

# The Gender Wage Gap in 2018

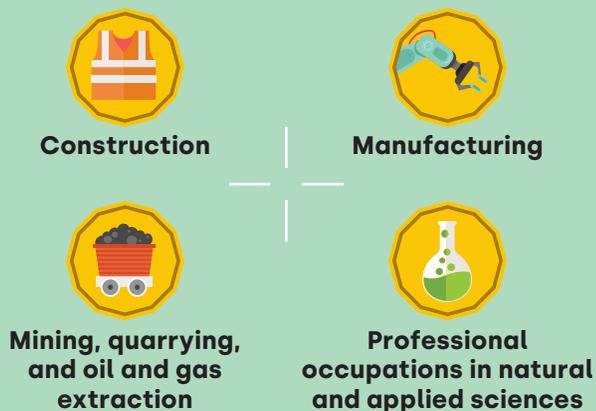
In 2018, employed core-aged men (25 to 54 years old) earned an average of \$31.05 per hour, while women earned \$26.92.



## Why did women earn less than men?

**\$1.85** of the gap was caused by the different **DISTRIBUTIONS OF MEN AND WOMEN ACROSS INDUSTRIES AND OCCUPATIONS.**

For example, more men worked in the following higher-paying sectors and occupations:



**\$0.38** WAS DUE TO WOMEN'S HIGHER RATE OF PART-TIME WORK, which generally pays less than full-time work.

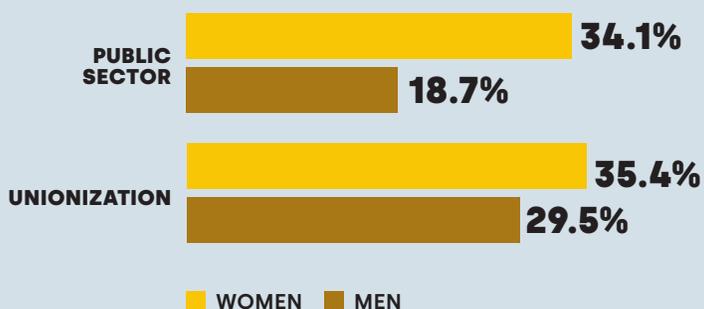


**\$2.62 OF THE GAP WAS UNEXPLAINED.**

This portion includes gender differences in factors beyond the scope of analysis,<sup>1</sup> such as work experience. Any gender-related biases contributing to the gender wage gap are also reflected in this portion.

## What lessened the gender wage gap?

**WOMEN'S HIGHER RATES OF PUBLIC SECTOR WORK AND UNIONIZATION REMOVED \$0.36 FROM THE GAP**



**WOMEN'S HIGHER EDUCATIONAL ATTAINMENT REMOVED \$0.20 FROM THE GAP**



Without this, the gap in 2018 would have been **MORE THAN \$4.13** per hour.

**Note:** Data shown are for employees between the ages of 25 and 54. Self-employed workers were not included in the study.  
<sup>1</sup> For more information, see the paper "The gender wage gap in Canada: 1998 to 2018" available online in the *Labour Statistics: Research Papers* series (75-004-M).

**Source:** Statistics Canada, Labour Force Survey.

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