

Gender, Race and Wages in the Canadian Labour Market

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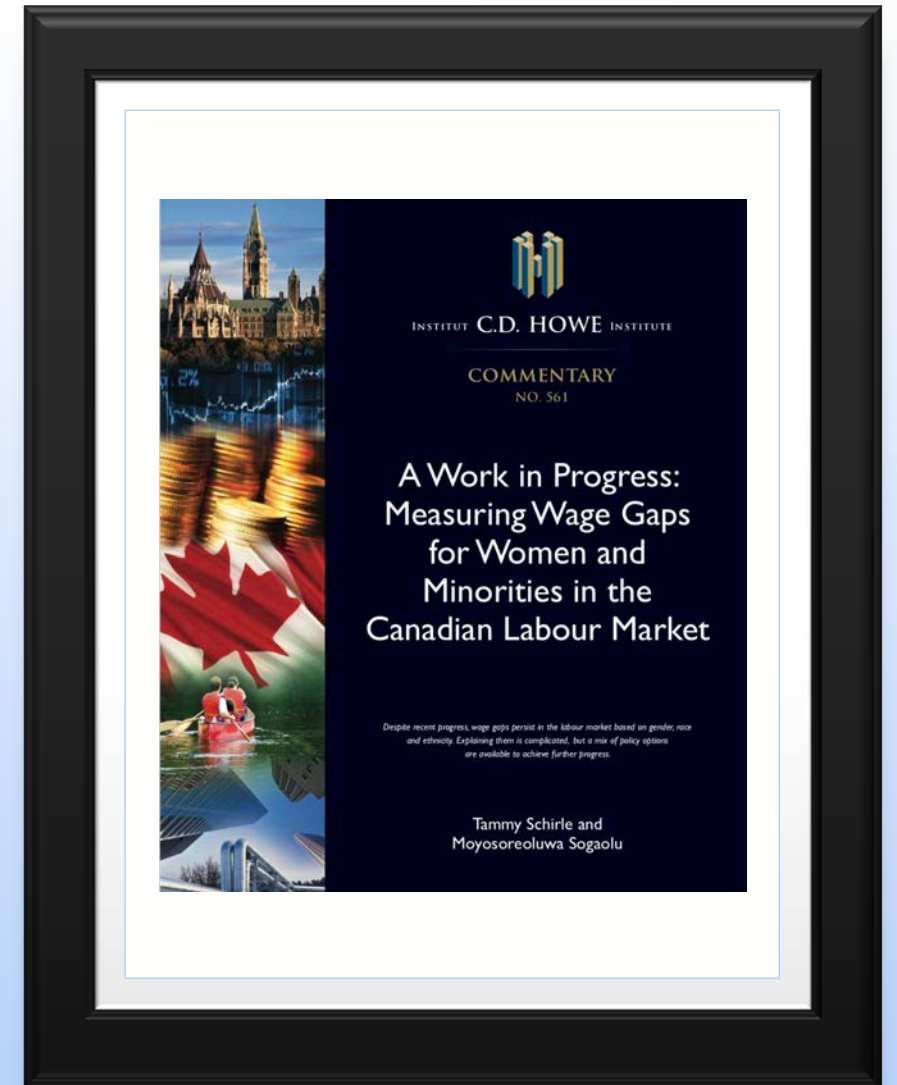
ESNA December 2020



An overview

- Wage gaps in Canada
- What about Alberta?
- 2020?
- How can we do better?

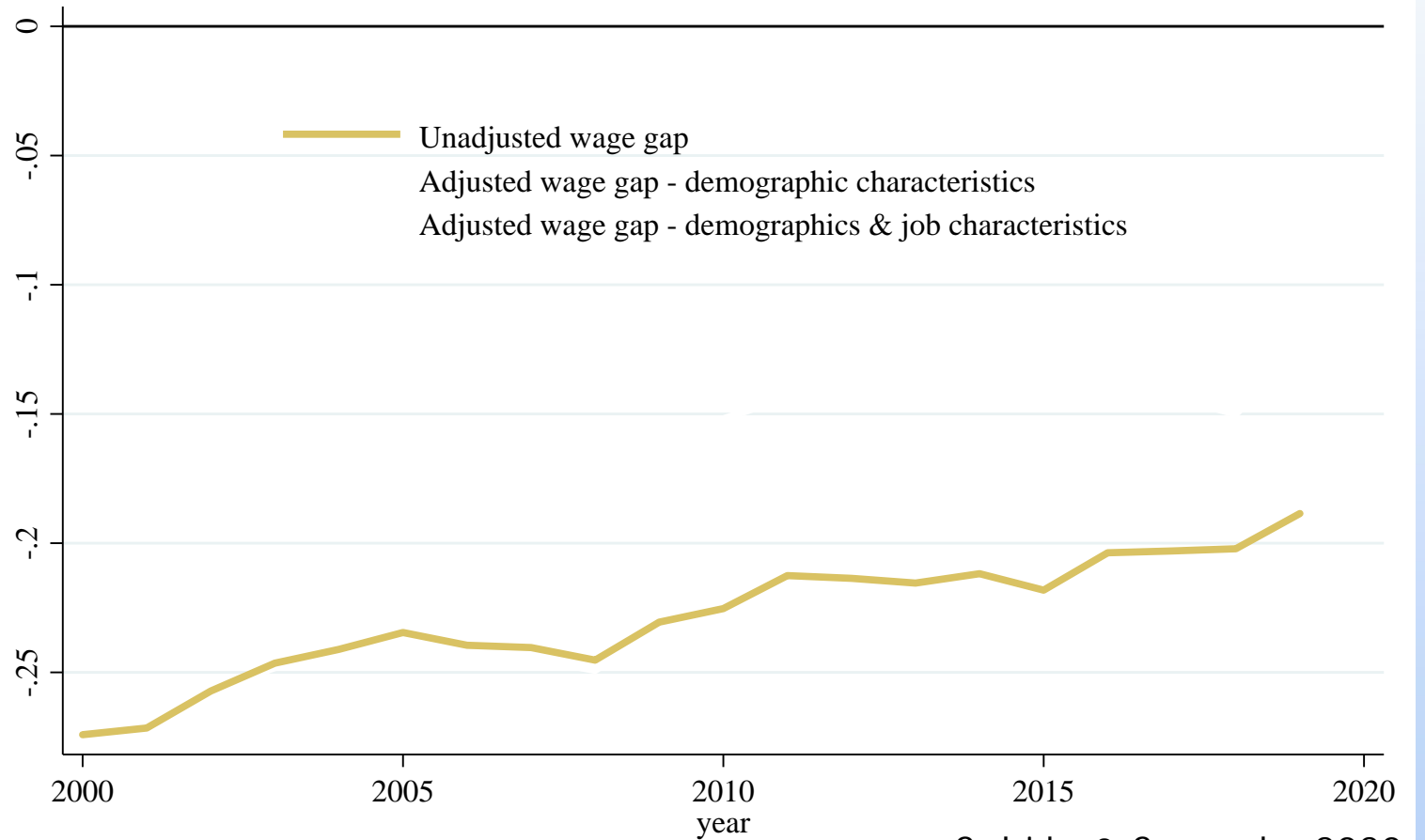
For more
details...



