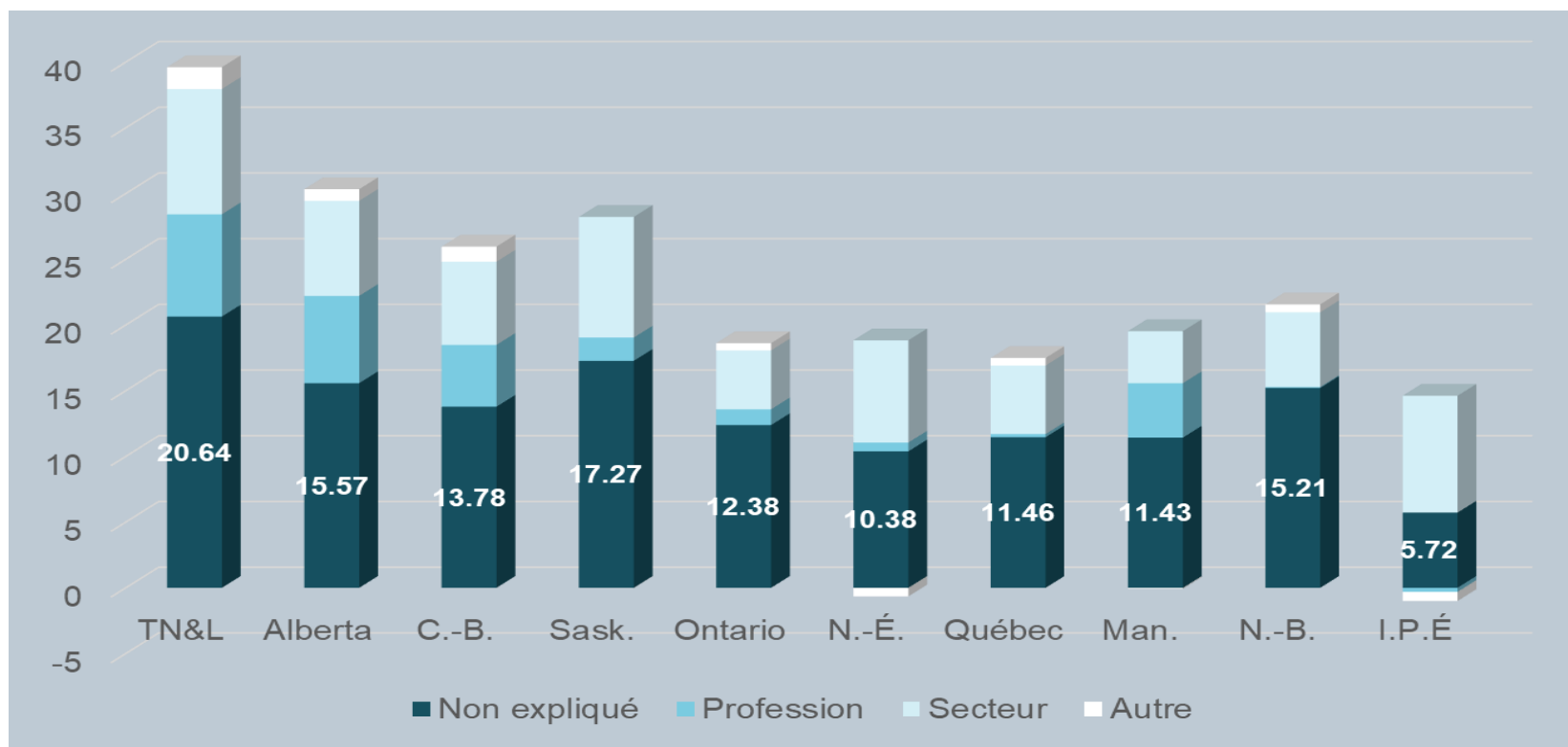
4 HYPOTHESES

1. Women are overrepresented in occupations that are at the lower end of the pay scale.
2. Women place a greater value on non-pecuniary aspects of a job.
3. Women's greater family responsibilities lead them to opt for jobs that offer a better work-life balance.
4. Gender stereotypes in many workplace organizational practices tend to better value men's patterns of employment.

MAIN FINDINGS IN 2013

- A large part of the wage gap is unexplained.

TAMMY SCHIRLE (2015) *THE GENDER WAGE GAP IN THE CANADIAN PROVINCES, CANADIAN PUBLIC POLICY*



Percentage of the wage gap, private sector only, 2014

MAIN FINDINGS IN 2013

- A large part of the wage gap is unexplained.
- **The diversification of educational and occupational choices can do a lot to reducing wage inequality.**

MELISSA MOYSER (2017) *WOMEN IN PAID WORK,* *STATISTICS CANADA*

“The gender pay gap owes largely to wage inequality between women and men within occupations, as opposed to the uneven distribution of women and men across occupations.”

If women were paid the same wage as men for the same occupation, the wage ratio would be 97%, or near parity.

MAIN FINDINGS IN 2013

- A large part of the wage gap is unexplained.
- The diversification of educational and occupational choices could contribute greatly to reducing wage inequality.
- **It is very much their role as mothers that penalize women in the labor market.**

MARIE MÉLANIE FONTAINE AND COAUTHORS (2018)

The impact of motherhood on women's wages has lessened,
but remains.

MAIN FINDINGS IN 2013

- A large part of the wage gap is unexplained.
- The diversification of educational and occupational choices could contribute greatly to reducing wage inequality.
- It is very much their role as mothers that penalizes women in the labor market.
- **It is difficult to document the existence of prejudice or discriminatory practices in the workplace.**

CLAUDIA GOLDIN (2014)
A GRAND GENDER CONVERGENCE: ITS LAST CHAPTER,
AMERICAN ECONOMIC REVIEW

“What must the ‘last’ chapter contain for there to be equality in the labour market?”

It must involve changes in the labour market.

The gender gap in pay would be considerably reduced and might vanish altogether if firms did not have an incentive to disproportionately reward individuals who laboured long hours and worked particular hours.”

AND NOW?

“Glass ceiling” and “paper floor”

- Under-representation of women among the top earners and the notion that women are more likely than men to drop out of top income groups

Elizabeth Richards (2019) and Aneta Bonikowska, Marie Drolet & Nicole Fortin, (2019)

“Social ladder”

- Intergenerationnal mobility and the notion that a greater percentage of women reach a higher social position compared to their mothers

Marie Connolly and Catherine Haeck (stay tuned!)

MINIMUM INCOME TO BE PART OF THE 1% TOP EARNERS, 2016

