

Secret
DRAFT



Women and Girls in Canada:

**Presentation to the
Social Trends, Policies and Institutions
Deputy Ministers' Policy Committee**

February 10, 2015



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Violence and Harassment

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Despite gains across every domain of women's lives in Canada, gender-based violence and harassment remain pervasive...

- While rates of male on male violence in Canada have diminished over time, rates of violence against women have not, and reporting has not increased.
- Under-reporting remains high and masks the true extent and nature of all forms of violence against women and girls
 - The justice system is not meeting the needs of women survivors of violence
- Harassment and violence against women also have economic impacts
 - In addition to significant health and policing dollars spent each year, they also result in lost productivity and diminished workplace effectiveness.
- Social media creates new threats and sources of violence (cyberbullying) but also constitutes a powerful tool to raise awareness and mobilize action to prevent violence.
- While the majority of perpetrators of violence against women and girls are men, the majority of men are not perpetrators of violence.
 - There is an opportunity to engage men and boys on speaking out against violence.

***...a new and transformative response to
make violence socially unacceptable may be needed.***

Marginalized women face additional challenges

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While the story of Canadian women is positive, key variables place some groups of women on a different trajectory...

Northern and Rural Women

- Women in the North are far more likely to experience violence and poverty
- Access to housing remains a significant challenge in the North and certain rural areas of Canada including the Atlantic and Northern Ontario/Quebec
- Women in rural areas are more likely to be elderly and to be living in poverty

Immigrant Women

- Have lower rates of labour force participation and employment than other women. In addition, they have higher rates of unemployment
- Muslim women are far more likely to be victims of a hate crime

Aboriginal Women

- Are far more likely to experience sexual and intimate partner violence, in addition to homicide rates far beyond the national average
- Experience higher rates of domestic violence, mental illness and poorer overall health
- Have much lower rates of graduation
- More likely to experience housing insecurity which is an important precursor to employment

...Gender sensitive data remains of critical importance to ensure that the needs of marginalized women are addressed in policy development.



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Canada's Standing Internationally

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According to the World Economic Forum Global Gender Gap Report (2014), Canada ranks 19th of 142 countries for gender equality...

- Canadian women have the highest tertiary education attainment rate (55%) among women or men from OECD countries, but men are more likely to be employed (84.7% vs. 78.5% for women).
- At 68 per cent, Canada's labour force participation rate for women aged 15 to 74 ranked fourth in the OECD and was 9 % higher than the OECD average (59%).

However, Canada is falling behind on key indicators:

- Canadian men are paid 20% more than their female colleagues, a full 2 percentage points above the OECD average of 18%. Only Korea, Japan and Germany rank higher than Canada on the gender pay gap.
- In 2014, Canada came in 52nd on the ranking of gender equality in Parliament, with 25 female legislators for every 75 males.
- Canada's investments in childcare payments and parental leave benefits are 17% less than the average of comparable industrialized economies.
- **Canada has no comprehensive national strategy to address violence against women, lagging behind several comparable countries, including the UK, Ireland, Australia and New Zealand.**



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International levers to advance gender equality

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Lever	Examples
Legislative Measures	<ul style="list-style-type: none">•Legislative quotas for women in senior management and board level (Norway, UK)•Legislative requirements regarding the representation of girls in the media (France)•Legislative quotas to bring women into the federal supply chain (US)•National pay equity legislation (US Lilly Ledbetter Fair Pay Act)
Tax Incentives	<ul style="list-style-type: none">•Tax cuts for small businesses (targeting women owned) (US)•Tax incentives for companies using women owned businesses as suppliers (US)
Grants and Loans	<ul style="list-style-type: none">•Targeted grants for women to increase participation in STEM similar to former Canada Study Grants for Women in Medicine (US National Science Foundation grants)•Targeted loan support for women in in-demand professions where they are underrepresented (US)•Suite of federal grants for single parents (housing, education, transportation, etc) (US)
Policies	<ul style="list-style-type: none">•“Daddy quota” reserves part of the parental leave period exclusively for the other parent: if they do not take allotted period of leave, the family loses it. (Norway, Sweden, Iceland)•Creating opportunities for women owned businesses in the federal supply chain (US)•Facilitation of work re-entry post maternity leave using existing paid leave provisions (Belgium)•Targeted employment programs for women (US Summer Employment Program)•Use of gender budgeting to promote equitable opportunities for women (Austria)•Federally sponsored training and supports for women owned business (US Small Business Administration)•Comprehensive, multisectoral federal action plans to address violence against women (US, Australia, UK)•National childcare strategy (Throughout the EU)
Social Marketing	<ul style="list-style-type: none">•Leveraging conventional and social media to promote a national discourse on forms of violence against women (United Kingdom, Australia, US are recent examples)•Promoting civic education and public leadership for women and girls (US)