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The hourly
wage gap:

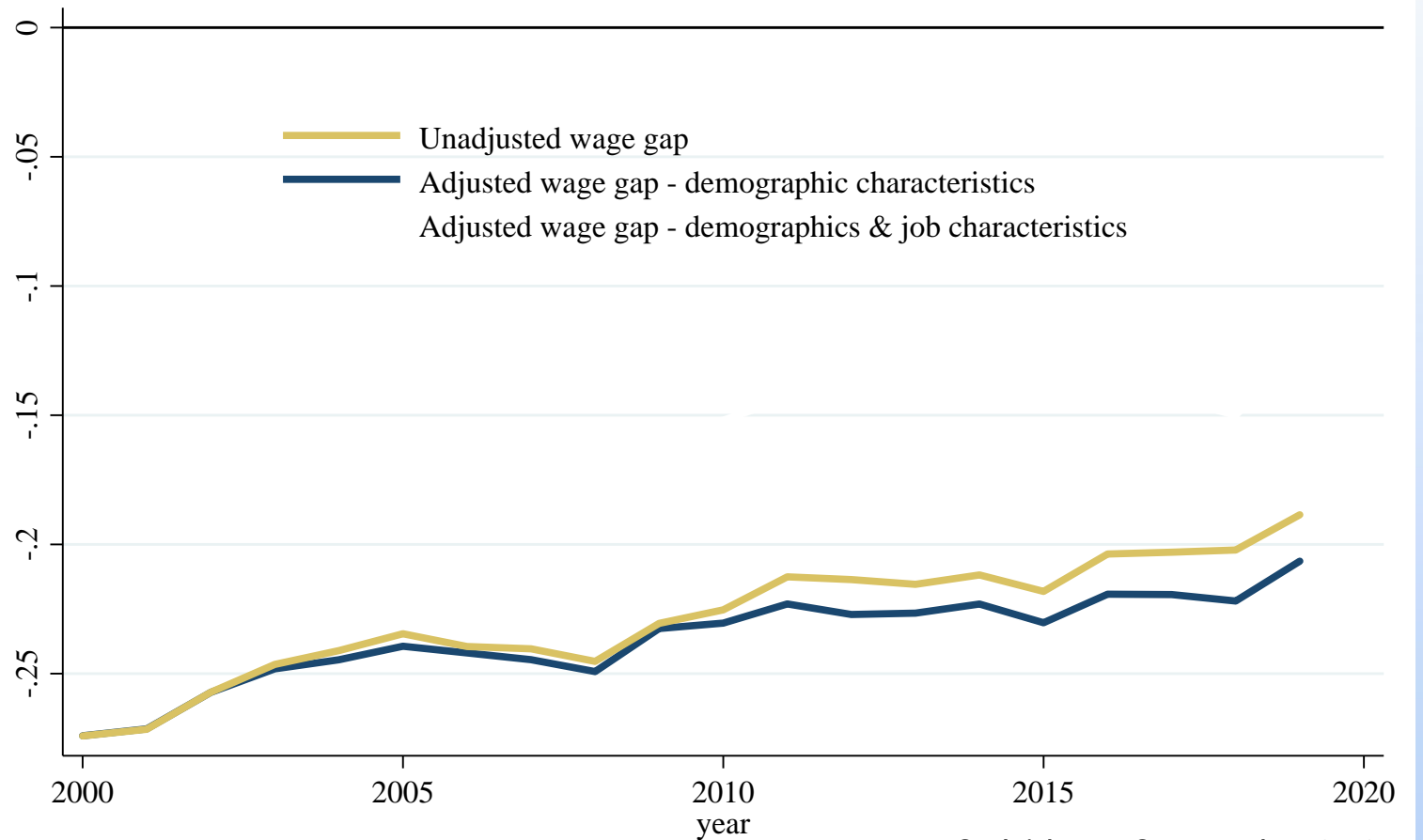
The average
wage for
women was
19% less than
for men in the
private sector



Schirle & Sogaolu, 2020

The hourly
wage gap:

