



# A CONCISE SUMMARY OF GENDER GAPS IN EMPLOYMENT

STANDING COMMITTEE ON THE STATUS OF  
WOMEN, HOUSE OF COMMONS, CANADA

07 FEBRUARY 2017

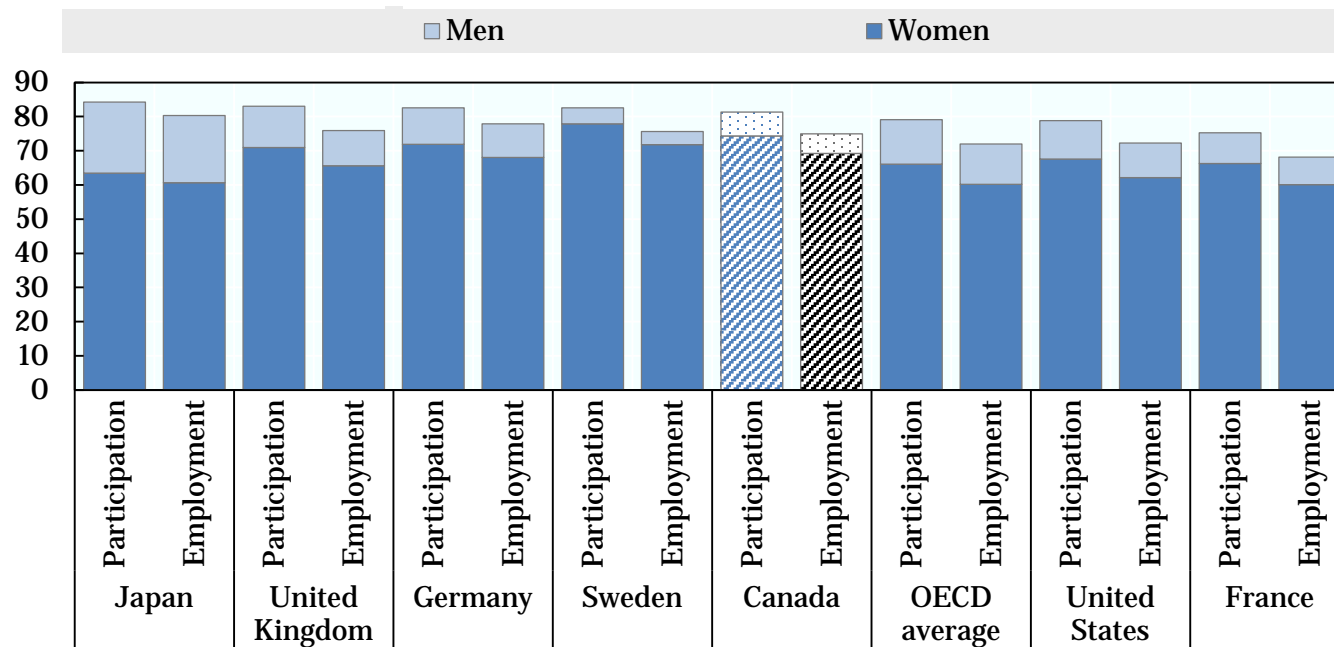
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# Gender participation and employment gaps are low in Canada