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Annexes

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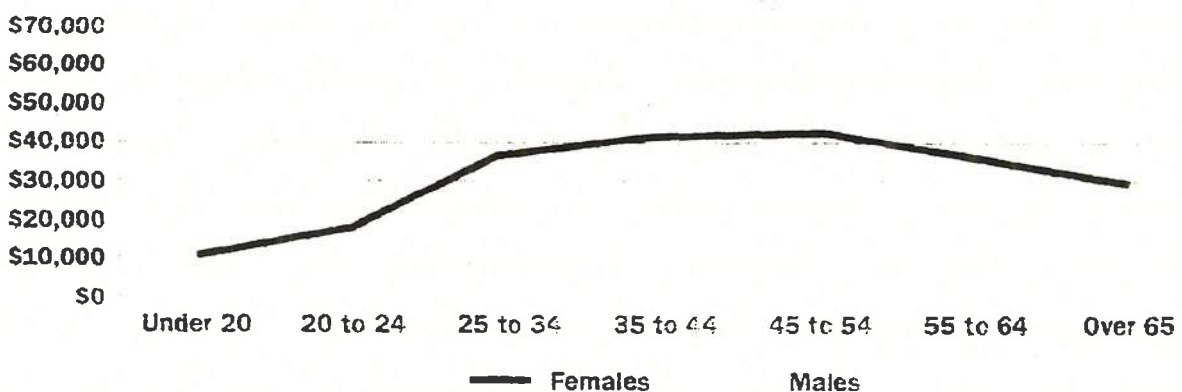
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Income Inequality

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When it comes to the salary gap between the sexes, women have hit a brick wall.

Women between the ages of 45 and 54 earn on average about \$23,600 less than men in that same cohort, which is virtually unchanged from where it was five years ago, although the gap is narrower than in 2000.



Source: MoneySense estimates for 2013 based on Statistics Canada 2011 data

Low Income Amongst Vulnerable Populations

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Number and incidence of Canadian women and men in low income; working-age, seniors and vulnerable populations; 2011

		Working-age (16-64)	Seniors (65+)	Persons with disabilities (16-64)	Unattached individuals aged 45-64	Lone parents (16-64)	Recent immigrants (16-64)	Aboriginals not on reserve (16-64)
Number	Women	1,103,000	165,600	449,200	280,700	175,400	114,500	87,200
	Men	1,103,500	83,500	428,800	285,400	70,000	93,200	80,800
Incidence	Women	9.6%	6.4%	17.5%	38.3%	16.4%	15.6%	15.4%
	Men	9.6%	3.8%	18.1%	32.0%	12.5%	16.0%	17.0%

Source: Statistics Canada, *Survey of Labour and Income Dynamics*.
Note: Low income based on after-tax low-income cut-offs (LICOs).

Low income across at-risk groups

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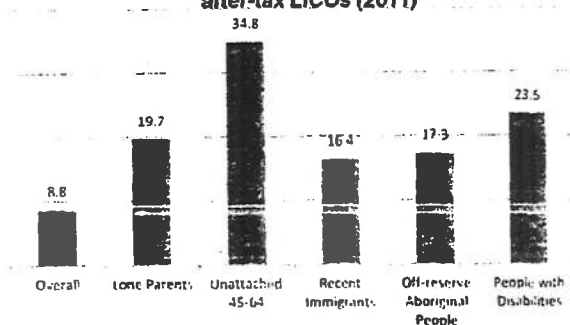
Five working-age groups experience higher rates of low income (representing 41% of families yet 69% of low-income families):

- Lone parents
- Unattached 45-64
- Recent immigrants
- Off-reserve Aboriginal people
- People with disabilities