Women's
higher
education
explains some
of the
narrowing gap



Schirle & Sogaolu, 2020

The hourly
wage gap:

What jobs are
open to and
taken by
women
matters

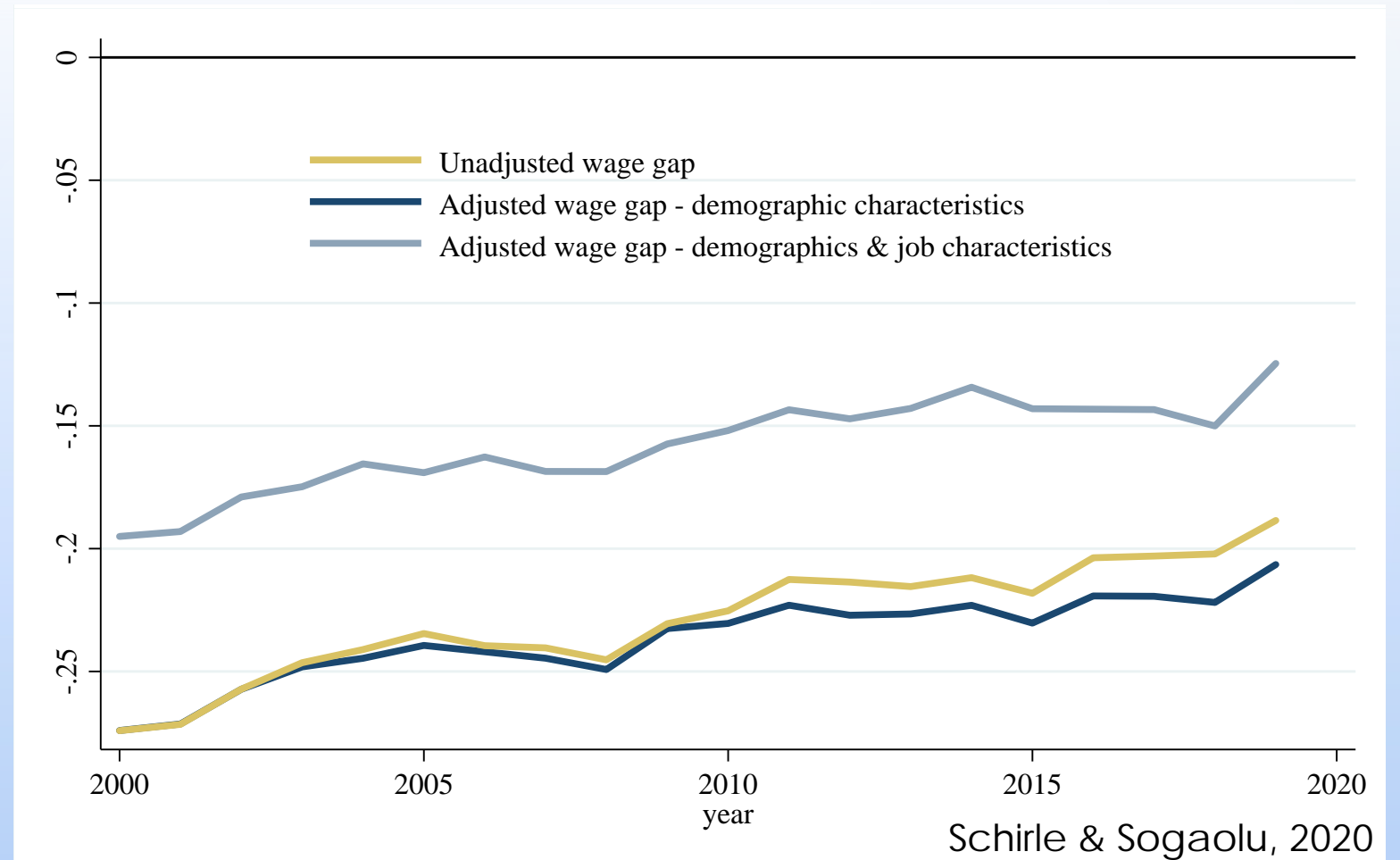
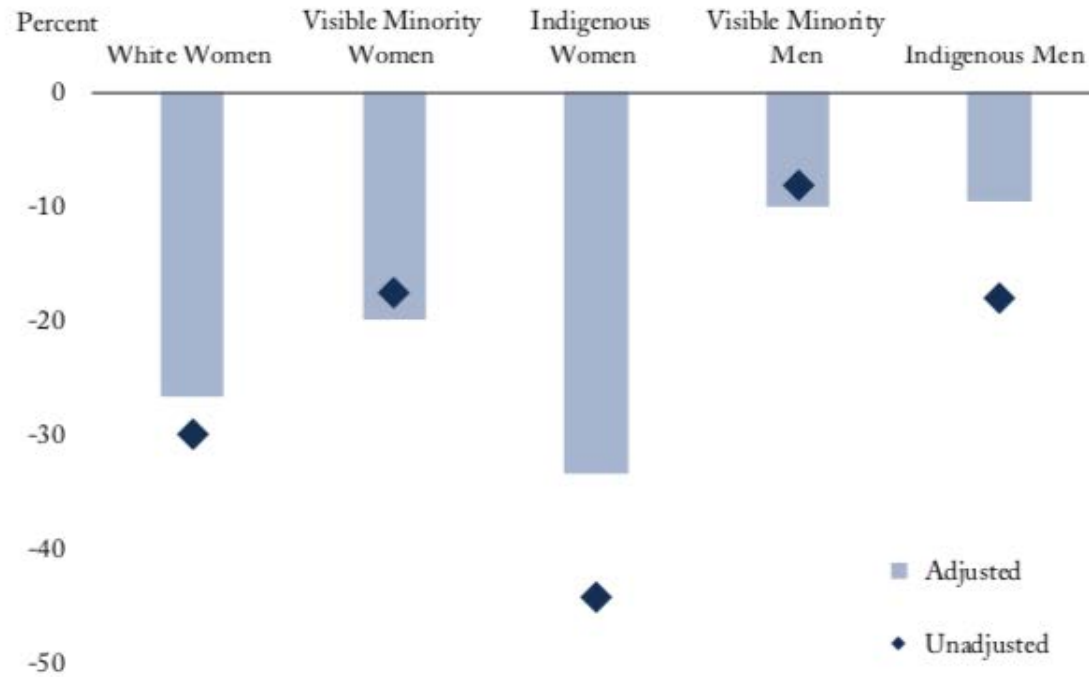




