

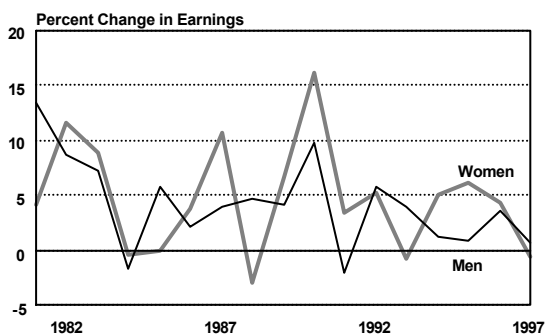
## Earnings and Employment Trends ♦ March 2000

### EARNINGS OF MEN AND WOMEN

The average earnings of full-year/full-time workers in British Columbia in 1997 fell by 0.1 per cent to \$40,237<sup>1</sup>. Men's earnings increased by 0.7 per cent to \$45,050 compared to a 0.5 per cent decrease in women's earnings (\$32,849).

After three consecutive years of improvement in the wage gap between women and men in B.C., 1997 saw the gap widen by 0.9 percentage points. The female to male earning ratio decreased from 73.8 per cent to 72.9 per cent.

### Earnings of Full-Year/Full-Time Workers in British Columbia



Source: Statistics Canada

Although women's earnings have gained ground in recent years, a much higher per cent of women (59.7 per cent compared to 42.1 per cent for men) earn less than \$25,000. On the opposite end of the wage scale, only 7.9 per cent of women earn more than \$50,000 compared to 25.3 per cent of men.

It is interesting to note that the younger the worker the better the female to male earning ratio is. In the 15-24 age group in B.C., females make 88.1 per cent of the wage of males. For older workers, who generally have higher earning power, the ratio decreases. At 25-34 years of age, female workers are making 79.4 per cent of male earnings. For the 45-54 year age group the ratio is 70 per cent.

Educational attainment does not seem to make a significant difference in the ratio of female wages to males. Females with some post-secondary education have the highest ratio to male wages at 77.2 per cent. Second are those females with a university degree who make 74.4 per cent of their male counterpart's wages.

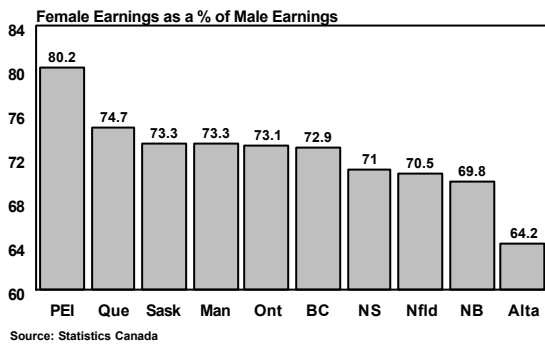
In the last 5 years the average earnings of full-year/full-time workers in B.C. has increased by 11.7 per cent. However, in constant 1997 dollars, that increase drops to 3.9 per cent, with real increases of 2.9 per cent for males and 6.9 per cent for females.

The Canadian average earnings of full-year/full-time workers increased by 1.5 per cent to \$38,011 in 1997. Manitoba showed the highest one year increase at 6.7 per cent with Alberta and Ontario second and third with increases of 3.6 and 2.6 per cent respectively. All of the increase in Alberta

went to males, who's average earnings rose 5.3 per cent in 1997 compared to 0.1 per cent for females.

Women's earnings as a per cent of men's varies from a high of 80.2 per cent in Prince Edward Island to a low of 64.2 per cent in Alberta.

### Provincial Comparisons of Women's Earnings Relative to Men - 1997



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<sup>1</sup> Source: Statistics Canada – Survey of Consumer Finance