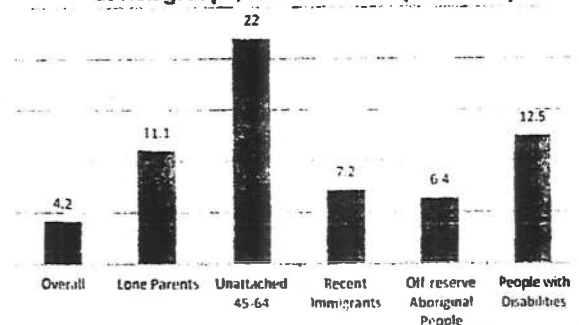
These groups are also more likely to experience persistent low income.

Children in a family with at least one member in an at-risk groups run a higher risk of experiencing low income. In families where at least one member was part of an at-risk group, 17% of children were in low income (compared to 8.5% for all Canadian children).

Low-income rates among at-risk Canadians, after-tax LICOs (2011)



Persistence¹ of low-income for working age individuals, by at-risk groups, after-tax LICOs (2005-2010)



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Source: Statistics Canada, Survey of Labour and Income Dynamics

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Outline of Presentation

Strong Women. Strong Canada.

- **Overview**
- **Context**
- **Canada's Commitment to Gender Equality**
- **Diagnostique**
 - **Education and skills training**
 - **Employment and Economic Prosperity**
 - **Leadership and Democratic Participation**
 - **Violence and Sexual Harassment**
- **International Comparisons**
- **Policy Implications**
- **Moving Forward**
- **Annexes**

Lone-parent families and low income

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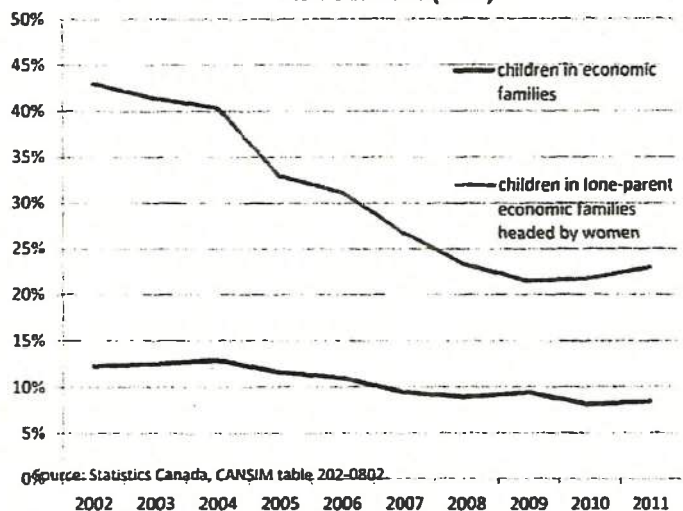
In 2011, there were 863,000 children living in lone-parent economic families headed by a female.

- This represents 82.3% of all children living within any type of lone-parent family.

The incidence of low income (LICO-AT) for children in lone-parent economic families headed by women has decreased substantially since 2002.

Between 2009 and 2011, there was a modest increase in LICO-AT incidence amongst these children, possibly reflecting some of the negative post-recessionary effects during this period.

Low-income rates among children living in lone parent economic families headed by women, after-tax LICOs (2011)



Unattached elderly females are more frequently in low income than unattached elderly males...

Elderly unattached females experience low income more prevalently than elderly unattached males.

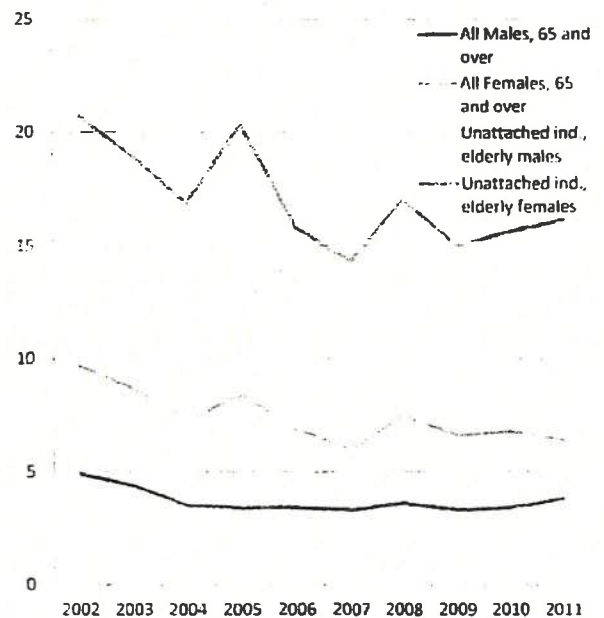
A similar gap exists when considering the overall elderly population.

