



2023

## Women in Ontario's Labour Market

Progress, challenges and potential impacts of \$10 a day child care



# Women in Ontario's Labour Market

## Progress, challenges and potential impacts of \$10 a day child care

Briefing Deck

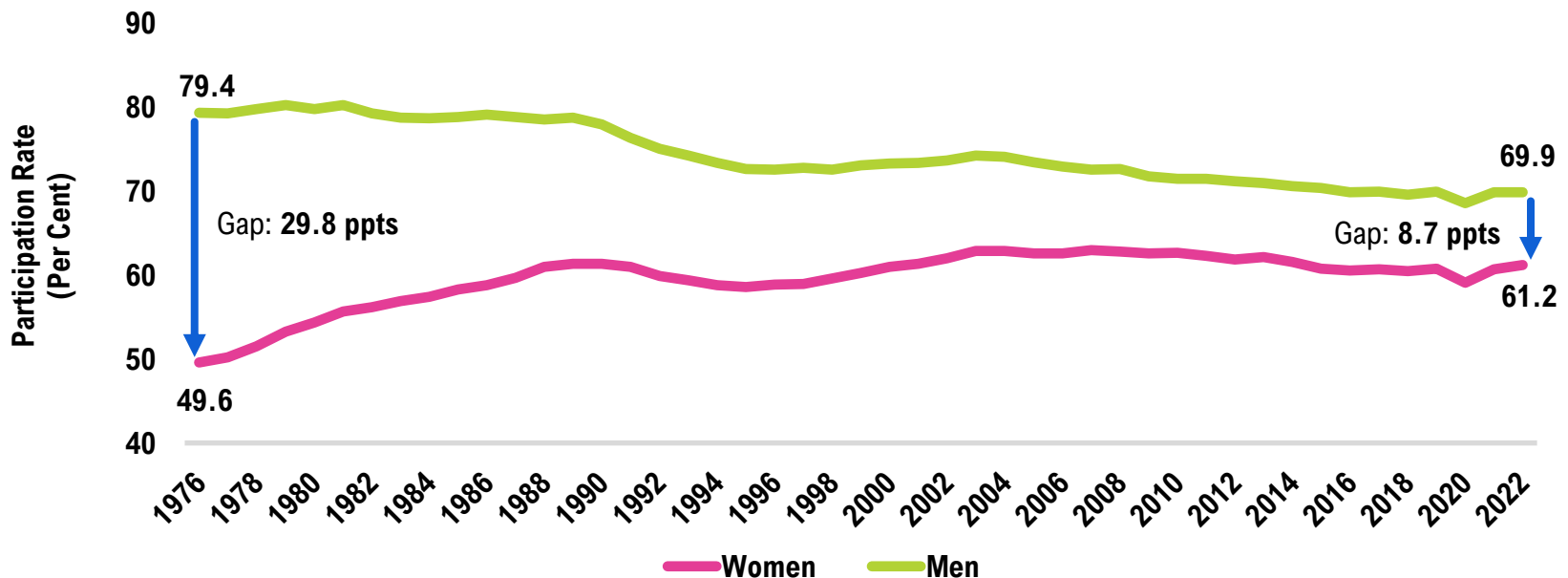


# Progress



# Women have increasingly joined Ontario's labour market

- Rising educational attainment, increased opportunities in the service sector, flexible work arrangements and family-friendly government policies helped lift the labour participation rate of Ontario women from 49.6 per cent in 1976 to 61.2 per cent in 2022.
- As a result, the gap in labour participation between men and women narrowed significantly from 29.8 percentage points in 1976 to 8.7 percentage points in 2022.



Source: Statistics Canada and FAO.

