

# GENDER WAGE GAP

Females | Single Mothers | Firms and Markets | The Canadian Government

You will be assigned a role to help guide the discussion, however it is important to have an understanding of each role's perspective.

## Females

- What factors play a role in this inequality?
- Look at age and ethnicity to compare incomes between the groups.

## Single Mothers

- How can being a single mother affect your income?
- How do care taking responsibilities influence your participation in the workforce?

## Firms and Businesses

- How does this issue impact your work environment?
- Look at specific occupations that are greatly affected as well as their ownership structures and relate it back to the issue.

## The Government

- How does the political system of a country impact the wage gap?
- Focus on Canada's government, what are some regulations that have been implemented and are they working?



## How is your group impacted by this issue and what are some resolutions that can be implemented to remove the inequality in the workforce?

The gender wage gap is a problematic, economic crisis that has been present since females joined the workplace. When women first entered the labor force during the 18th century, they faced discrimination and were not paid equally compared to men. A significant time for working women was during the WWI when they were given the opportunity to hold greater responsibilities since men were enlisted in the war. Although female participation has increased since then, the gender wage gap still affects females all over the world and inequality in the workplace is prevalent in every occupation. Women are still struggling for equal wages; they have endured discrimination at work, every day for the past 110 years. To earn the same as men, women will have to work an additional 14 years. However, to achieve equality in the labour force, effective implementations must be put into action.

*Reading list to help you get started:*

<http://www.thecanadianencyclopedia.ca/en/article/women-in-the-labour-force/>

<https://globalnews.ca/news/3574060/gender-equality-in-canada-where-do-we-stand-today/>

<http://www.cbc.ca/news/business/statistics-canada-gender-pay-gap-1.4014954>

<https://www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/>

[http://www.economywatch.com/world\\_economy/canada](http://www.economywatch.com/world_economy/canada)

[https://www.theatlantic.com/business/archive/2016/04/paying-women-equally-would-be-a-boon-for-everyone-else-too/477582/.](https://www.theatlantic.com/business/archive/2016/04/paying-women-equally-would-be-a-boon-for-everyone-else-too/477582/)

<https://www.canadianwomen.org/the-facts/the-wage-gap/>