Between 2009 and 2011, there was substantial increase in low income incidence for unattached elderly females (from 15% to 16.1%).

Between 2002 and 2011, the overall improvements for elderly unattached females were substantially less dramatic than those observed for lone parent economic families headed by a female.

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Low income rates, males and females, 65 and over



Wage Gap: Impacted by Labour Segmentation

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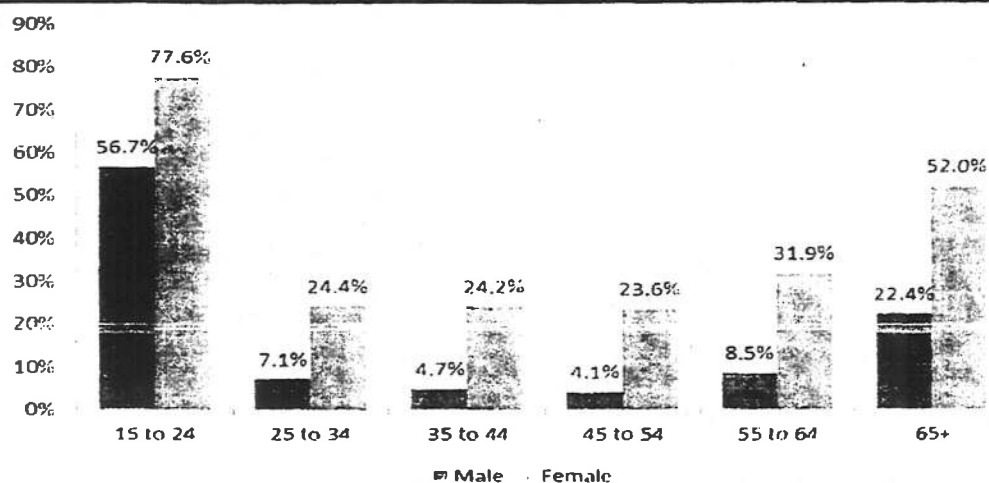
Gender gap in average hourly wages, by broad occupational groupings*, 2012

	Men in current dollars	Women	Ratio (W/M)
Health occupations	\$28.6	\$27.6	0.97
Arts, culture, recreation and sport	\$27.1	\$25.4	0.94
Natural and applied sciences and related occupations	\$34.5	\$30.7	0.89
Social science, education, government services and religion	\$33.2	\$29.6	0.89
Management occupations	\$39.6	\$34.5	0.87
Business, finance and administrative occupations	\$26.1	\$22.3	0.85
Trades, transport and equipment operators	\$24.8	\$19.5	0.79
Sales and services	\$21.1	\$15.9	0.75
Processing, manufacturing and utilities	\$22.1	\$16.2	0.73
Occupations unique to primary industries	\$24.8	\$16.4	0.66

Source: Statistics Canada, Labour Force Survey

* Workers aged 25-54

Women and Part-time Work



Females represent a large share of permanent part-time work. In 2013, the proportion of females in permanent part-time work was 70.8% (approximately 1.4 million). In comparison, the proportion of females in permanent full-time work was 45.6%.

In 2013, 21.4% of all female permanent workers were part-time workers, compared to 8.6% of all male permanent workers.