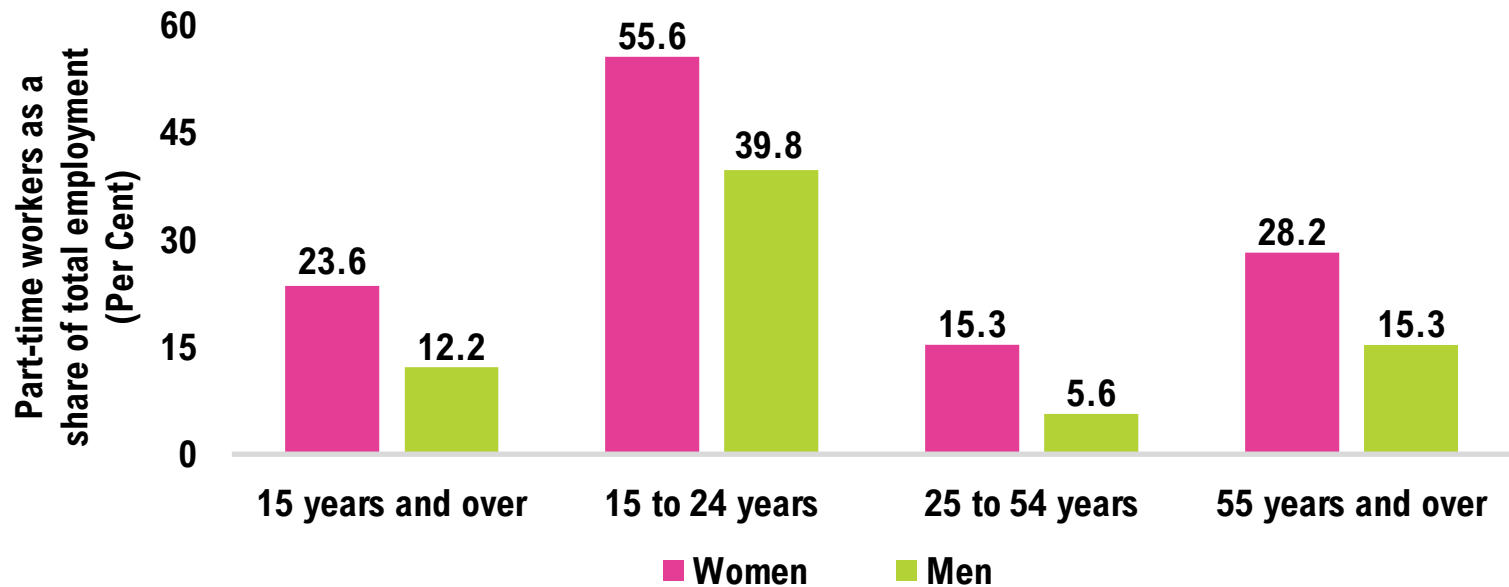
Note: Labour force participation rates are shown for those 15 years and older.

# Challenges



# Greater domestic responsibilities lead more women into part-time work

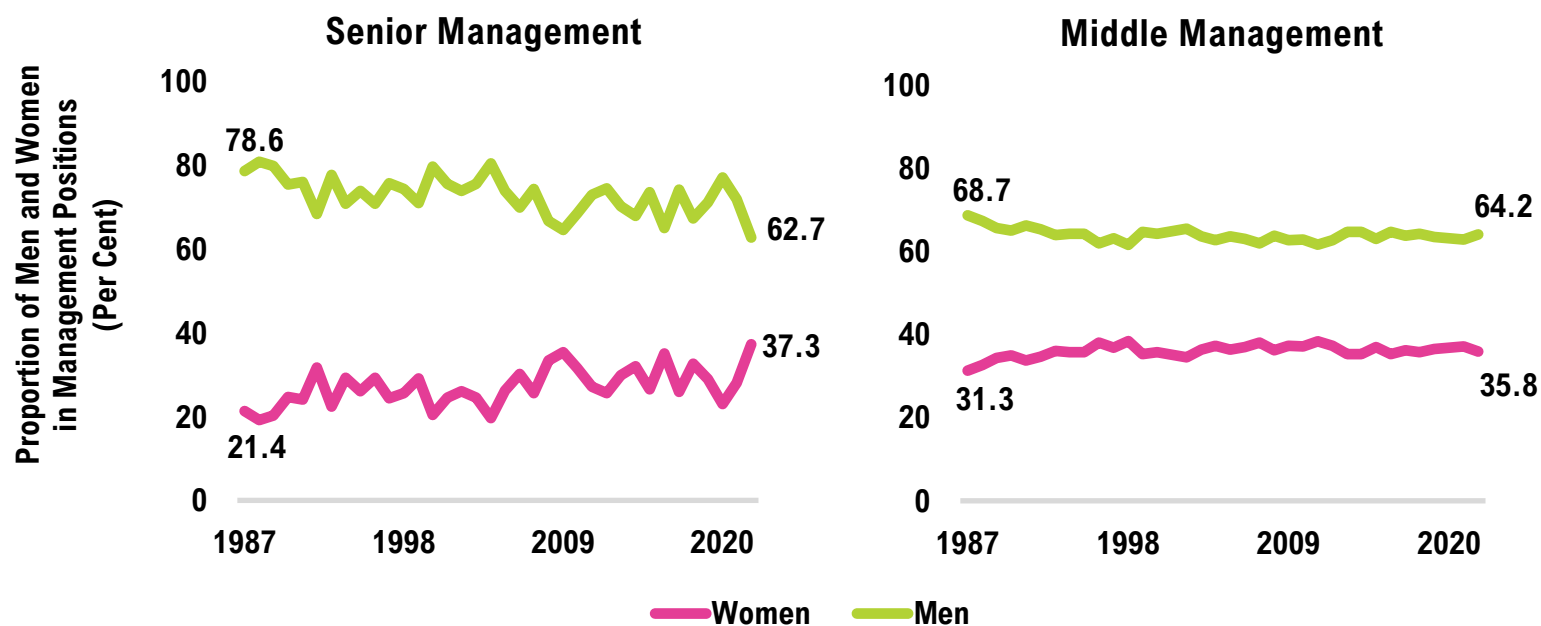
- In 2022, 23.6 per cent of all employed women worked in part-time jobs, nearly double the proportion of men.
- 15.3 per cent of core-age (25-54) women worked part-time in 2022, nearly three times the share for men.
  - 37.5 per cent of these women chose part-time work to be able to care for children or for other personal and family responsibilities, compared to 12.6 per cent of men.



