How to address the gender wage gap:

- Redesign job structures to help close the wage gap by decreasing the costs of temporal flexibility.
- Transform workplace cultures by focusing on outcomes instead of the number of hours worked.
- Provide onsite childcare or subsidizing access to childcare may help women who wish to work full-time.
- Facilitate back to work from parental leave by giving opportunities to people who want them and would benefit from them.

To learn more and read the whole research brief:
https://www.gendereconomy.org/the-gender-wage-gap/

This research was funded by the Government of Canada’s Labour Program. The opinions and interpretations in this publication are those of the author and do not necessarily reflect those of the Government of Canada.

Illustrations designed by Freepik
© Institute for Gender and the Economy