



Figure A1: The Female-to-Male Wage Ratio for Full-Time Workers in the Canadian Labor Market by Year

Notes: The reported statistics are the ratios of average female hourly wages to average male hourly wages among full-time workers, in the indicated industries.

Source: Statistics Canada.

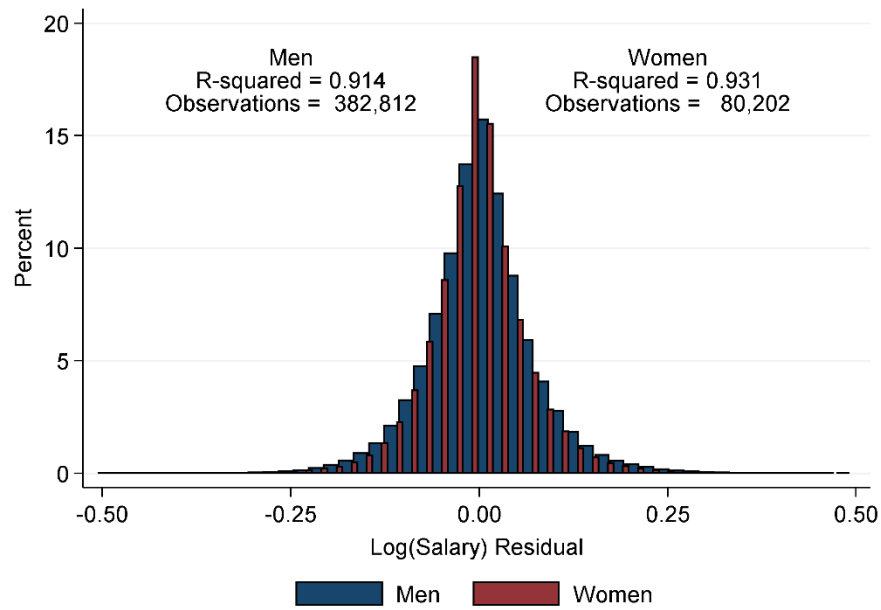


Figure A2: Distribution of the Residuals from Salary Regressions, by Gender

Notes: The distributions are plotted of the residuals from regressions of the log of salary on fixed effects (FEs) for the interaction of institution, department, rank, years since appointed to institution, and year; and FEs for year of birth and highest educational attainment. Observations that are perfectly predicted by the FEs of the interaction variable are dropped. The analysis is carried out separately for men and women; the number of observations reported reflects the number after dropping all uniquely identified observations.

Source: Statistics Canada, University and College Academic Staff System, 1970 to 2017.

Table A1: Effects of Pay Transparency with Standard Errors Clustered by Institution

	Peer Group Specification			
	Institution and Department		Institution, Department and Rank	
	(1)	(2)	(3)	(4)
	<i>Panel A: Effect on the Average Wage</i>			
Treated	-0.014 (0.010)	-0.015 (0.009)	-0.025 (0.009)	-0.026 (0.009)
R-squared	0.923	0.926	0.923	0.926
Number of Observations	982,543	948,691	982,543	948,691
Number of Clusters	56	55	56	55
Individual FEs	✓	✓	✓	✓
Province-Year FEs	✓	✓	✓	✓
Additional Controls		✓		✓
	<i>Panel B: Effect on the Gender Wage Gap</i>			
Treated	-0.014 (0.010)	-0.017 (0.009)	-0.025 (0.009)	-0.026 (0.008)
Female × Treated	0.022 (0.007)	0.023 (0.007)	0.023 (0.007)	0.024 (0.007)
R-squared	0.924	0.927	0.925	0.927
Number of Observations	982,543	948,691	982,543	948,691
Number of Clusters	56	55	56	55
Individual FEs	✓	✓	✓	✓
Province-Year-Gender FEs	✓	✓	✓	✓
Additional Controls		✓		✓

Notes: Standard errors (in parentheses) are clustered by institution. See the notes in Table 2 for more information. ✓ denotes included in the regression.

Source: Statistics Canada, University and College Academic Staff System, 1970 to 2017.

Table A2: Known Examples of Institutional Studies into Gender Pay Equity and Women's Pay Adjustments

	Year(s) of Study	Date of Pay Adjustment	Size of Adjustment
Western Ontario University	2005, 2009	N/A	N/A
University of British Columbia	2010	February 28, 2013	2.0%
University of Victoria	2014	Unknown	Unknown
McMaster University	2015	July 1, 2015	\$3,515
Simon Fraser University	2015	September 3, 2016	1.7%
University of Waterloo	2016	September 1, 2016	\$2,905
Wilfrid Laurier University	2017	22 June, 2017	3.0%
Guelph University	2018	June 1, 2018	\$2,050
University of Toronto	2019	July 1, 2019	1.3%

Notes: At Simon Fraser University, a fund of \$4.0 million was established to provide some retroactive compensation. The adjustment at University of British Columbia was retroactive to July 1, 2010. At Western Ontario University, a 'below-the-line' rather than across-the-board or group award was implemented; the salary adjustments were administered by the university's salary anomaly committee. The stated adjustment at Wilfrid Laurier University was for associate professors, and for full professors it was 3.9%; those adjustments were retroactive to July 1, 2016.