Source: Statistics Canada and FAO.

# Women are under represented in higher paying management roles

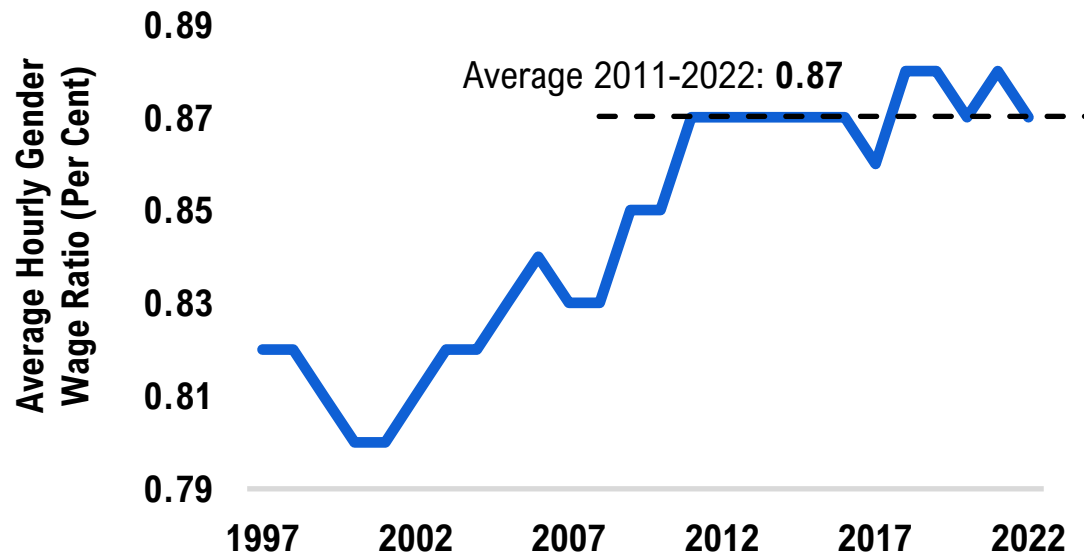
- In 2022, men accounted for 62.7 per cent of senior management roles and 64.2 per cent of middle management roles.
- In contrast, women only accounted for 37.3 per cent of senior management roles and 35.8 per cent of middle management roles.



Source: Statistics Canada and FAO.