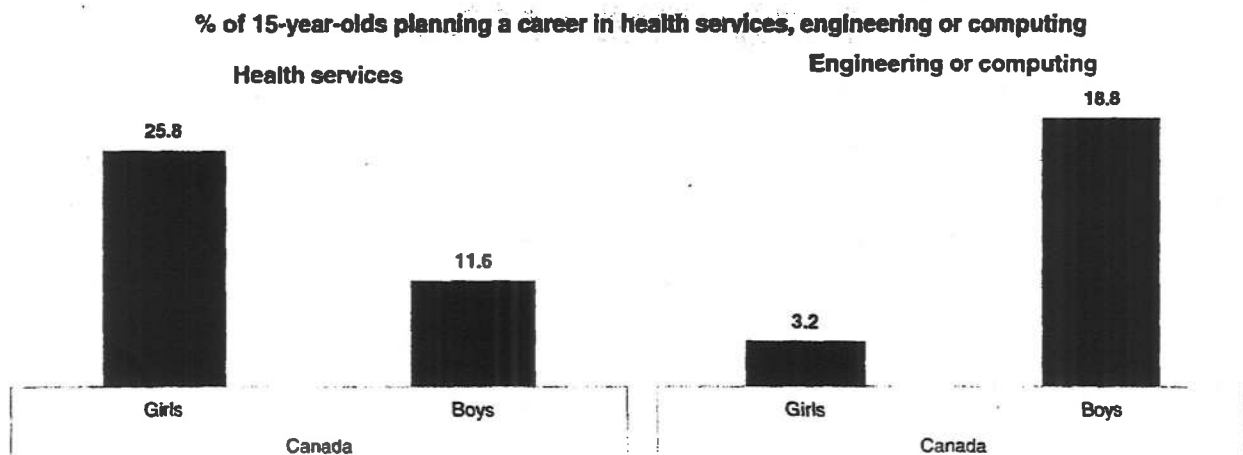
Source: Statistics Canada, Labour Force Survey, 2013.

Women in the Trades

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Health, engineering and computing are the fields that tend to be most affected by skills pressures. These professions also have high rates of gender polarization.

Evidence suggests that career aspirations and expectations associated with future careers are formed at a relatively young age and differ dramatically by gender.



Sources: OECD Education at a Glance, 2012

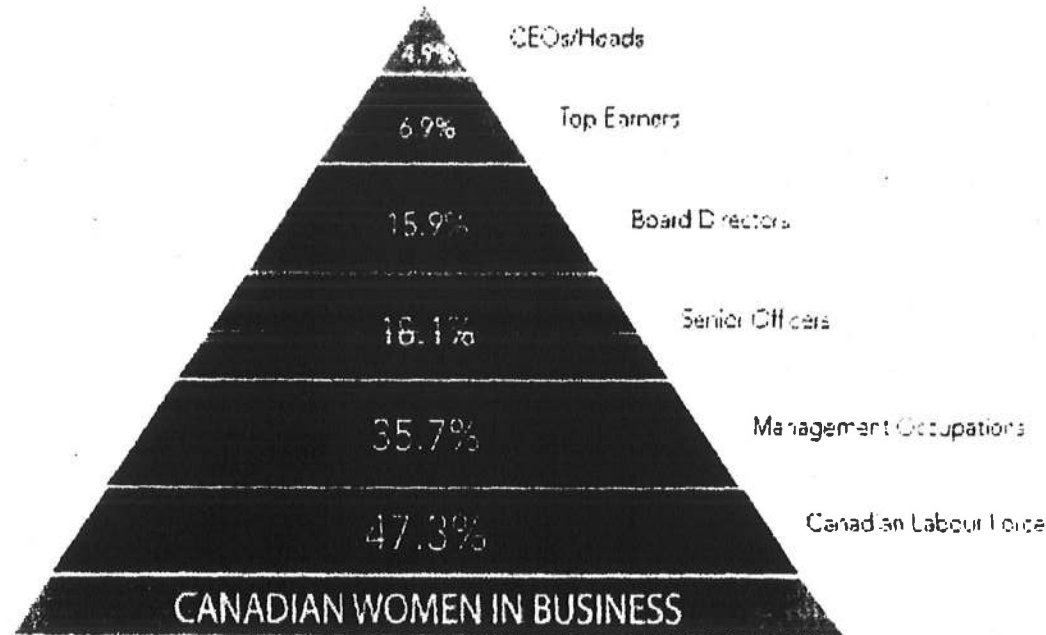
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Women in Executive Roles



