



MIND THE GAP

When women in Canada are making progress on so many fronts, it's hard to believe there's still a gender wage gap. In fact, some people don't even think it's true. Let's look at some of the most common arguments against the wage gap, and the reality.

ARGUMENT	FACT
<p>"Women earn less because they WORK FEWER HOURS than men."</p>	<p>72¢</p> <p>Even when women work full-time, full-year jobs, their average earnings are still only 72 cents for every dollar earned by men.</p> <p>Some women experience a wider wage gap than others. For example, racialized women earn 68 cents for every dollar earned by non-racialized men, and 79 cents for every dollar earned by racialized men.</p>
<p>"But women willingly CHOOSE TO WORK in lower-paying jobs."</p>	<p>In Canada, 97% of truck drivers are male; 97% of early childhood educators are female.</p> <p>Research shows male-dominated jobs often pay more than female-dominated jobs, even when education isn't a factor. Jobs tend to be undervalued when they involve work that is similar to the unpaid labour women have traditionally done at home.</p> <p>TRUCK DRIVERS \$45,417</p> <p>EARLY CHILDHOOD EDUCATORS \$25,334</p>
<p>"There's no wage gap if women work in the SAME PROFESSION as men."</p>	<p>83¢</p> <p>Female chartered professional accountants earn 83% of men's median income in the same profession.</p>
<p>"The wage gap DOESN'T EXIST for younger women."</p>	<p>88¢</p> <p>Women age 25 to 34 with post-secondary education earn 12% less than men in the same category.</p>

ROXANE GAY IMAGE COURTESY OF THE TUESDAY AGENCY; BOOK COVER COURTESY OF SCHOLASTIC CANADA; INFOGRAPHIC DESIGN BY 12THIRTEEN DESIGN.

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© LEARN MORE IN **MAKING WOMEN COUNT: THE UNEQUAL ECONOMICS OF WOMEN'S WORK**, BY THE CANADIAN CENTRE FOR POLICY ALTERNATIVES/OXFAM CANADA.

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