

Wage and Gender Gap - Social Inequality

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Social inequalities refer to the case whereby there are unequal rewards and chances for numerous social status or positions in a community or group. It consists of recurrent and structured patterns of distribution of wealth, punishments, opportunities, and goods in an unequal manner. The main form of economic inequalities includes income inequality, wealth inequality and pay inequality. The leading form of inequality in Canada is pay inequality.

The proposed topic that will be discussed is with respect to the income and gender disparity as a social inequality in Canada. In most countries, men are paid higher salaries than their female counterparts who are doing a similar job and with the same experiences at their workplaces (Brown & Troutt, 2017). This has resulted in gender disparity and discrimination against women in the workplaces making efforts to promote equality and inclusion becoming increasingly difficult (Fuller, 2018). The pay gap between different genders is wide even for the educated women who have graduated (Waite, 2017). The females in Canada are paid less salary compared to their male colleagues right after graduation getting their first jobs; this disparity becomes worse as they progress into their careers (Antonie et al., 2020).

According to Javdani and McGee (2019), Canada is increasingly closing the gap that exists between gender pay. The financial change data suggests that the share of Canada's national income by women has increased from 25% to 42% since the year 1976 (Javdani & McGee, 2019). The pay gap between different genders affects even the academic institutions, whereby data from Alberta University indicates that the average pay of a female member of a faculty is about \$19,000 less compared to that of a male colleague (Al-Zyoud et al., 2018). According to Fortin (2019), the wage pay gap based on gender is experienced among the physicians and healthcare professionals in Canada. Data shows that the female physicians in

Canada only accounts for 8% of the highest billing physicians in Ontario despite the increased number of practicing female physicians (Millar & Barker, 2020).

The subject is interesting from a sociological perspective since the gender pay gap that exists within the economy has a significant effect on the general well-being of employees. According to Fortin et al. (2017), the pay gap that discriminates against women affects females' morals towards their job activities and their ability to perform while at work. This is because they feel discriminated against by the same people that should play a key role in protecting them and ensuring that they are given equal opportunities and rewarded for their efforts. According to Schirle (2015), these disparities result in a strained relationship between male and female colleagues at their workplace, affecting their ability to work as a team.

This topic should bring interest to many readers since it will extensively discuss and shed light on the social inequalities that exist within Canadian society. It will clearly outline and discuss the contributing factors that lead to or promote the wage gap disparities in the community and how to address them as a country to achieve an all-inclusive and equal society where everybody is treated equally.

Annotated Bibliography

Al-Zyoud, H., Islam, S., & Leblanc, C. (2018). Trends and dynamics of inequality in Alberta.

Labour & Industry: A Journal of the Social and Economic Relations of Work, 28(3), 182-202. <https://doi.org/10.1080/10301763.2018.1520678>

According to the study by Al-Zyoud et al. (2018), there is an existing wage gap between different genders in Alberta, Canada. The objective of this study is to close the current gap amid international and national research on this particular area by examining features that influence the incomes of females and males in Alberta. The researchers used the quantitative method to assess the significance and impact of every feature to explain the gender remuneration gap evolution in Alberta. The study applied descriptive method on the study variables. This research indicates that growth in the industry of goods is positively associated with equality in income between genders. In contrast, the change in the sector of service is negatively connected with equality in pay between different genders. This article is relevant since it will help to adequately discuss features that lead to the considerable remuneration gap between different genders in Alberta, Canada. The paper will assist in addressing the other sectors of the industries where a massive gap in wages is experienced and what leads to this variation.

Antonie, L., Gatto, L., & Plesca, M. (2020). Full-time and part-time work and the gender wage gap. *Atlantic Economic Journal*, 48(3), 313-326. <https://doi.org/10.1007/s11293-020-09677-z>

According to this study, women have made significant steps in attaining a higher education level, and they are currently surpassing men. The paper indicates that this education level is not a guarantee that an individual will be selected for higher-paying

jobs. The study aims to examine the gap in earnings between different genders in full-time and part-time employment. The study used decomposing analysis methodology to analyze the data on wage differences that were collected. The methods were used to split the wage gap between genders into gaps that are explainable. The study discovered that the general remuneration gap between genders is greater than the part-time or permanent pay gap. The article is relevant since it explains whether the nature of the job that is part-time or full-time can contribute to the wage gap between genders. This is important in the study since it will help explain the wage gap and the factors contributing to it in the research.

Brown, L. K., & Troutt, E. (2017). Sex and salaries at a Canadian University: The song remains the same or the times they are a changin'? *Canadian Public Policy*, 43(3), 246-260.

<https://www.jstor.org/stable/90013986>

According to the study by Brown and Troutt (2017), Manitoba University has been serving as a topic of studies on salaries and sex since 1974. The study evaluates whether a salary gap that is sex-based identified at Manitoba University between 1993 and 2003 persists. The study used decomposing methodology to analyze the data collected to determine the contributing factors to the gap in salaries. The study findings indicate that the wage gap did not essentially change from the year 1993 to 2003, but in 2013, the pay gap was significantly smaller. This article is relevant to the topic of discussion since it helps to explain further how sex and salaries contribute to the social inequality in Canada.

