

Essay on the earnings gap between the black and white workers in canada

[Literature](#), [Russian Literature](#)



Summary of the Peer Reviewed Paper

There has been a raging a debate on the differences that exist about the factors that have brought about the huge and undeniable difference in earnings between the black population and the white population of Canada. Despite the fact that Canada has national policies that guard all inhabitants against racial discrimination and impunity at the work place several studies still show that there is a pattern in the remuneration of the employees that is dependent on racial grounds. This paper considers the peer reviewed paper 'The Earnings Gap between the Black And White Workers in Canada: Evidence From the 2006 Census'. The paper analyzes the facts collected from the census of 2006 and tries to intimate the reasons for such demographic patterns that are evident within the Canadian population. The paper summarizes the data that is provided from the data by applying various statistical methods of analysis. The author says that the earnings of the blacks were marginal compared to those of their white counterparts, 'Recent research consistently finds that Black workers face one of the largest earning gaps amongst ethnic groups in Canada' (Gervan 2011: 325). The paper utilizes the following data analysis techniques to come up with its resolutions: the econometric model, the standard approach, Oaxaca-Blinder Decomposition Approach as well as the Brown, Moon and Zoloth Decomposition approach. The paper is concluded by a comparison of the results acquired from all these approaches.

Personal Reflection

The peer review paper gives a clear indication that of the ongoing at the work place between the employers and the employees. Such studies analyzed from government demographic results, can be used to generally initiate policies that serve to unite the country and destroy such divisive discrepancies at the work place. Gervan (2011: 341) suggests that ' the policy implications of this study pertain to the actions on the part of the government and corporations in general'. I am of the opinion that, due to the fact that the black population also contributes to a significant part of the Canadian population, then considerable measures need to be implemented in order to ensure that there is equality at the workforce. The encouragement of such studies that bring to the forefront such atrocities that are salient should also be encouraged as it brings to the fore the plight of the minority. Additionally such consideration will lead to precedence that enhance national cohesion as well as degenerate the racial differences that exist between the citizens. It is also in the same light that the consideration of the high standards of living should be considered and hence equity among all members of the workplace.

Gervan Fearon & Steven Wald, 2011. The Earnings Gap between the Black And White Workers in Canada: Evidence from the 2006 Census. Retrieved from: <http://cclsw2.vcc.ca:2058/pqdweb?index=7&did=2484272921&SrchMode=2&sid=7&Fmt=6&VInst=PROD&clientId=6965>.