# The gender wage gap has not improved over the past decade

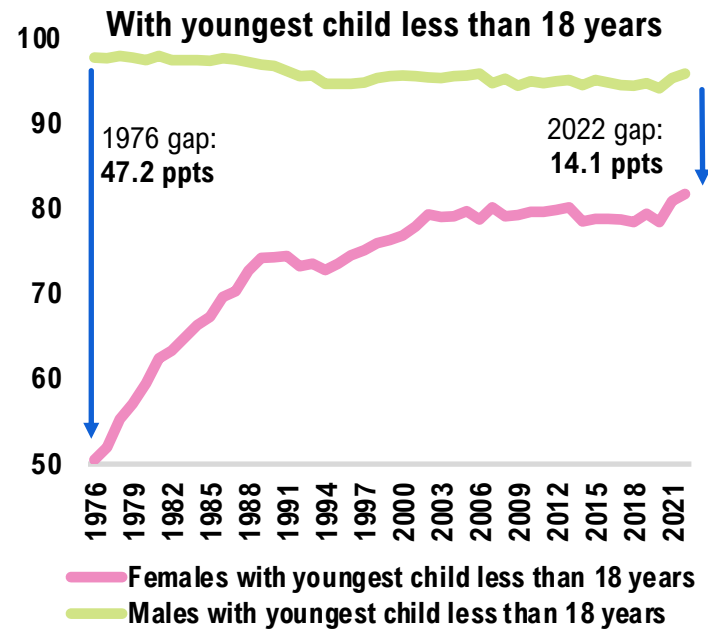
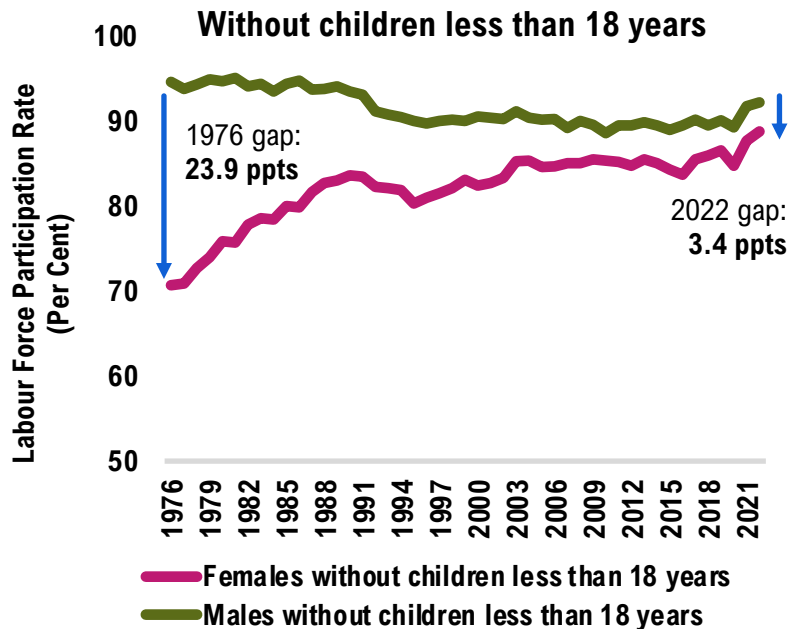
- Since 2012, the gender wage gap has stalled at \$0.87, with women earning 87 cents for every dollar earned by men. This gap persists across all age groups and all broad occupational categories.
- Occupational differences only account for 2 cents of the 13-cent gender wage gap, while the remaining 11 cents of the gender wage gap is due to several issues such as gender based wage discrimination and women selecting more flexible work.



Source: Statistics Canada and FAO.

# Participation in the labour market is significantly impacted by motherhood

- The gap in labour participation between core-age men and women without children under 18 years old has decreased significantly from 23.9 percentage points in 1976 to just 3.4 percentage points in 2022.
- The gap between mothers and fathers with children under 18 remains much wider at 14.1 percentage points, and has not improved for nearly two decades.