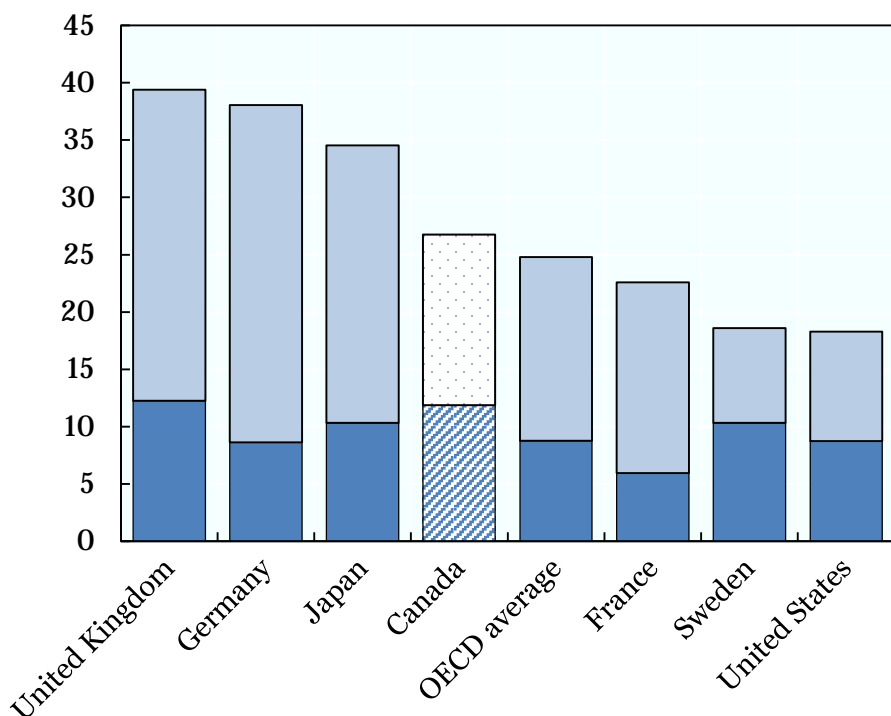
Participation and employment rate by gender, 2015<sup>a</sup>



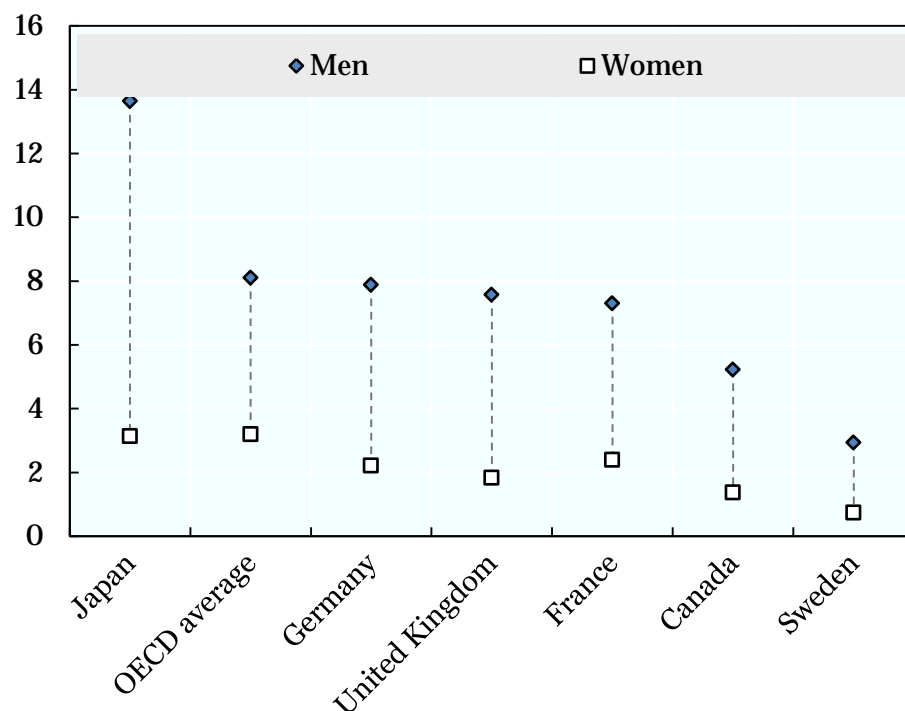


# Gender gaps in working hours seem less pronounced in Canada than in many other OECD countries

Panel A. Incidence of part-time<sup>a</sup> employment by gender, 2015



Panel B. Percentage of employed working more than 60 hours in an week, by gender, latest available year<sup>b</sup>