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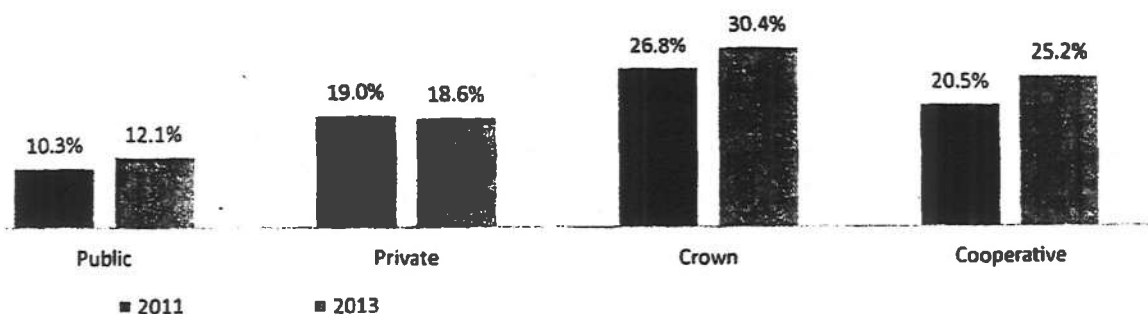


Catalyst: Women CEOs and Heads of the Financial Post 500 (January 2, 2015) and additional Catalyst research and analysis
by Mulligan-Ferry, Mark J. Bartkowiak, Rachel Soares, Ananta Singh, and Imogene Winkelman, 2013 Catalyst Census: Financial Post 500 Women Board Directors (2014)
by Mulligan-Ferry, Andrew Malordy, and Ashley Peter, 2012 Catalyst Census: Financial Post 500 Women Senior Officers and Top Earners (2013)
Statistics Canada, Table 282-0010: Labour Force Survey Estimates (LFS), by National Occupational Classification for Statistics (NOC-S) and Sex Annual (Characteristics: Employment) (January 2014)
Statistics Canada, Table 282-0002: Labour Force Survey Estimates (LFS), by Sex and Detailed Age Group Annual Employment: 15 years and over (Characteristics: Labour Force) (January 2014)

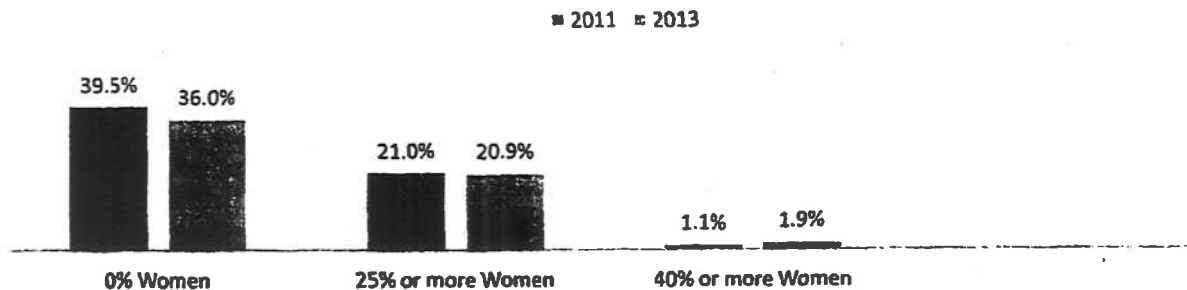
Women in Board Governance

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Women Directors by FP500 Company Type



FP500 Companies by Percentage of Board Seats Held by Women



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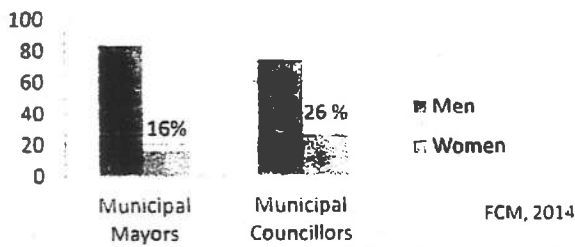
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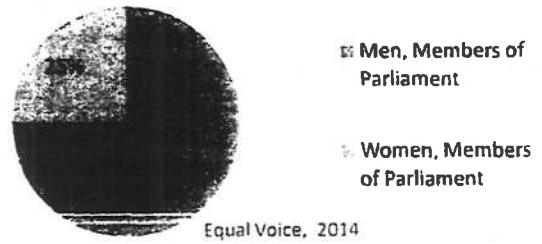
Women's Political Participation

