



Gender gaps in the labour market **Canada**

Gender gaps in Canada persist

The female participation rate in Canada is estimated at 60.7 per cent in 2017. This is 9.2 percentage points below their male counterparts (which stands at 69.9 per cent). The gap is somewhat lower than the global average of 26.7 percentage points (table 1).

Closing the gap would bring an additional 1.4 per cent in GDP and US\$9.8 billion (CAD\$13.2 billion) in tax revenue

If the gap in participation rates could be closed by 25 per cent by 2025 (G20 commitment), the ILO estimates that it could add US\$25.3 billion (CAD\$34.1 billion) to the Canadian economy. In other words, by simply raising female participation rates by 2.3 percentage points, this would add 355 thousand women to the labour force and boost GDP.

Improving female participation requires a multi-dimensional approach

This includes, among others, introducing policies that improve work–family balance, prevent and eliminate discrimination based on gender and create and protect quality jobs in the care economy.

Table 1. Gender gap in labour force participation and potential impact of closing these gaps

Country/ region	2017 Projections			25 per cent gap reduction by 2025		
	Labour force participation			Additional labour force		Additional GDP
	Men (%)	Women (%)	Gap (percentage points)	Millions	%	\$ Billions, PPP
Canada	69.9	60.7	9.2	0.36	1.4	25.3
World	76.1	49.4	26.7	203.9	3.9	5,767

Source: *World Employment and Social Outlook: Trends for Women 2017*. Participation rates and gaps for 2017 are projections.

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