Figure 4: Unadjusted and Adjusted Earnings Gaps, Canadian-born



Note: The negative values reflect the extent to which each group's annual earnings are less than white men's. All gap estimates are significantly different from zero at a 0.1 percent level of significance. See Box 2 for details of methodology.

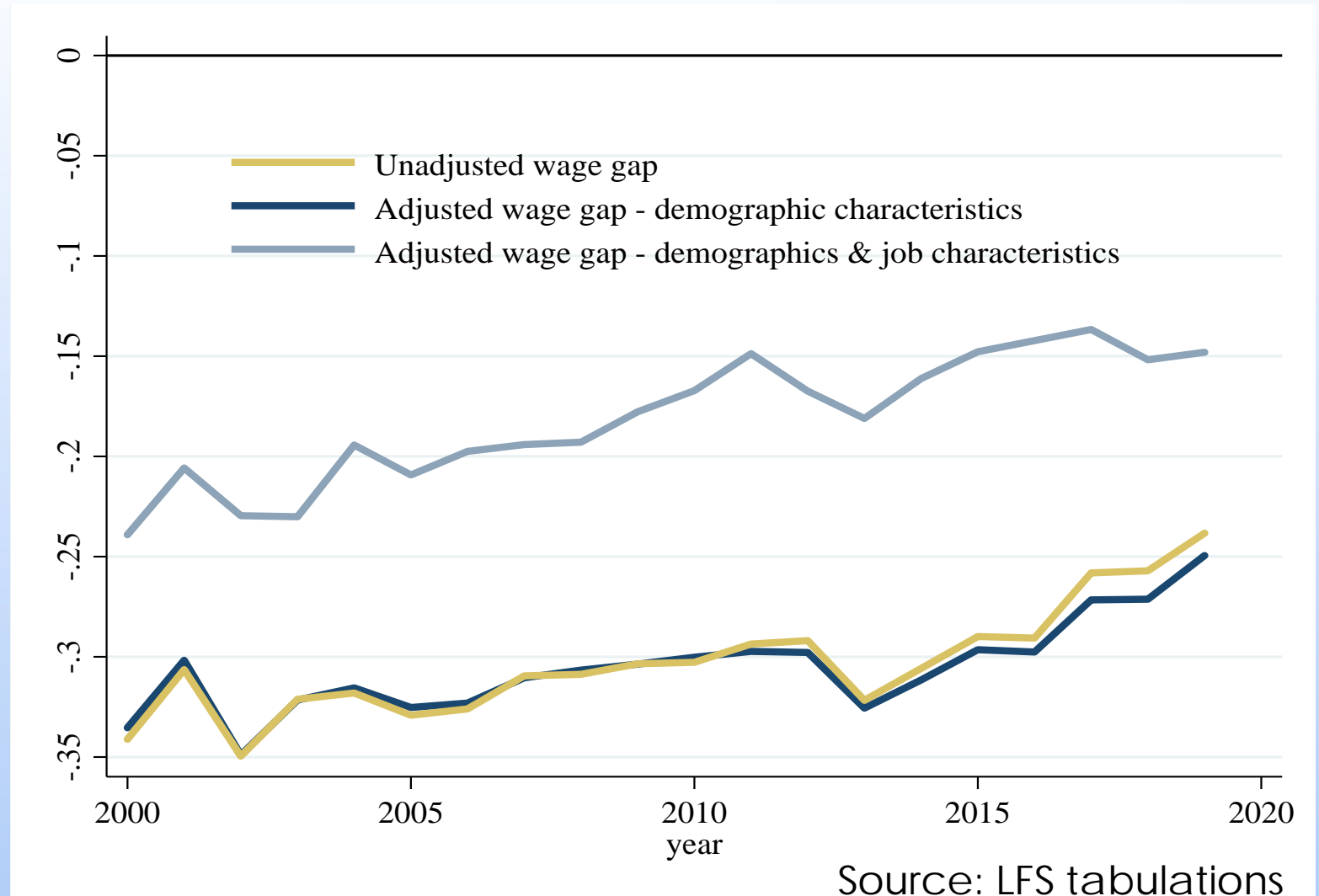
Source: Authors' calculations using the Canadian Census 2016.

Schirle & Sogaolu, 2020

It's more
than
gender

What
about
Alberta?

