

Women in the Labour Market of Canada

The average human capital of women was lower than that of men. However, the gender gap in human capital declined over time as a result of the relatively faster growth of human capital among women, which arose from large increases in the labour force participation, education level and earnings of women compared with those of men. In 1970, there was a large gap in human capital between women and men, and the average human capital of women was 35% of that of men.

This large gap reflects lower labour force participation, fewer hours worked and lower hourly earnings for women. By 2020, the average human capital of women reached 70% of that of men. Gender gaps in the average human capital between men and women existed among all age groups and education levels. All the gaps have narrowed significantly—especially for prime working-age women, aged 35 to 54 years old—since 1970.

Source: Statistics Canada. Accumulation of Human Capital in Canada, 1970 to 2020: An Analysis by Gender and the Role of Immigration

<https://www150.statcan.gc.ca/n1/pub/11f0019m/11f0019m2023002-eng.htm>

The gender wage gap narrows for most women

- Recent analysis from the Labour Force Survey (LFS) found that while men still earn more than women, this gap has continued to narrow, from 16% in 2007 to 12% by 2022 among paid workers aged 20 to 54 years.
- A key factor in the narrowing gap has been the improvement of labour market qualifications. The educational attainment of women has surpassed most men. In 2022, the proportion of Canadian-born women with a bachelor's degree was higher than that of Canadian-born men with a bachelor's degree (41% vs. 27%).
- In 2022, proportions were higher for immigrant women who landed as adults (59%), and who landed as children (49%). Although the proportion was lower for Indigenous women (25%), it was nearly double what it was in 2007 (13%).
- Gender wage gaps were larger among full-time workers than those working part-time, and higher among Indigenous women than among non-Indigenous women. They were smaller among men and women who did not live in a couple and did not have children, and larger when the presence and age of children were considered.
- Other factors include whether women were covered by a collective bargaining agreement, and what sector they worked in.

Source: Statistics Canada. Women in the labour market: Increased potential, pay, and participation

<https://www.statcan.gc.ca/o1/en/plus/4823-women-labour-market-increased-potential-pay-and-participation>