



When pay equity policy is not enough: persistence of the gender wage gap among health, education, and STEM professionals in Canada, 2006-2016

Gupta, Neeru, Singh, Paramdeep & Balcom, Sarah. "When pay equity policy is not enough: persistence of the gender wage gap among health, education, and STEM professionals in Canada, 2006-2016." *CRDCN research-policy snapshots*. January 2023

What the researcher(s) did

This study used 2006 and 2016 census data linked to a geospatial remoteness index to examine trends in occupational feminization, urbanization, and associated employment earnings within and across 13 health, education, and STEM (science, technology, engineering, and mathematics) university-trained professions in Canada.

What the researcher(s) found

Despite decades of pay equity policies, women's earnings averaged 4.6-12.5% less than men's, after adjusting for age, education, residential remoteness, and other characteristics. Much of the gender wage differentials remained unexplained statistically by the measured factors, suggesting the persistence of gender-based devaluation and discrimination even among highly-educated professionals.

RDC Datasets used

Canadian Population Census 2006, 2016
Index of Remoteness 2016

Policy areas this research can inform

- Education, training and learning
- Income, pensions, spending and wealth
- Labour
- Population and demography

Policy implications of this research

While pay equity policy may be a valuable lever to address gender inequalities, equal pay for work of comparable value remains elusive. Efforts are needed to support young women and young men to diversify their educational and professional choices and to overcome gender stereotypes in career trajectories.

Read the full article

Gupta, N., Singh, P., & Balcom, S.A. (2022). When pay equity policy is not enough: persistence of the gender wage gap among health, education, and STEM professionals in Canada, 2006-2016. *Canadian Studies in Population*, doi: 10.1007/s42650-022-00069-z.