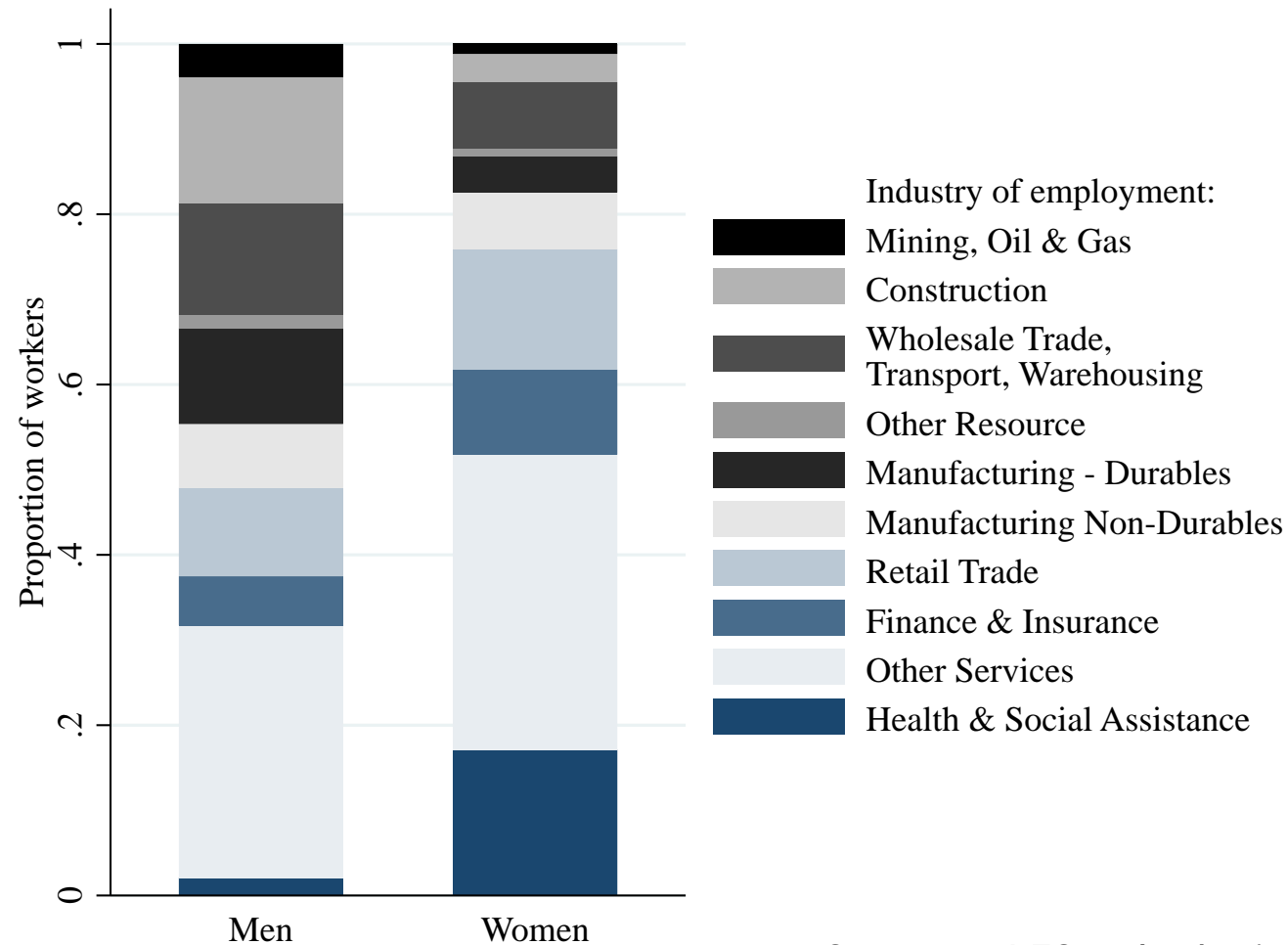
Larger
gaps





What
about
Alberta?