Fortin, N. M. (2019). Increasing earnings inequality and the gender pay gap in Canada: Prospects for convergence. *Canadian Journal of Economics/Revue Canadienne D'économique*, 52(2), 407-440. <https://doi.org/10.1111/caje.12386>

This article by Fortin (2019) retraces the development of the participating women labour force of Canada and the earning ratios of the gender through the different groups better to comprehend the prospects of pay in gender merging. The study examines the role of growing inequality in top earners in the persistence gender earning gap. The study used regression to estimate the pay difference that exists between different genders across the economy in Canada and other countries. The study found that the quotas of the board were effective in achieving their potential purposes of increasing the number of female representatives on the panels by approximately 40%. In contrast, the guidelines of disclosure were not entirely convincing. This article is relevant since it discusses the gender pay inequalities among the top earners and how they can be bridged within the economy.

Fortin, N. M., Bell, B., & Böhm, M. (2017). Top earnings inequality and the gender pay gap: Canada, Sweden, and the United Kingdom. *Labour Economics*, 47, 107-123. <https://doi.org/10.1016/j.labeco.2017.05.010>

According to this study by Fortin et al. (2017), many nations that are industrialized have recorded continuous increases in inequality in top income. The objective of this study is to explore the effects of women underrepresentation in the top jobs for the general pay gap between genders. The study used empirical methods to analyze the data that was collected on the top income inequalities. The study found that the current growth in maximum earnings resulted in considerable effects of swimming upstream, thus

accounting for disparity development in the pay gap between genders through a period.

This article is relevant since it will help to understand further the factors that contribute to the inequalities among the top earners and how they result in the disparities that are recorded in the pay gaps.

Fuller, S. (2018). Segregation across workplaces and the motherhood wage gap: Why do mothers work in low-wage establishments? *Social Forces*, 96(4), 1443-1476.

<https://doi.org/10.1093/sf/sox087>

According to this study, mothers are disadvantaged by the parenting and gender norms in the workforce. In industrially advanced nations, maternal employment has to turn out to be the norm. This article aims to give new explanations on the motherhood income gaps by examining the contribution of a dynamic that is understudied, such as the overrepresentation of mothers in workplaces that are low paying. The OLS regression methodology on motherhood was used on their log-hourly earnings conditional on experimental individuals and the characteristics of jobs that provide the estimates of the general economy. The findings from the study indicate that the collective motherhood gap in wages is almost wholly due to the effects between establishments. This paper is relevant since it provides further explanations on the existing wage gap in Canada based on the segregations that are found in the workplaces across the country.

Javdani, M., & McGee, A. (2019). Moving up or falling behind? Gender, promotions, and wages in Canada. *Industrial Relations: A Journal of Economy and Society*, 58(2), 189-228.

<https://doi.org/10.1111/irel.12231>

According to this study, women have been struggling to reach the peak of their careers and specific occupations. The differences in earnings based on gender within

establishments seem to be growing through their careers. The study aims to conduct hypothesis testing regarding the sources of the gap that exists between different genders regarding the promotion outcomes. The study used a longitudinal survey in collecting data from about 6,000 employees and employers in Canada. The study found that female employees without children were not likely to have been promoted compared to similar males but experienced the same wage growth through promotion. This paper is relevant since it helps to explain the disparities that exist between promotion opportunities for a female with kids compared to men and how it affects the pay gap.

Millar, P. E., & Barker, J. (2020). Gender and academic promotion to full professor in Ontario. *Canadian Journal of Sociology, 45*(1), 47-70. <https://doi.org/10.29173/cjs29365>

According to the study by Millar and Barker (2020), there is little research that has been conducted in Canada to assess the pay gap that exists between different genders in the academic field. The study aims to examine the gender and the promotions in the academic areas to a full professor position in Ontario, Canada. The study used data from government sources, personal websites of professors, university websites, and Google Scholar to access the data on the appropriate pay levels for different professors. The study used a comparative analysis methodology to compare and analyze the data. The study discovered a wide gender gap that exists in academic advancements preferring males. The article is relevant since it helps explain the existing gender gaps in the field academically based on promotions that result in increased pay.

Schirle, T. (2015). The gender wage gap in the Canadian provinces, 1997-2014. *Canadian Public Policy*, 41(4), 309-319. <https://doi.org/10.3138/cpp.2015-012>

According to this study by Schirle (2015), the continuous wage gap that exists in Canada has been adequately documented. This study aimed to evaluate the average wages per hour that exist between different genders in the permanent staffs in the private business sector in the provinces in Canada. Data from the Labor Force Survey (LFS) was used in the study. The data was from 1997 to 2014. The methodology used descriptive statistics in analyzing the data. The results from the survey indicated that a more significant percentage of the gap in wages in every province is illustrated by the differences in gender in occupation and industry. This research paper is relevant since it will assist in understanding where the considerable wage gaps among different genders in Canada exist and what causes this variation. The study findings indicate that difference in wage gap results from the differences in gender in occupation and industry.

Waite, S. (2017). Postgraduate wage premiums and the gender wage gap in Canada. *Canadian Journal of Higher Education*, 47(2), 156-187. <https://doi.org/10.47678/cjhe.v47i2.187939>

According to this article, registration in the postgraduate degree programs have significantly improved in Canada since the 1990s resulting in concerns on overproduction and the outcomes in the labour market for individuals with postgraduate education. This article aims to examine whether the progress of women into higher education levels has contributed to alleviating their disadvantages in wages compared to men. The study methodology used descriptive statistics that were offered before the analysis of multivariate. Ordinary least sequence (OLS) regression was used to regress the dummy variables for the type of degree. The study findings indicate a substantial wage reward for

those who completed doctoral and master's degree levels as opposed to the bachelor's degree. This paper is relevant to the topic of discussion since it helps explain further how the education level acquired by citizens in Canada can contribute to bridging the wage gap that exists between the different genders in the economy.

References

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