

Tired of Waiting: Rectifying Manitoba's Pay Gap

Summary of Select Data

By Anna Evans-Boudreau, Oyindamola Alaka,
Lorna A. Turnbull, Jesse Hajer, Natalie Dandenault,
and Kristine Barr

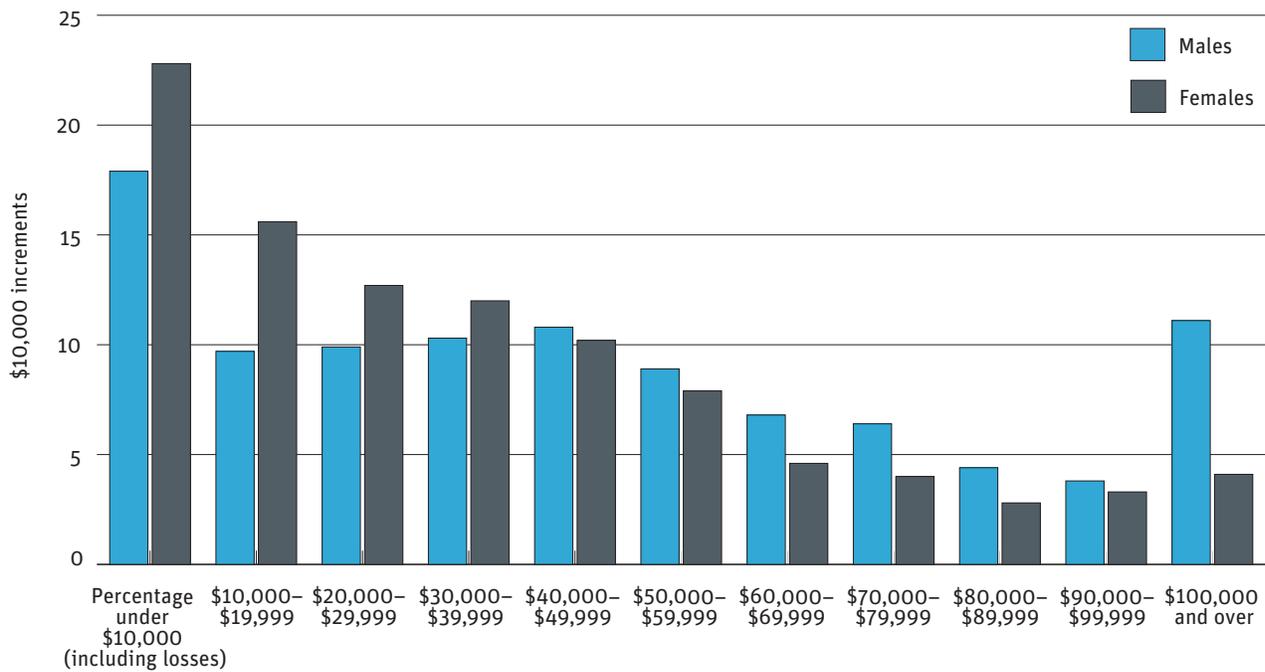
April 2023

PAY DISCRIMINATION AND inequality persist in Manitoba, with women and racialized people earning substantially less than white men.

Pay inequity is a long-standing issue that has been amplified by the impacts of the COVID pandemic. The pandemic hit women workers hard: women lost jobs at a higher rate than men and were slower to re-enter the labour force. Women and racialized people were also on the front lines of the COVID-19 pandemic. In order to address structural inequalities, it is important to understand how women and racialized workers can gain a stronger economic footing going forward.

A new report on pay equity, “Tired of Waiting: Rectifying Manitoba’s Pay Gap”, finds there is still a pay gap between Manitoba men and women across

FIGURE 1 Distribution of Employment Income of Individuals by Sex, % by Income Bracket