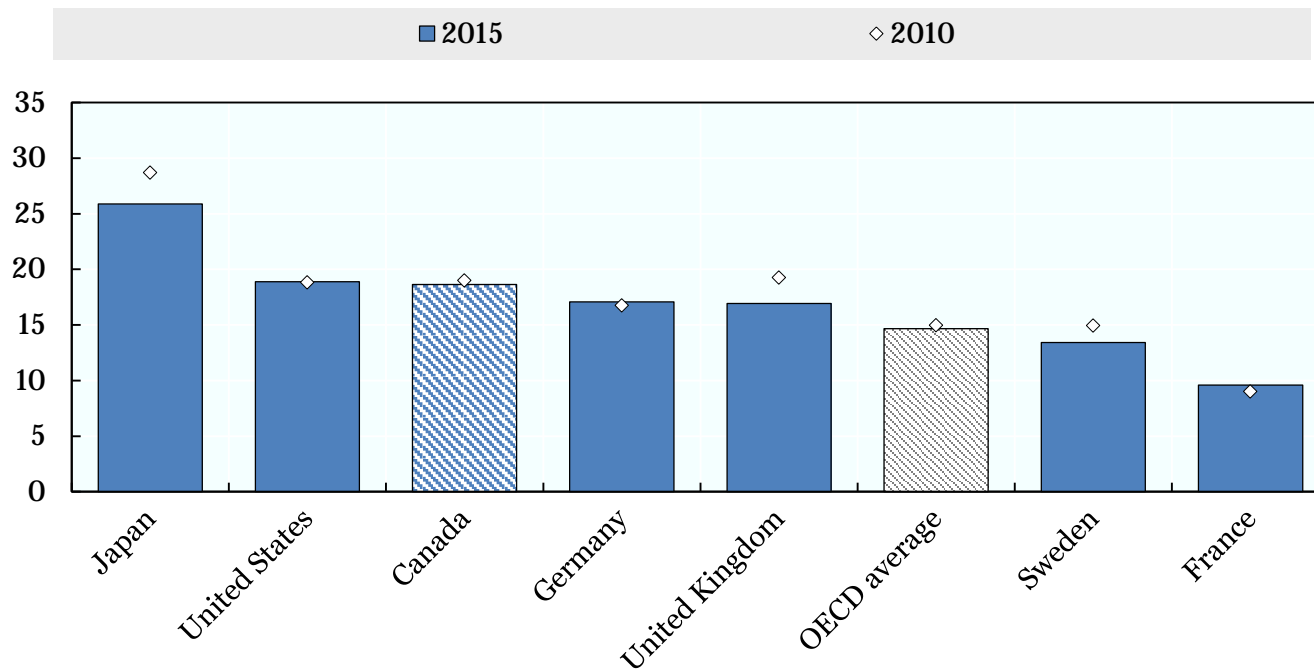


- a) Part-time employment is defined as usual weekly working hours of less than 30 hours per week in the main job. For all countries other than the United States, the incidence of part-time employment refers to the number in part-time employment as a proportion of total employment (both dependent employment and self-employment). For the United States, data refer to the proportion among dependent employees only.
- b) Figures represent 2014 values
- c) .Source: For Panel A: OECD Employment Database, <http://www.oecd.org/employment/emp/onlineoecdemploymentdatabase.htm>; ILO (2016) ILOSTAT database, <http://www.ilo.org/ilostat>. For Panel B: OECD calculations based on national household and labour force surveys. The figure for the OECD concerns all employed and is calculated as the simple cross-country average based on the OECD Employment Database./



# Gender pay gaps have changed little over the past few years

Gender pay gap at median monthly<sup>a</sup> full-time earnings, 2010-2015<sup>b</sup>



a) The gender pay gap is defined as the difference between male and female median full-time monthly earnings divided by median male full-time monthly earnings. Data refer to weekly earnings for Canada, the United Kingdom and the United States.

