

## INSIGHTS WEST for Maclean's

Survey on Pay Equity in Canada - February 8, 2018

***Do you think men and women who do the same job and who have the same skill levels are paid equally in Canada?***

	Canada	Gender		Age			Region					
		Female	Male	18-34	35-54	55+	British Columbia	Alberta	SK / MB	Ontario	Quebec	Atlantic Canada
Definitely	18%	10%	28%	16%	24%	11%	16%	12%	9%	18%	24%	29%
Probably	16%	13%	19%	14%	18%	16%	22%	18%	9%	19%	9%	7%
Probably not	37%	40%	34%	39%	35%	40%	34%	40%	27%	38%	39%	38%
Definitely not	25%	35%	15%	30%	21%	27%	27%	25%	42%	22%	24%	26%
Not sure	3%	2%	4%	1%	3%	6%	2%	5%	12%	3%	3%	0%

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**How big do you think the wage gap is between full-time working men and full-time working women in Canada?**

	Canada	Gender		Age			Region					
		Female	Male	18-34	35-54	55+	British Columbia	Alberta	SK / MB	Ontario	Quebec	Atlantic Canada
There is no wage gap	6%	6%	6%	10%	5%	2%	9%	7%	12%	6%	3%	0%
From 1% to 10%	18%	16%	20%	18%	22%	11%	15%	17%	14%	19%	22%	12%
From 11% to 20%	31%	28%	34%	31%	27%	37%	30%	37%	8%	25%	41%	44%
From 21% to 30%	23%	23%	22%	19%	23%	28%	26%	24%	16%	24%	16%	24%
From 31% to 40%	8%	11%	5%	13%	5%	7%	8%	10%	21%	10%	4%	0%
From 40% to 50%	2%	4%	1%	2%	3%	2%	2%	0%	3%	1%	0%	16%
More than 50%	1%	1%	2%	1%	3%	0%	3%	1%	3%	0%	4%	0%
Not sure	10%	11%	10%	7%	13%	14%	7%	4%	23%	14%	10%	4%

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***When it comes to entry-level positions, do you think wage equality among genders is better, the same or worse than 10 years ago?***

	Canada	Gender		Age			Region					
		Female	Male	18-34	35-54	55+	British Columbia	Alberta	SK / MB	Ontario	Quebec	Atlantic Canada
Better	55%	48%	62%	57%	58%	42%	57%	56%	33%	42%	85%	47%
The same	32%	39%	24%	35%	26%	36%	31%	30%	38%	43%	9%	37%
Worse	4%	3%	5%	2%	6%	6%	3%	2%	8%	5%	0%	12%
Not sure	9%	10%	9%	5%	10%	16%	8%	11%	21%	10%	6%	4%



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***During the course of your career, have you tried to negotiate a higher salary because of a perceived disparity with a male colleague?***

	Working Women	Age			Region					
		18-34	35-54	55+	British Columbia	Alberta	SK / MB	Ontario	Quebec	Atlantic Canada
Yes	11%	7%	14%	15%	4%	14%	4%	13%	13%	11%
No	89%	93%	86%	85%	96%	86%	96%	87%	87%	89%

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***After you negotiated, did you eventually get a higher salary?***

	Women who negotiated	Age			Region					
		18-34	35-54	55+	British Columbia	Alberta	SK / MB	Ontario	Quebec	Atlantic Canada
Yes	41%	43%	28%	65%	74%	23%	19%	50%	48%	22%
No	59%	57%	72%	35%	26%	77%	81%	50%	52%	78%

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### Would you like to comment about this particular experience? - Women who negotiated

*"A male medical student came to work for the summer. His wage was two dollars an hour higher than mine" - Woman, Aged 35-54, Alberta.*

*"It was rumored (that there was a wage gender gap) and I took it to management. I was assured it wasn't true, but eventually, I did get an increase." - Woman, 55+, Ontario.*

*"I found out that I was underpaid within my department, but could not negotiate a quick match. My next raise was a bit higher than usual, but not high enough." - Woman, 35-54, Ontario.*

*"Ultimately, I got a higher salary than I had, but still not as high as what my male counterpart was earning." - Woman, 35-54, British Columbia.*

*"I was not given the same health benefits as other employees as my company because it was assumed I would be under my husband's plan. However, he was a student and had no coverage, so I had to fight to get these benefits." - Woman, 55+, Alberta.*

*"When I started my career, males were still dominant and females were only hired for assistant or clerical jobs. Careers and similar professional were mainly male and society still believed only the man's income supported the family." - Woman, 55+, Alberta.*

*"The negotiation did not go well. They didn't think I deserved a wage increase. Their excuse was that only upper management would get increases." - Woman, 35-54, Atlantic Canada.*

*"They just kept coming up with excuses. In reality, I had a better work record and work ethic. My boss was simply part of the boys club. Unfair." - Woman, 35-54, Ontario*

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**How much time do you think full-time working women spend on duties like housework and child care compared to full-time working men?**

	Canada	Gender		Age			Region					
		Female	Male	18-34	35-54	55+	British Columbia	Alberta	SK / MB	Ontario	Quebec	Atlantic Canada
Much more than men	53%	68%	36%	54%	46%	65%	53%	56%	54%	55%	50%	48%
A bit more than men	28%	18%	38%	27%	33%	17%	28%	27%	20%	26%	34%	27%
About the same as men	12%	8%	16%	15%	11%	8%	13%	15%	9%	14%	3%	17%
A bit less than men	1%	1%	2%	1%	3%	0%	2%	0%	0%	0%	4%	5%
Much less than men	0%	0%	1%	0%	1%	0%	1%	0%	0%	0%	0%	3%
Not sure	6%	5%	8%	4%	7%	10%	3%	3%	18%	6%	10%	0%



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**Do you think there's a wage gap between full-time working women who are visible minorities—including Indigenous women—and full-time working white women in Canada?**

	Canada	Gender		Age			Region					
		Female	Male	18-34	35-54	55+	British Columbia	Alberta	SK / MB	Ontario	Quebec	Atlantic Canada
Definitely	28%	28%	29%	32%	31%	17%	33%	17%	16%	30%	26%	42%
Probably	42%	43%	41%	44%	38%	45%	46%	51%	32%	43%	35%	36%
Probably not	11%	10%	13%	9%	12%	16%	9%	20%	20%	10%	10%	7%
Definitely not	5%	3%	7%	4%	4%	8%	5%	4%	12%	4%	7%	3%
Not sure	14%	16%	11%	11%	16%	14%	8%	8%	20%	13%	22%	13%

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### When do you think the gender pay gap will be eliminated in Canada?

	Canada	Gender		Age			Region					
		Female	Male	18-34	35-54	55+	British Columbia	Alberta	SK / MB	Ontario	Quebec	Atlantic Canada
Within the next 5 years	14%	10%	19%	12%	17%	13%	15%	7%	12%	14%	14%	27%
6 to 10 years from now	15%	12%	18%	15%	18%	9%	17%	10%	3%	20%	13%	8%
11 to 20 years from now	13%	13%	12%	10%	16%	11%	13%	11%	8%	10%	23%	6%
More than 20 years from now	15%	15%	16%	20%	13%	12%	18%	13%	19%	13%	16%	16%
Never	17%	18%	16%	18%	12%	24%	21%	28%	22%	18%	3%	21%
Not sure	26%	32%	19%	25%	24%	31%	16%	31%	36%	25%	31%	23%