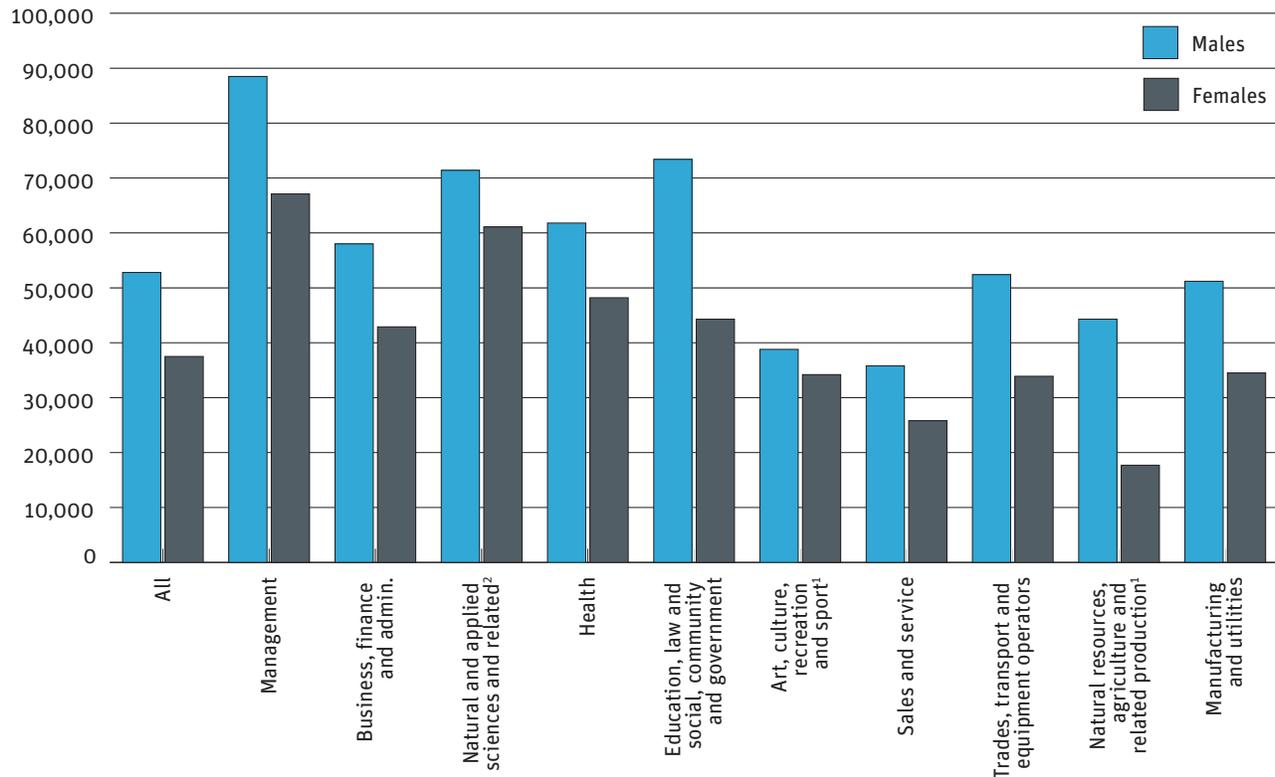
Source: Statistics Canada. "Table 11-10-0240-01: Distribution of employment income of individuals by sex and work activity, Canada, provinces and selected census metropolitan areas." (March 23, 2021). <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1110024001>

all occupations, industries, levels of education, age and racialized status. Manitoba women earned 71 cents to every dollar men earned, as measured by average annual wages, salaries, and commissions, including contract and part time work in Manitoba. Women earned \$37,500 versus \$52,800 for men or \$15,300 less in 2019.

The distribution of individuals along the income spectrum shows a clear gendered pattern of income inequality. *Figure 1* presents the distribution of males and females by \$10,000 income bracket in employment income brackets. For the four income brackets for employment income below \$40,000, females are overrepresented, while the opposite is true for the seven income brackets encompassing incomes over \$40,000, where males are overrepresented. The most significant gap is in the top income bracket, for earnings of \$100,000 and over, with 11.1 percent of males in this income bracket versus only 4.1 percent of females.

Figure 2 depicts male and female average annual earnings by occupation in Manitoba. For every category, a pay gap exists between males and females, with males earning more than females in every occupational grouping.

FIGURE 2 Average Annual Wages, Salaries, and Commissions by Occupation in Manitoba, 2019



Source: Statistics Canada. "Table 14-10-0324-01: Average and median gender pay ratio in annual wages, salaries and commissions." (March 23, 2023). <https://www150.statcan.gc.ca/t1/tbl1/en/cv.action?pid=1410032401>.

Note 1: For the arts, culture, recreation and sport category, 2018 data (adjusted to 2019 dollars) is used due to missing data for 2019. Statistics Canada notes that the data for men in this category should be used cautiously due to data quality issues. For the natural resources, agriculture and related products category, 2020 data (in 2020 dollars) is used due to missing data for 2018 and 2019.

