

Young Women Meet Gap-zilla

Thirty years ago, young people left home, got married, found a job and started a family. Things have changed. *But have they changed for the better?*

YOUNG ADULTS THEN AND NOW

30 years ago	Now
find a stable job early in adulthood.	hard to find stable jobs.
start working in early 20s.	start working in mid 20s.
25% of people in their 20s live at home.	40% of people in their 20s live at home.
25% of women 25 to 29 are single.	50% of women 25 to 29 are single.
had first child on average at 24.	have first child on average at 28.
married families are the norm.	many more single families (mostly single moms).

IT'S A DIFFERENT JOB MARKET.

There are far fewer jobs available today to young people without post-secondary education. In the 1990s, those without college or university degrees were making less than ever, compared to those with post secondary education, and were much more likely to be unemployed. With only high school, it became more and more difficult to make ends meet and have stable work. Currently, good jobs require higher levels of education. As a result, post-secondary enrollment in Canada has soared to one of the highest levels in the world. But education is expensive and many young people can't afford it.

THE GOOD NEWS:

Women are more educated.

The education gap between the sexes is gone. In fact, it has reversed: today, women have more education credentials than men. In 2001, half (49.%) of women between 25-44 had a post-secondary qualification, compared to just 40% of men. Only 26% of women aged 20 to 24 had high school education or less, compared to 36% of men.

According to Statistics Canada, the number of women 25 - 29 with university degrees doubled between 1981 and 2001 (from 16% to 31%). The proportion of university-educated men increased much more slowly from 15.5% to 26%. Women now are the majority of university graduates and 60% of those graduating with a college education.

THE BAD NEWS:

Women are paid less.

Even though women are more educated than men and more than ever are working full-time, the pay gap between university-educated young women and men persists. In fact, working full-time and full-year, a university-educated woman will only make 68% of the wages of a university-educated man.

The pay gap between university-educated men and women was narrowing between 1981 and 1991, but between 1991 and 2001 it exploded. On an hourly basis, in 1991 the gap had narrowed to 12%: in 2001 it was up to 18%. As shown in the chart below, the full-time, full-year wage gap for university-educated women is now actually greater than the overall male-female wage gap.



Equality
once and for all!



Canadian Labour Congress

Congrès du travail du Canada

THE PAY GAP: EARNINGS OF WOMEN VS MEN

	2000	2001	2002	2003	2004	2005
AVERAGE ANNUAL EARNINGS OF MEN <i>(full year/full-time)</i>	\$53,300	\$54,400	\$54,500	\$54,300	\$56,300	\$55,700
AVERAGE ANNUAL EARNINGS OF WOMEN <i>(full year/full-time)</i>	\$37,700	\$38,000	\$38,300	\$38,100	\$39,300	\$39,200
PAY GAP	\$15,600	\$16,400	\$16,200	\$16,200	\$17,000	\$16,500

AVERAGE ANNUAL EARNINGS OF WOMEN *(as a percentage of the average annual earnings of men)*

All	2000	2001	2002	2003	2004	2005
Full Year / Full-Time	70.6%	69.9%	70.2%	70.2%	69.9%	70.5%
Full Year / Full Time with University Degree	68.6%	65.5%	69.0%	69.0%	65.6%	67.9%

Source: Statistics Canada

More bad news...

In fact, the average earnings of university-educated young women actually fell between 1991 and 2001, from \$37,066, in 1991 to \$36,782 in 2001, while the average income for men rose from \$42,219 to \$45,054. Meanwhile, the gap between college and high school-educated young women's wages and men stayed the same.

Despite women's hard work to increase their educational qualifications, the wage gap persists. It doesn't have to be this way.

What you can do

Talk to friends, family and co-workers about the wage gap and this campaign.

Get the word out by hosting a teach-in (with the materials on our website).

When you start a new job, don't sell yourself short - demand better wages.

Start a union at your workplace.

Call your MP and MPP/MLA about effective pay equity legislation.

Support other women.

Join this campaign - find out more on our website at:

www.onceandforall.ca

Check it out!