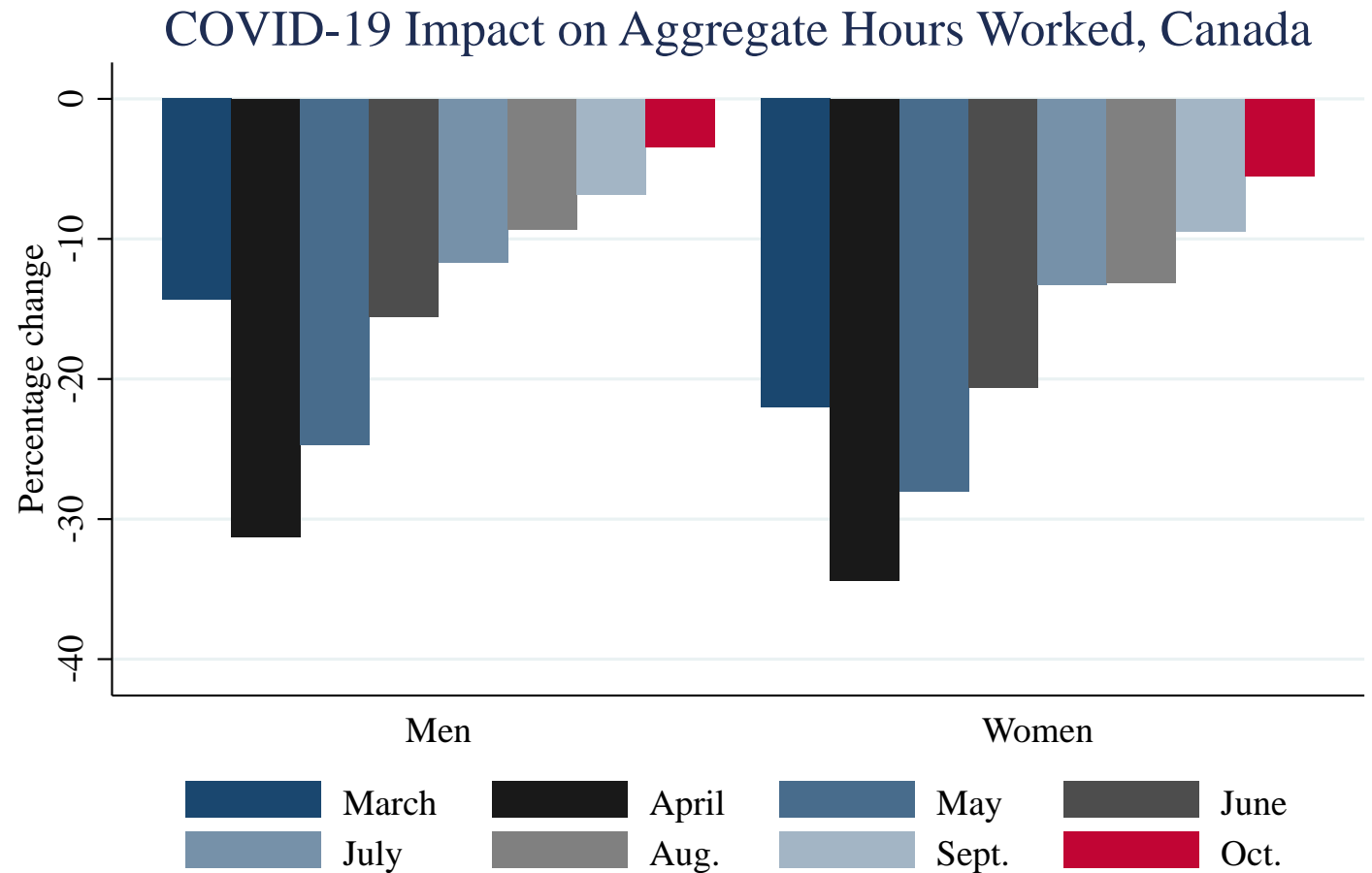
What
type of
job
matters



Source: LFS tabulations

What about
2020?

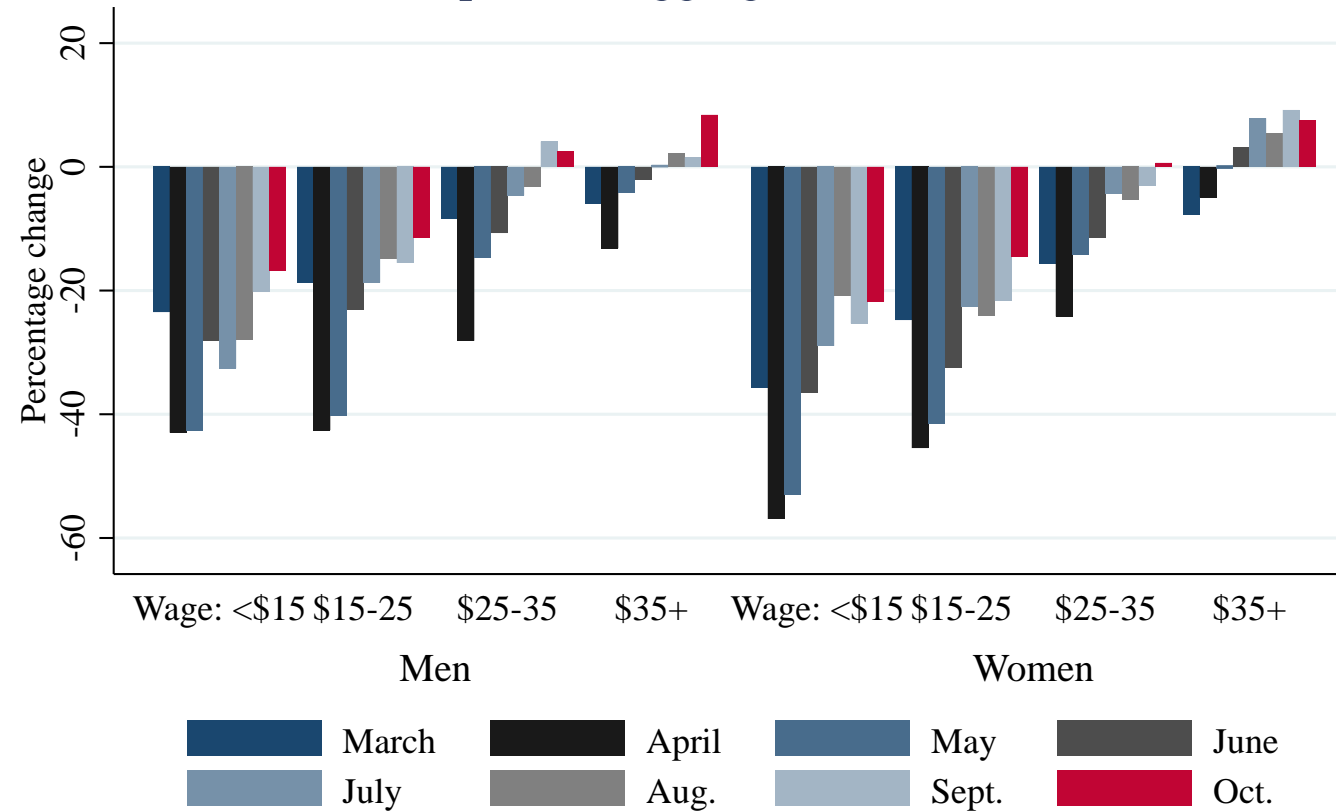
Larger
impact on
women's
jobs



LFS tabs by @tammyschirle, actual weekly hours, values are differences relative to Feb 2020 minus equivalent change in 2018.