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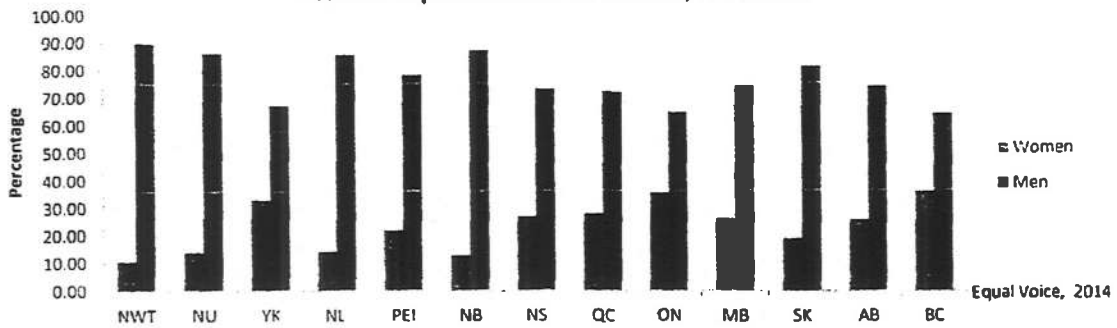
Political Representation of Women, Municipal



Political Representation of Women, Federal



Political Representation of Women, Provincial



The United Nations defines 30% as the minimum level of women's representation required, in order for their voices to be heard.

