

Closing Ontario's gender pay gap



The facts by the number¹:

31.5%

Percentage pay gap between men and women in Ontario in 2011, the most recent year of data available, based on average annual earnings. That's up from a 28% gender pay gap in 2010.

58.3%

The share of women among minimum wage workers in Ontario. Even at \$11 an hour, the minimum wage still keeps a full-time, year-round employee working poor in Ontario

68.5 cents

How much Ontario working women made in 2011 for every man's dollar. That's down from 72 cents in 2010.

18.3%

Percentage of persons in Ontario low-income families where the woman was the main breadwinner in 2011, compared to 8.1% of male breadwinner low-income families.

\$200

Increase in Ontario men's average annual earnings between 2010 and 2011. They earned an average of \$49,000 in 2011.

24%

Percentage of fewer earnings for racialized women in Ontario compared to racialized men.

\$1,400

Decrease in Ontario women's average annual earnings between 2010 and 2011. They earned an average of \$33,600 in 2011

27%

Percentage of fewer earnings for first-generation immigrant women in Ontario compared to immigrant men.

38.5%

Percentage gender pay gap for Ontario women between the ages of 35 and 44 in 2011 – the gap is highest for this age group.

40 %

Percentage of fewer earnings for Aboriginal women in Ontario compared to non-Aboriginal men.

79

The age women in Ontario would have to work until in order to catch up to what men earn, on average, by the time they reach 65 years of age.

\$6.43

The hourly wage premium for unionized women workers in Ontario, showing how unions can also be great equalizers.

¹ Source: *A Growing Concern: Ontario's Gender Pay Gap* by Mary Cornish available for download at the Canadian Centre for Policy Alternatives' website www.policyalternatives.ca/ontario - Hennessy Index 2014