

Women of Colour: A Double Whammy

**NO MATTER HOW YOU LOOK AT IT:
Women of colour in Canada face higher
barriers to equality.**

**Racialized women make less money, face
unemployment more frequently and are stuck in
precarious jobs.**

LABOUR FORCE & PAY GAPS (2006)		
	All Working Age Men and Women	Racialized Women
Total population (15+)	25,664,220	2,042,145
Employed	16,021,180	1,147,195
Participation Rate	66.8%	62.0%
Unemployment Rate	6.6%	9.3%
Average Income	35,498	23,369
Average Employment Income when Working *	51,221	37,932
Employment Income Gap *	87.5%	64.8%
Average Employment Income with a University Degree or Certificate *	74,635	48,746
Employment Income with a University Degree or Certificate Gap with Men (Men = \$88,151) *	84.67%	55.3%
Percent with Employment Income Working with a University Degree or Certificate *	24.30%	35.1%

Source: Census 2006, Statistics Canada
* (Full-time/Full year).

A racialized wage gap

In 2005, about one out of every seven working age women in Canada was a woman of colour and 80% of women of colour were immigrants. In 2005, even though the economy was doing quite well, 9.3% of women of colour were unemployed, compared to 6.6% of the working age population as a whole.

The overall gender pay gap in Canada is the fifth largest in the advanced industrial (OECD) countries. The situation is more serious for women of colour who face additional barriers based on race.

Racialized women earn less money. The average annual income of women of colour was \$12,000 lower than that of the whole population in 2005. The average income of a woman of colour was \$23,369.

Even when working full-time for the full year, women of colour earned an average of \$37,932: only 64.8% as much as men working the same hours and earning an average of \$58,537.

Women's investment in post-secondary education hasn't helped. In 2005, 35.1% of women of colour working full time for the full year had a university degree, up from 28.8% in 2000. More than 4 out of 10 (42%) working women of colour, aged 25 to 44, have a university degree. Despite their education, the pay gap is even greater for university-educated women of colour, who earned just 55.3% as much as university educated men.



Equality
once and for all!



Canadian Labour Congress

Congrès du travail du Canada

Precarious work and long hours

Women of colour are active in the labour market at the same rate as all women: 62% are working or actively looking for work, compared to 72% of men.

However, racialized women are more likely to find themselves working non-standard working hours. Only 41 % of women of colour could find full time work in 2005, compared to 51% for the entire working population.

As well, racialized women share the same burden as all working women by working more unpaid hours than men. Where 40% of employed women spend more than 14 hours on unpaid housework per week, only 21% of men do so.

Women of colour have done everything they were supposed to do to narrow the wage gap, yet the wage gap continues to exist – and is greater than the overall wage gap faced by all women in Canada.

What you can do

Don't let politicians tell you that women have reached equality. Make sure they understand the wage gap women face, especially the gap facing women of colour.

Get the facts. Women have not achieved economic equality. Racism plays a role in the wage discrimination experienced by women of colour. We need pay equity laws to ensure that all women are properly paid for work of equal value. In 2004, the federal Pay Equity Task Force recommended a new pay equity law which would require action to eliminate race-based as well as gender-based wage discrimination.

Contact your elected representatives and ask:

- ♀ Do they support all women's right to equal pay for work of equal value?
- ♀ Will they push for the implementation of the Pay Equity Task Force recommendations?

Join this campaign, find more information on pay equity and other equality issues on our web site at:

www.onceandforall.ca

Check it out!