COVID-19 Impact on Aggregate Hours Worked, Canada

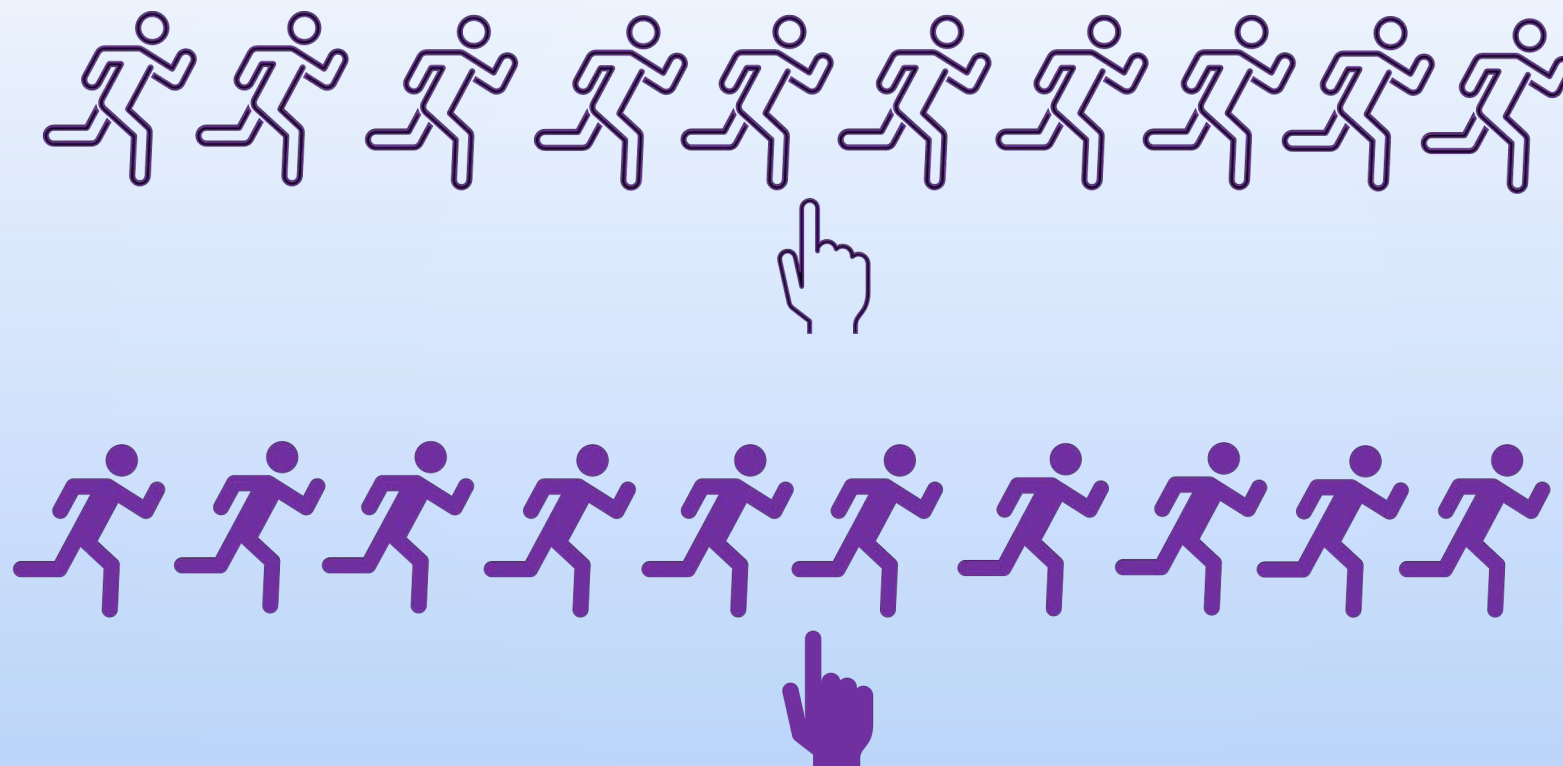


LFS tabs by @tammyschirle, actual weekly hours, values are differences relative to Feb 2020 minus equivalent change in 2018.

What about 2020?

Larger impact on low-wage earners

So what happens to the wage gap?

