

# GENDER PAY GAPS AMONG EXECUTIVES IN CANADA, 2016 TO 2020

While women have made significant strides in labour force participation and educational attainment in Canada, gender-based disparities in wages and other labour market outcomes persist.



From 2016 to 2020, **close to a quarter** of executive<sup>1</sup> positions in Canada were held by women

**Almost 4 in 10 businesses had at least one woman in an executive role**

**38.2%**

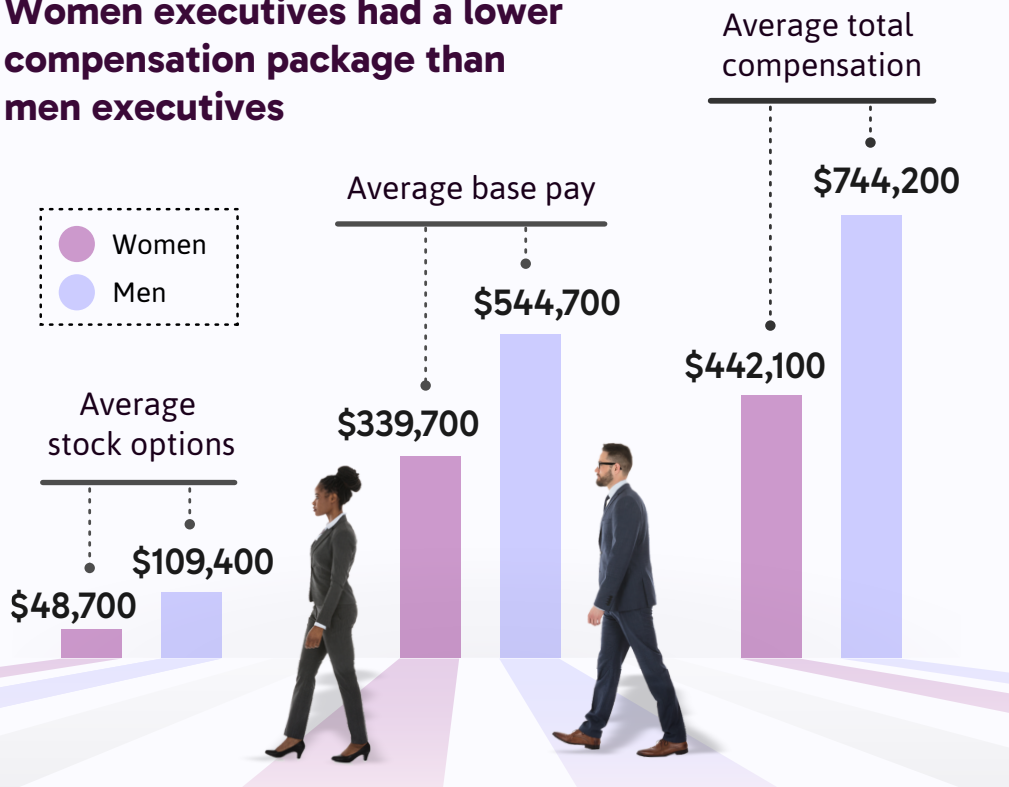
Percentage of businesses with at least one woman in an executive role



**61.7%**

Percentage of businesses with at least one man in an executive role

**Women executives had a lower compensation package than men executives**

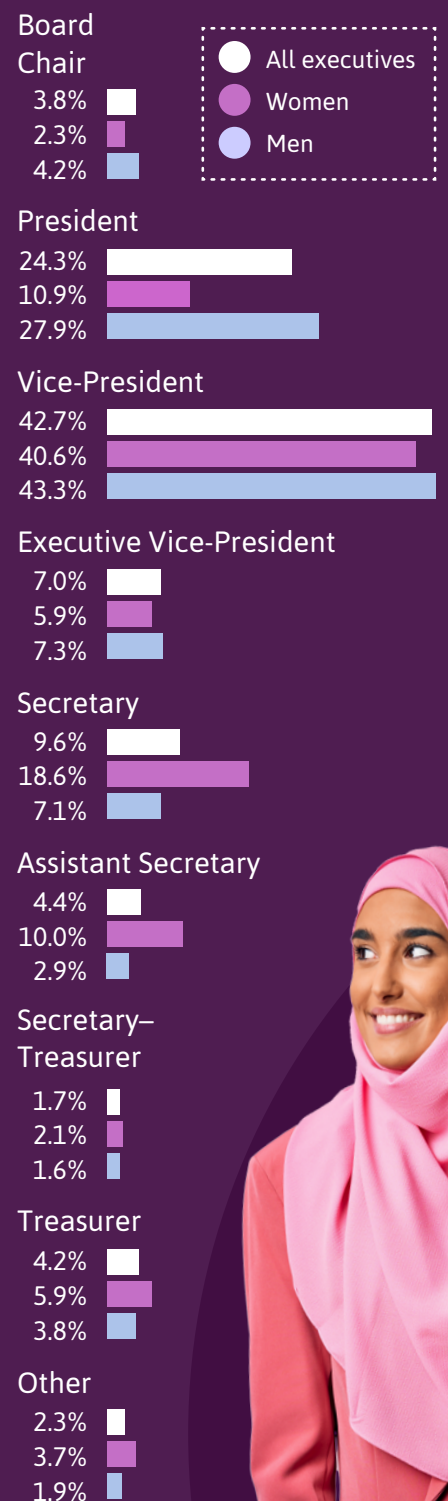


**Women executives were younger and less likely to be married, to have at least one child and to occupy a top-level position than men executives**



	Women executives	Men executives
Average age	<b>50</b> years	<b>52</b> years
Married or common-law	<b>71.2%</b>	<b>83.8%</b>
Have at least one child	<b>37.9%</b>	<b>39.8%</b>

**Distribution of executive positions, by gender**



1. Executives are individuals who occupy a leadership and decision-making role within a business. They may also sit on the board of directors.

**Note:** This infographic covers businesses that employed executives and had average sales of \$900 million and average assets of \$11.1 billion. The data presented are considered exploratory and should be interpreted with caution.

**Source:** Frias Corona, D., L.-M. Longpré-Verret and M. Ouyang, 2024, "Gender pay gaps among board directors and officers in Canada," *Analysis in brief*, Statistics Canada Catalogue no.11-621-M.

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