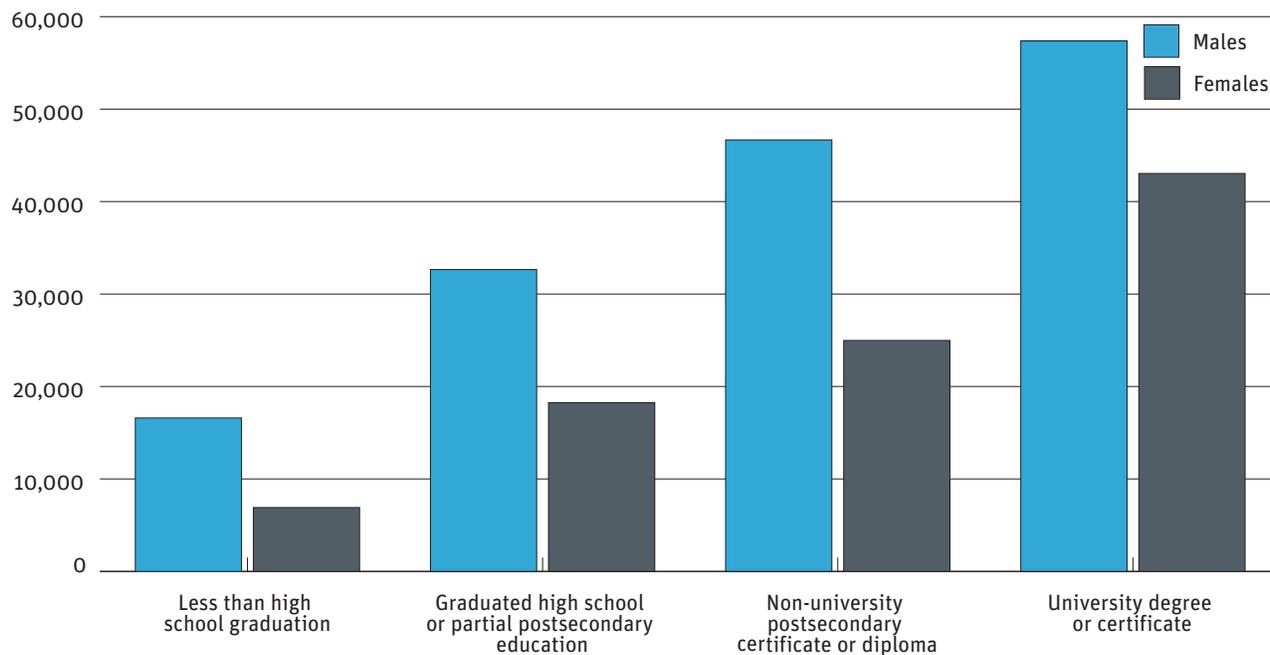
Note 2: Statistics Canada notes that for the natural and applied sciences and related category, the data for women should be used cautiously due to data quality issues.

Figure 3 displays the male-female employment earnings gap across educational attainment levels. From a percentage perspective, the most significant gap occurs at the lowest level of educational attainment, for those with less than high school graduation, with females earning just 38 percent of what males earn.

The pay gap is not just about gender. The gap increases when intersecting with other forms of discrimination based on race, age and ability. Racialized people earn less than those who are not, and racialized women earn less than racialized men.

Based on the Census definition and people's self-classification, racialized populations earned less than the non-racialized group, with employment income 78 percent of that of the non-racialized category. Females earn less than males in each group. From an intersectional perspective, while non-racialized minority females on average earned only 70 percent of white

FIGURE 3 Average Annual Earnings by Highest Level of Education in Manitoba, 2019



Source: Authors' calculations based on Statistics Canada (2020). Canadian Income Survey, 2019 [public-use microdata file]. Income Statistics Division. Data Liberation Initiative. <http://odesi.scholarsportal.info>

men, racialized females earned only 59 percent of average white males' employment income, a gap of \$21,240.

From an intersectional perspective, while non-Indigenous females earn 70 percent of what non-Indigenous males earn, Indigenous females on average make 58 percent of what a non-Indigenous male makes.

What can be done? Canada and Manitoba must strengthen policies and laws to provide the tools gendered and racialized people need to participate in the workforce, such as education, training, childcare, flexible work hours and support in non-traditional fields. In addition to this, pay discrimination must be addressed through legislation so that gendered and racialized peoples finally have equal pay for work of equal value.

"Tired of Waiting: Rectifying Manitoba's Pay Gap" includes a legislative review of federal and provincial legislation. Manitoba was a leader in Canada as the first province to enact a pay equity law in 1986. Manitoba now lags behind other provinces' more progressive approaches because its pay equity legislation has not been updated in over 35 years. This report recommends Manitoba's pay equity legislation be updated to explicitly target substantive equality and address intersectional gender discrimination for "traditional" women's work, including pay transparency in legislation, requiring all employers to report wages.