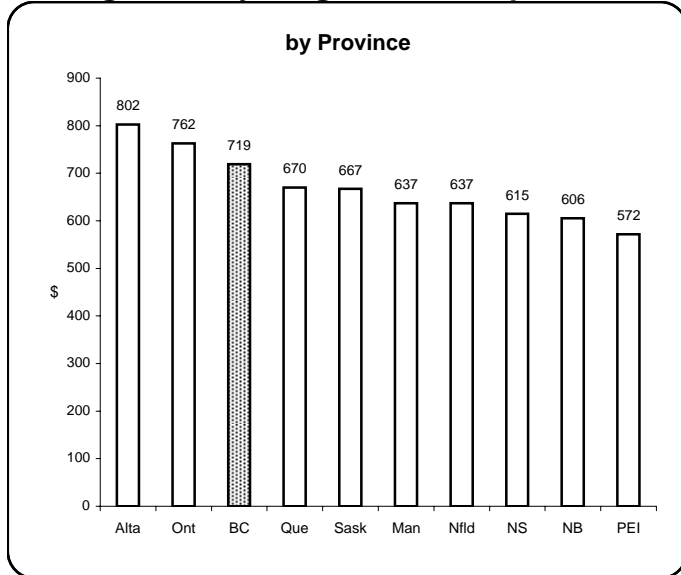
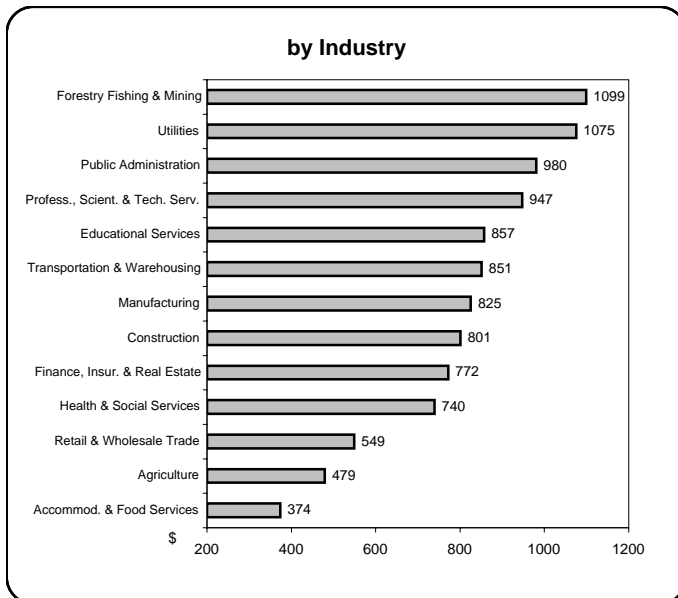
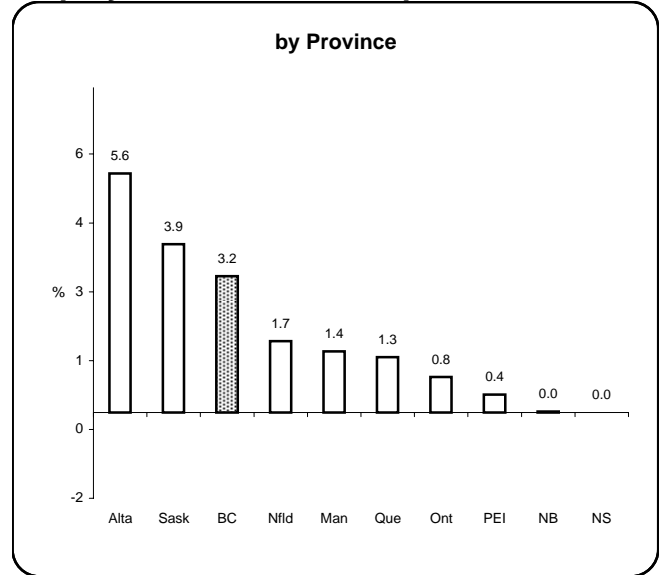


## Earnings & Employment Trends ♦ September 2006

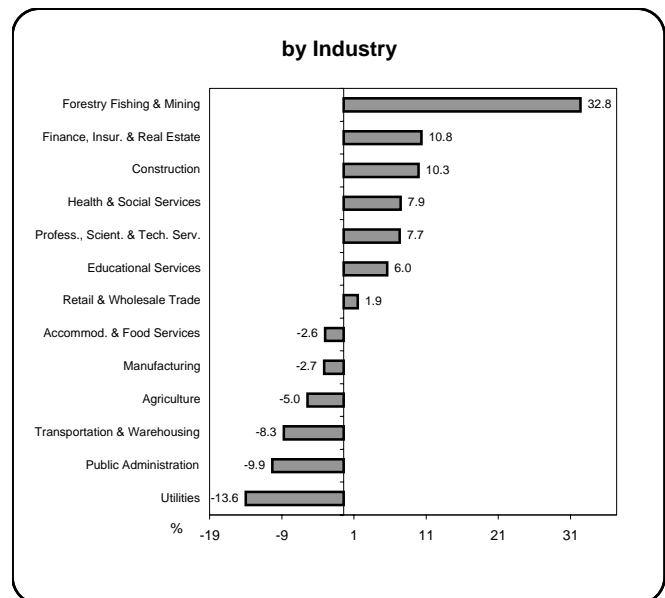
**Average Weekly Wage Rate\* - September 2006**



