

Ecological approach: the gender wage gap increases exposure to GBV



Impacts

Governments:

The actions (or inactions) of government at various levels – federal, provincial, and municipal – can significantly influence the extent of the gender wage gap. The persistence of the gender wage gap reveals the sexist underpinnings of our society that undervalue women and the contributions by women to society.

Policy:

The gender wage gap is shaped by social policies and systemic factors. Social policies influence labor market participation, employment conditions, wage structures, caregiving responsibilities, and access to opportunities, all of which contribute to the gender wage gap.

Community:

The care economy refers to all forms of paid and unpaid work that involves the provision of care services. This sector is heavily gendered, with women representing the vast majority of the workforce. Immigrant and racialized women are most often the care workers for older people.

Relationships:

There is a common expectation that women will provide care for family and friends without compensation and at their own expense.

Individual:

Older women experience higher rates of GBV than men. Financial dependency increases vulnerability. More women live in poverty than men.

Older women who are Indigenous, racialized, immigrants, refugees, members of 2SLGBTQI+ communities, living in rural or remote areas, living with disabilities, and/or experiencing poverty often face heightened risks of gender-based violence due to intersecting forms of discrimination.