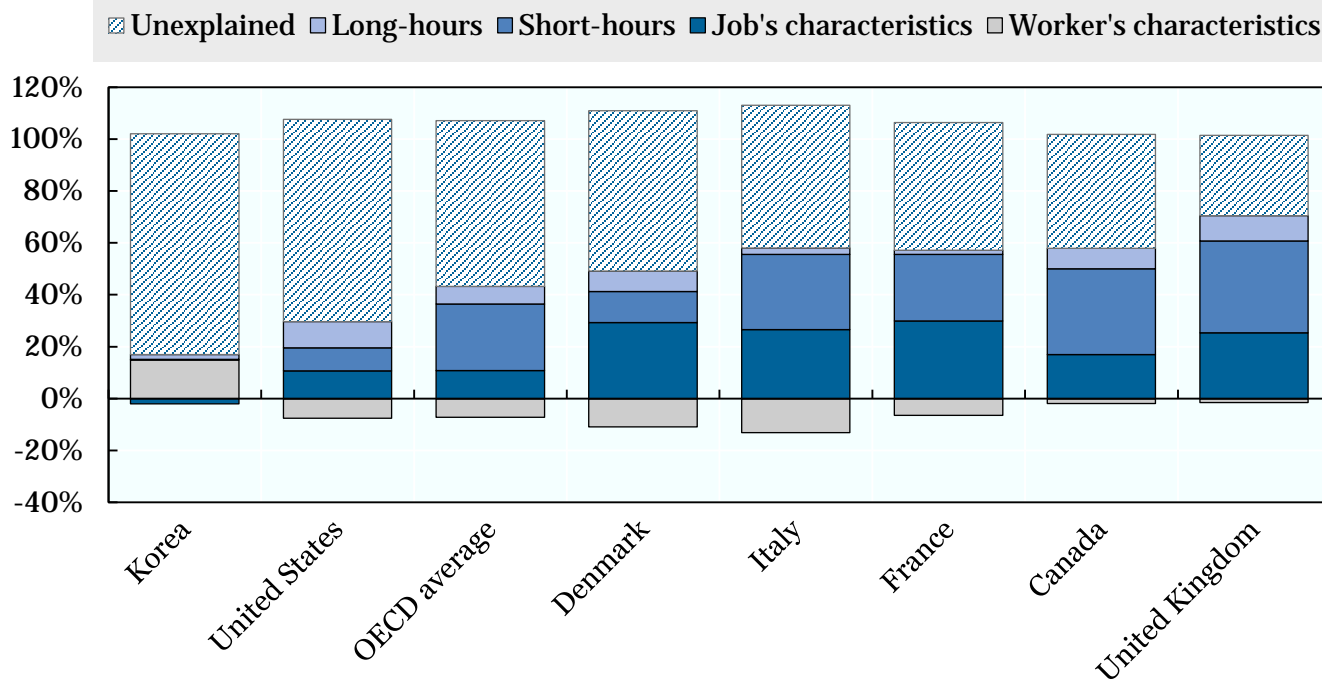
b) Data refer to 2014, instead of 2015 for Germany and Japan,

Source: OECD Earnings distribution database.



# Gender pay gaps are often related to job characteristics and working hours but much of the variation is “unexplained”

## Decomposition of monthly gender pay gaps



a) Note: Countries are arranged from left to right in descending order of the proportion of the unexplained gender pay gap.