**Employment Growth\* - September 2006**



\* Latest 12 month average



\* Month over same month previous year (unadjusted)

Prepared by: BC STATS

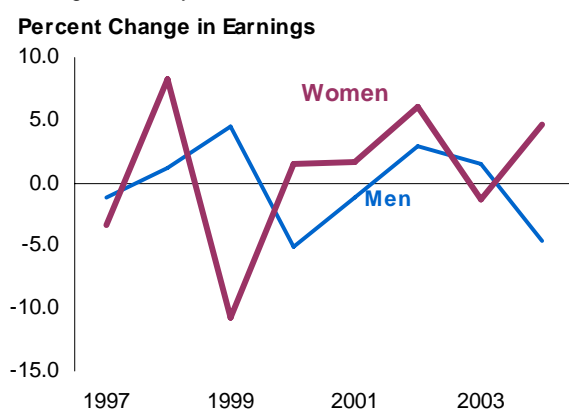
Source: Statistics Canada Labour Force Survey

**Feature Article: Earnings of Men and Women**

## Earnings of Men and Women

Full-year, full-time workers in British Columbia earned \$45,500<sup>1</sup> on average in 2004. Men's earnings averaged \$51,500 while women's were \$38,300, or 76% of what men earned. After adjusting for inflation, male earnings fell by 4.6% from the previous year while women's increased by a similar proportion (+4.6%).

Real earnings of women working full time, full year increased in 2004 after having fallen in 2003, while men's earnings fell both years.

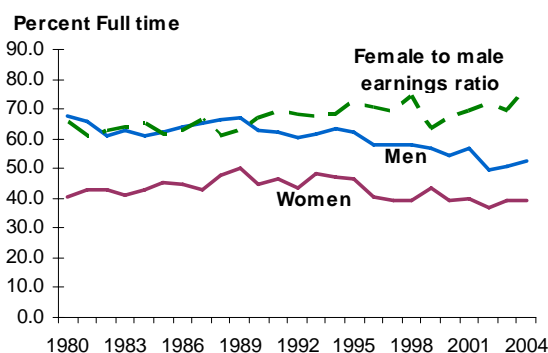


The ratio in annual earnings of women to men who worked full time, full year narrowed by almost 7% in 2004 from 2003, but that ratio has been up and down in past few years. Over a longer term however, the general trend has been a narrowing of the wage gap.

The proportion of female earners working full time, full year was very similar in 2004 to what it had been 25 years earlier, while for men, that proportion has shown a fairly steady decline (15% over the period). Fifty-three percent of men and 39% of women worked full time, full year in 2004. The composition of the labour force has been changing. Men at all ages are increasingly working part-time, particularly

youth, while older women are increasingly working full-time. Eighty-nine percent of men and 72% of women who were employees were working full time, although not necessarily full year in 2005.<sup>2</sup>

While the proportion of women earners working full year, full time was about the same in 2004 as it was in 1980, the male proportion has declined. At the same time the earnings ratio for females to males is trending upward.



The employment rate for men has declined by seven percentage points since 1980 while, during the same period, the rate for women has increased ten points. And, while the rate for younger women has not changed, for those between 25 and 54, almost twenty percent more had jobs in 2005 than did so in 1980.

Looking at all earners, not just those with full-time, full-year jobs, since 1997, the percentage of women earning less than \$25,000<sup>3</sup> per year has remained fairly constant at around 60% and, similarly for men, at just above 40%. At the other end of the scale, the percentage of women earning over \$50,000 per year has increased from 9% to 12%. At the same time, the proportion of men with earnings at this level saw a small decline – from 31% to 29%.

<sup>1</sup> Source: Statistics Canada, *Income Trends in Canada, 1980 - 2004*.

<sup>2</sup> Source: Statistics Canada, *Labour Force Survey*

<sup>3</sup> Adjusted for inflation, expressed in 2004 dollars.

It is beyond the scope of this article to look at gender pay differentials which must take into account education/training, program of study, work history, tenure, job experience, unionization, occupation, job responsibility, hours worked, self-employment vs paid work and age.

The Labour Force Survey (LFS) has been collecting data on average hourly earnings (including tips and commissions) since 1997; these are reported for employees only and exclude the self-employed.

The ratio of female to male hourly wages in 2004 for full-time workers was 87%, the highest since the data has been available. The latest annual data (2005) from LFS show full-time average hourly wage rates for women at \$18.58 and men at \$21.99, a ratio of 84%.

The ratio of female to male earnings among older workers is the lowest although it is trending upward.

Looking at the data by occupation, among the group of professionals in Health, Nursing Supervisors and RNs, in 2005, men and women working full-time had hourly wage rates that were virtually equal. For Teachers and Professors, women's full-time wage rates were about 90% of men's.

In clerical occupations, where the majority of employees are female, young female workers have hourly wages higher than their male counterparts. However, as clerical workers get older, men's wages rates exceed those of women. Young men and women in Food and Beverage Service, including Chefs and Cooks also experience on average very similar wage rates, but again, as they get older, wage rates begin to spread, possibly a reflection, of the different types of jobs in this occupational group. Jobs in primary industries and manufacturing, which are dominated by male workers, show some of the lowest ratios of wage rates for women to men for full-time workers.

**Female to Male Earnings Rate**

Average wages rates for older women and men working full time tend to show more variance perhaps, in part, as a result of their differing work histories.

