

Calculating Your Wage Gap

Step 1: Calculate the Number of Women and Men Employees and the Average Hourly Wage

- Number of women ____ Average hourly wage ____
- Number of men ____ Average hourly wage ____

Step 2: Calculate the Wage Gap

$$X = \frac{\text{Women's average hourly wage}}{\text{Men's average hourly wage}} \times 100\%$$

$$\text{Wage Gap} = 100\% - X$$

In some cases, the wage gap may not be evident from doing a direct comparison for hourly wages.

For example: An auto mechanic store with a small or zero wage gap % may still have issues with job clustering which is a contributor to the wage gap if all of their administrative staff are women and all of their mechanics are men.

Therefore, it is important for employers to also evaluate gender composition within the organization by looking at:

- % of women and men in senior management positions
- % of women and men in the top pay classes
- % of women and men in the bottom pay classes
- Types of positions held by women and men

Calculator Note:

The wage gap based on **average hourly earnings** as an indicator considers pay for one hour of work. It is the most neutral and lowest wage gap compared with weekly and yearly earnings indicators, and is best used for research because it controls for factors such as differences of hours worked with employees who work full-time, part-time, flex-time, etc.

By comparing for wage rates only, it gives a clearer idea of wages as “value”.

The calculation is meant to provide employers with an **indicator** of wage gap, and is a measure of wage gap as a whole reflecting on both societal attitudes and contributors to the wage gap (family responsibilities, job clustering, and the under-valuation of traditional female occupations).

How do you compare?

Wage Gap and Average Hourly Wages (2008)

Regions	Average Hourly Wage Rate		Wage Gap (%)
	Females	Males	
Canada	19.43	23.18	16.2
Prince Edward Island	16.71	17.25	3.1
Manitoba	18.02	20.43	11.8
Quebec	18.65	21.39	12.8
Nova Scotia	16.90	19.43	13
New Brunswick	16.46	19.16	14.1
Ontario	20.19	24.13	16.3
Saskatchewan	18.46	22.21	16.9
British Columbia	19.42	23.47	17.3
Newfoundland and Labrador	16.77	20.94	19.9
Alberta	20.77	26.28	21

Source: Statistics Canada CANSIM - Table 282-0072

Common Occupations Held by Women and Men (New Brunswick, 2005)

Top 10 Most Common Female Occupations

1. Retail salespersons and sales clerks
 2. Registered nurses
 3. Cashiers
 4. Customer service, information and related clerks
 5. Secretaries (*except legal and medical*)
 6. Elementary school and kindergarten teachers
 7. General office clerks
 8. Food counter attendants, kitchen helpers and related occupations
 9. Light duty cleaners
 10. Nurse aides, orderlies and patient service associates
- Average Employment Income: \$24,742
 - Seven of the top ten occupations earned less than the average female income.
 - 35% of working women in N.B. work in the top ten female occupations

Top 10 Most Common Male Occupations

1. Truck drivers
 2. Retail salespersons and sales clerks
 3. Carpenters
 4. Janitors, caretakers and building superintendents
 5. Automotive service technicians, truck and bus mechanics and mechanical repairers
 6. Retail trade managers
 7. Construction trades helpers and labourers
 8. Material handlers
 9. Other ranks, armed forces
 10. Customer service, information and related clerks
- Average Employment Income: \$35,896
 - Five of these ten occupations earned more than the average female income.
 - 24% of working men in N.B. work in the top ten male occupations.

Source: Statistics Canada, 2006 Census-Custom Tabulation

Wage Gap
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