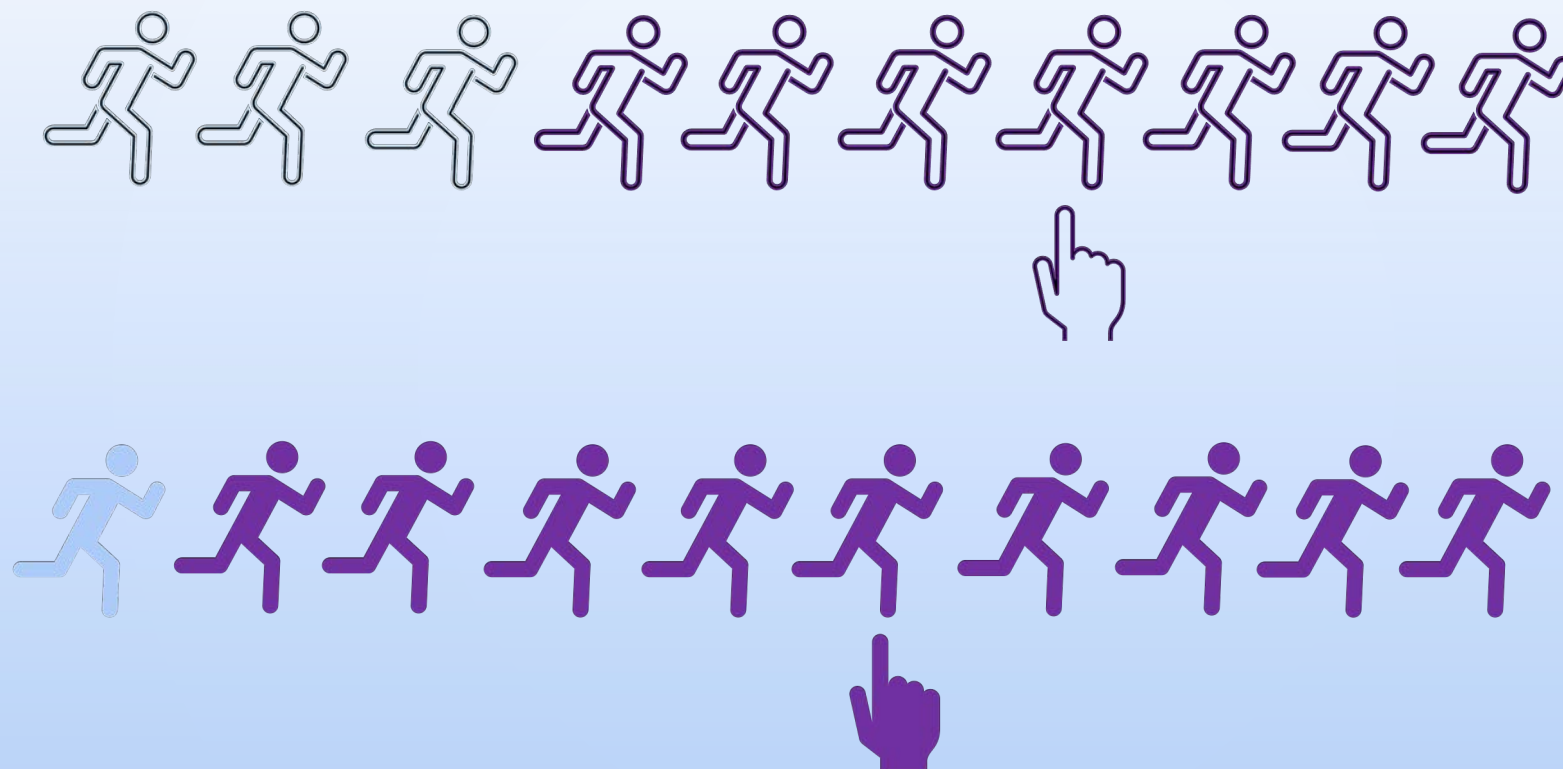




So what happens to the wage gap?



So what happens to the wage gap?





So now what?

- Policy challenge?
 - Traditional roles of women and lower labour force participation can be tied to use of the plow in agriculture among ancestors...



Wikipedia commons

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Recognize that gender and race might matter....

"When you pick an all women team, what you're saying quite clearly-- it's about gender and not competence. You're meaning to tell me you couldn't find one dude, one dude in DC?"



5:21 PM · Nov 30, 2020 · Twitter Web App

@NikkiMcR

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Perhaps something to do with gender, even a little?



Source:
Macleans
2019



Hiring, training, mentoring, promotions

- Are you really getting the best talent?
 - Blind application process
- Mentoring and training programs
 - Don't rely on personal connections
- Promotions
 - Clear criteria, candidate pool

Gender quotas and the crisis of the mediocre man

Quotas aren't anathema to meritocracy: they increase competence levels by displacing mediocre men, write Tim Besley, Olle Folke, Torsten Persson and Johanna Rickne



A common criticism against gender quotas is that they are anathema to meritocratic principles. This research on Sweden shows that the opposite can be true: Quotas actually increased the competence of politicians by leading to the displacement of mediocre men whether as candidates or leaders. The results may also be relevant for judging gender quotas in business.

Policy:
Quotas



Policy: Training people for new types of jobs

To help build a stronger workforce, the Government of Canada has already announced that it will invest an additional \$1.5 billion in the Workforce Development Agreements with provinces and territories to offer Canadians the skills training and employment support they need. This is in addition to the \$3.4 billion already being provided by the federal government to provinces and territories under the Labour Market Development Agreements and Workforce Development Agreements in 2020-2021. The government has also provided the provinces and territories greater flexibility to administer these agreements. This support will respond to the increased number of Canadians looking to re-enter the workforce, particularly workers and employers in hard-hit sectors and groups disadvantaged as a result of the pandemic.

- ▶ To further bolster training supports for those hardest hit by the pandemic, including marginalized and racialized women, Indigenous Peoples, persons with disabilities and recent newcomers to Canada, the government proposes to invest an additional \$274.2 million over 2 years, starting in 2021-22. This funding will support the Indigenous Skills and Employment Training Program, the Foreign Credential Recognition Program, the Opportunities Fund for Persons with Disabilities, and the Women's Employment Readiness Canada pilot project.

Fall Economic Statement, 2020

Policy: Tackling persistent traditional roles?

Parental Sharing Benefit

As of March 17, 2019, parents can receive extra weeks of Employment Insurance (EI) parental benefits so that they can share the joy and work of raising their children more equally.

These extra weeks are available to parents of children **born or placed with them for the purpose of adoption on or after March 17, 2019**, as long as they share parental benefits.

When parents apply for and share parental benefits, they may be eligible for one of the following:

- **5 extra weeks** of parental benefits when choosing the [standard option](#); or
- **8 extra weeks** of parental benefits when choosing the [extended option](#).



A bit of optimism?

- Gaps are narrowing, however slowly
 - Occupational segregation is slow to change
- Next generation of parents working differently
 - Primary caregiving remains predominantly women
- Employers are reviewing HR practices
 - Resistance
- Federal policy
 - GBA+ at every stage



Thank you!