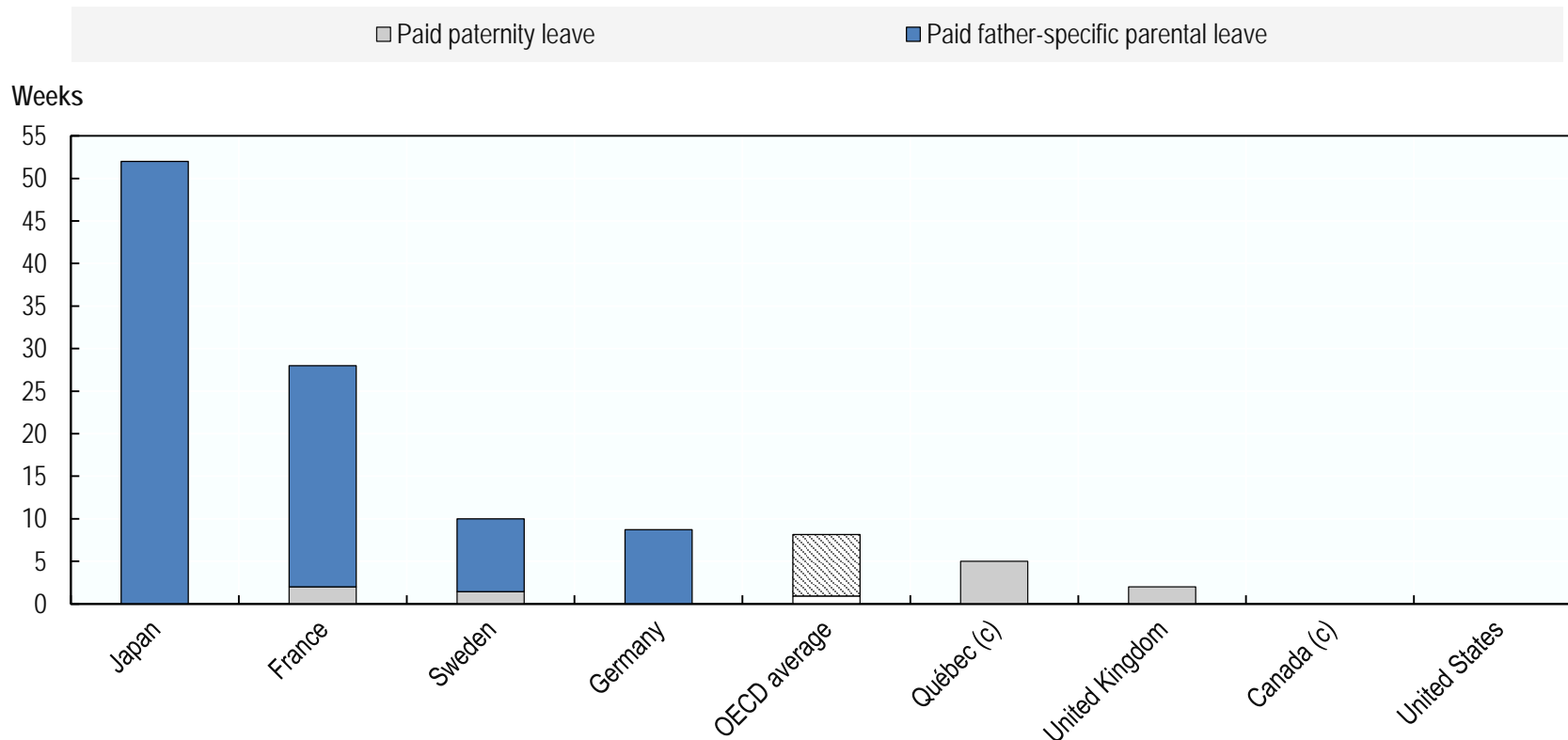
b) The decomposition is performed using the Oaxaca-Blinder methodology, using the coefficients from a pooled model over both groups as a reference. Short-hours refer to a dummy variable equal to one in the case the individual works less than 30 hours per week in the main job. Long-hours refer to composition effect of working more than 50 hours per week in the main job. Worker's characteristics refer to a full set of dummies for age categories, educational attainment groups and parenthood status. Job's characteristics refer to a full set of dummies for industry and occupation.

Source: OECD estimates based on national household income surveys data.



# Policy in some countries tries to change father's behaviour when children are born.

Length of paid paternity leave and paid parental and home care leave reserved for fathers <sup>a</sup>, in weeks, 2015 <sup>b</sup>



a) Information refers to entitlements to paid paternity leave, paid 'father quotas' or periods of paid parental leave that can be used only by the father (or 'other' parent) and cannot be transferred to the mother, and any weeks of paid sharable leave that must be taken by the father (or 'other' parent) in order for the family to qualify for 'bonus' weeks of paid parental leave. Data reflect entitlements at the national or federal level only, and do not reflect regional variations or additional/alternative entitlements provided by states/provinces or local governments in some countries.

b) Information refers to paid leave entitlements in place as of April 2015.

c) Information for 'Canada' refers to entitlements to paid leave benefits available under the federal Employment Insurance (EI) programme, and for Québec to paid leave benefits available under the Québec Parental Insurance Plan.

Source: OECD Family Database, <http://www.oecd.org/els/family/database.htm>; Koslowski et al (2016), 12th International Review of Leave Policies and Related Research 2016, [http://www.leavenetwork.org/lp\\_and\\_r\\_reports/review\\_2016/](http://www.leavenetwork.org/lp_and_r_reports/review_2016/)



# Thank you - Further information



OECD Gender Data Portal

OECD Closing the Gender Gap - Act Now

The OECD Gender Recommendation – progress report due for 7/8 June 2017

[www.oecd.org/gender](http://www.oecd.org/gender)