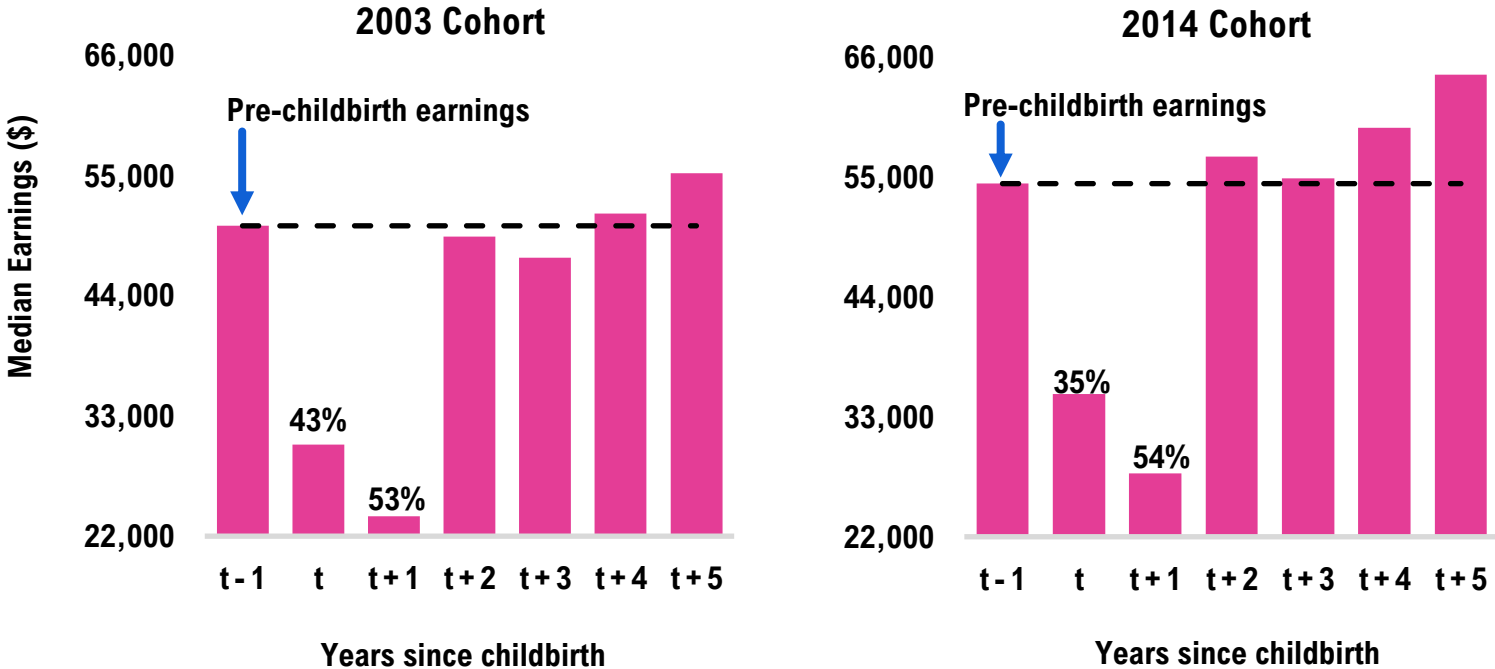


Source: Statistics Canada and FAO.



# Some Ontario mothers face a “motherhood earnings penalty”

- Using new data, the FAO finds that after having a child, Ontario mothers’ earnings are cut in half, and it can take up to four years to return to their pre-childbirth earnings level.



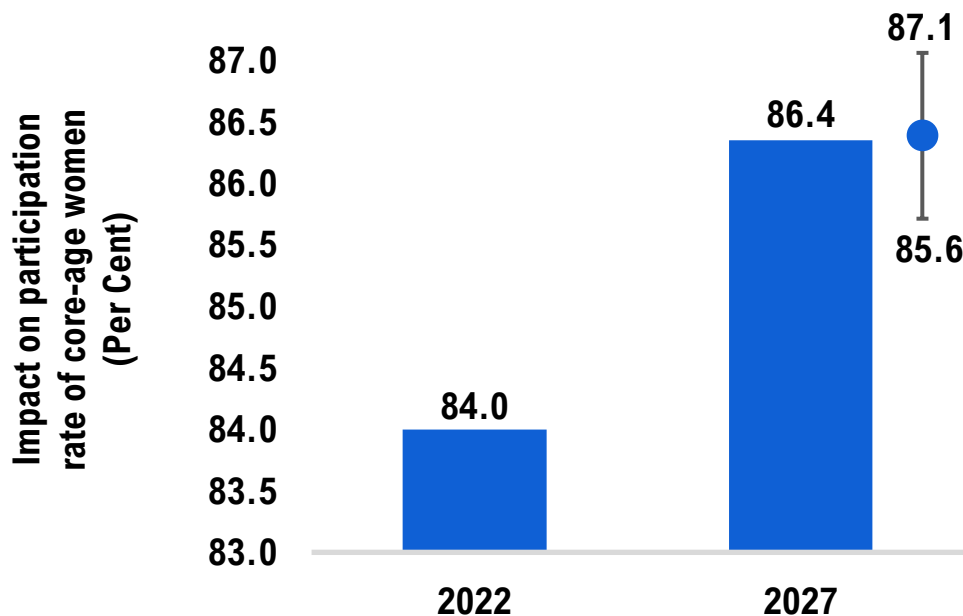
Source: Statistics Canada and FAO.

# Potential Impacts of \$10 a day child care in Ontario



# \$10 a day child care has the potential to improve women's labour participation

- FAO estimates that the implementation of subsidized child care in Ontario could increase the labour participation of core-age women from 84 per cent in 2022 to between 85.6 per cent and 87.1 per cent by 2027.
- This would add 50,900 to 96,600 more women to Ontario's labour force and contribute to the long-term economic growth of the Province.



Source: Statistics Canada and FAO.

# Several challenges could limit the labour market impact of \$10 a day child care in Ontario

- Adequate supply of child care spaces
- Child care staffing shortages
- Insufficient program funding
- Expansion of parental leave and benefits

# Thank you!



# FAO

FINANCIAL ACCOUNTABILITY  
OFFICE OF ONTARIO

2 Bloor Street West, Suite 900  
Toronto, Ontario, M4W 3E2  
416.644.0702

[info@fao-on.org](mailto:info@fao-on.org)

[fao-on.org](http://fao-on.org)

