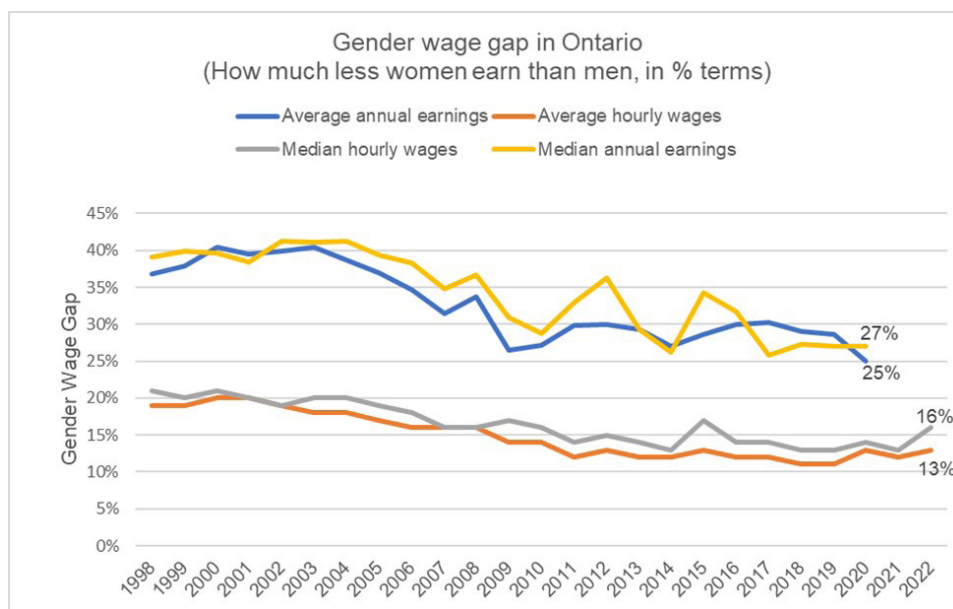




Happy Equal Pay Day—April 10, 2025

The Gender Wage Gap—It’s More Than You Think



<https://payequity.gov.on.ca/the-gender-wage-gap-its-more-than-you-think/>

The gender wage gap persists in Ontario, according to the Pay Equity Commission of Ontario, no matter how it is measured. Although the gap has narrowed between 1998 and 2022, it still means that women make 87 cents on average for every dollar a man makes. Of course, this is for white women. The gap is larger for racialized women, newcomers who are women, women living with disabilities, Indigenous women and trans women.

Why does it persist?

There are many factors that exist which can explain why the gap still exists for women in Ontario and most of those factors have to do with patriarchy.

The gap can be attributed, in part, to the expectation of women’s roles... unpaid labour primarily performed by women and other factors such as gender discrimination have a part to play in this gap. Other factors such as education, part-time vs. full-time work, private vs. public sector work and poverty also play a significant role.

From the chart above, you can see the measurement of some of those factors such as:

- Women employees tend to work more part-time jobs because of additional responsibilities and expectations to take on more traditional unpaid family roles such as child rearing.
- Unpaid traditional roles ensure that women tend to work less hours than men and tend to be less likely to receive raises or promotions due to their responsibilities.

How can we close the gender pay gap:

While steps have been undertaken by the government to close the gap, the EPC keeps fighting to make a difference. When governments drag their feet to implement policies and laws to help close the gap—the the gap continues to widen for women.

In 2015, the [Equal Pay Coalition](#) (EPC) outlined 12 steps that society needed to undertake in order to close the gender pay gap before 2025. While steps have been undertaken by the government to close the gap, and the EPC keeps fighting to make a difference, when governments drag their feet to implement policies and laws to help close the gap—the gap widens for women.

Those 12 steps were:

- Treat closing the gap as a human rights priority
- Raise awareness through annual Equal Pay Days and education
- Develop a ‘Close the gender pay gap by 2025 Plan’
- Enforce and expand pay equity laws
- Implement employment equity law and policies
- Promote access to collective bargaining
- Increase the minimum wage
- Provide affordable and accessible childcare
- Mainstream equity compliance into government laws and policies
- Mainstream equity compliance into workplaces and businesses
- End violence and harassment of women
- Secure decent work for women across the economic spectrum



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Links of Interest

- [Manitoba women must work an extra three months to catch up to men's pay](#)
- [Gender pay gap in the U.S. has narrowed slightly over two decades](#)
- [The EU Roadmap for women's rights: A renewed push for gender equality](#)
- [Game changer or pocket change. The battle for equal pay in women's sports](#)
- [Equal Pay is about all of us](#)