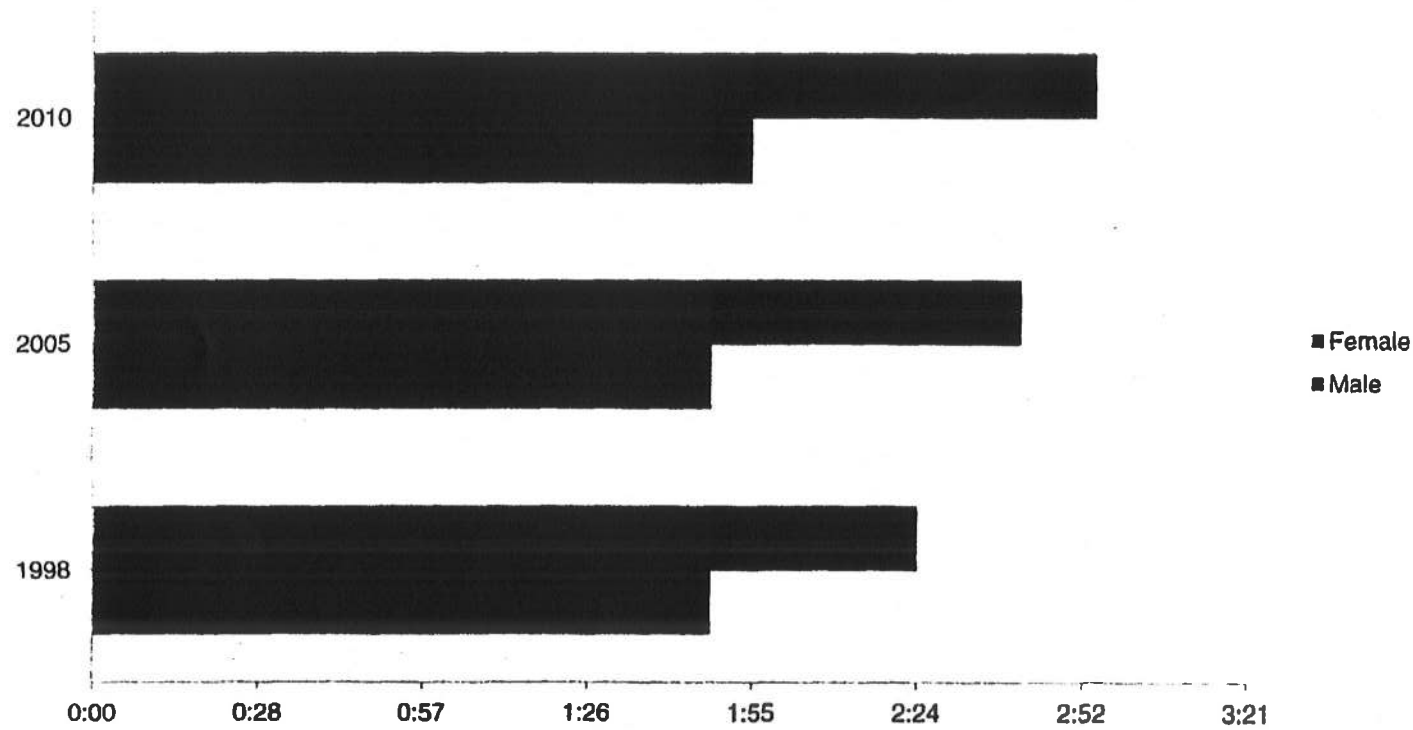
Women and Childcare

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Average time spent per day on child care, population aged 15 and over

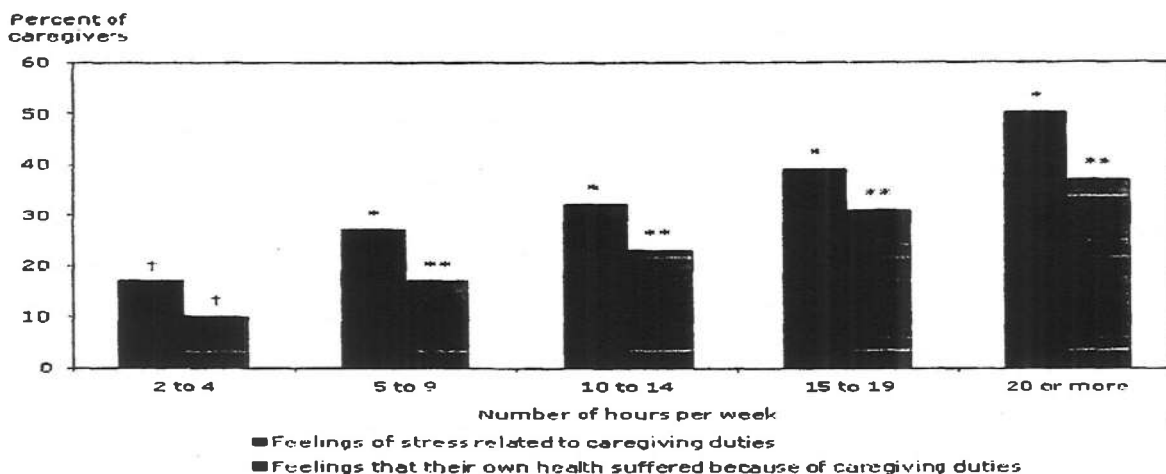


Source: Statistics Canada, *General Social Survey on Time Use*.

Health Implications of Providing Care

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Chart 7
The more hours of care they provide, the higher levels of stress and worse health caregivers report



† reference category

* significantly different from reference category - feelings of stress for 2-4 hours of caregiving per week ($p < 0.05$)

** significantly different from reference category - feelings health suffered for 2-4 hours of caregiving per week ($p < 0.05$)

Note: Questions on the impact of caregiving responsibilities were only asked of those caregivers providing care for 2 or more hours per week.

Source: Statistics Canada, General Social Survey, 2012.

Overview

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Women are fulfilling an integral role in the country's success...

- **Women are excelling in education, with three quarters of working-age women holding a post-secondary credential**
 - Gains in educational achievement for women have strengthened their labour force participation and earning potential, yet women remain under-represented in certain sectors and professions.
- **More women than ever before are engaged in Canada's workforce (48% of the workforce), contributing an estimated \$130 Billion to the national GDP over the last 25 years**
 - Women's participation in the labour force is at an all-time high, while still maintaining a primary role in caregiving for children, the sick and elderly.
- **Increasing gains in leadership roles in corporate Canada can translate into significant economic gains. Of Canada's FP500 companies, those with the highest representation of women demonstrated a 26% higher return on investments**
 - Women are demonstrating growing interest in politics and leadership, yet the interest is not translating into their representation in positions of influence, and is not expected to shift in the foreseeable future.
- **Women and girls are disproportionately victims of domestic and sexual violence and there is growing recognition of significant social and economic costs, including in the workplace.**
 - Despite all of the gains for women in education, employment and leadership, rates of violence and harassment have not shifted significantly for the better in decades.

...however, persistent challenges remain.



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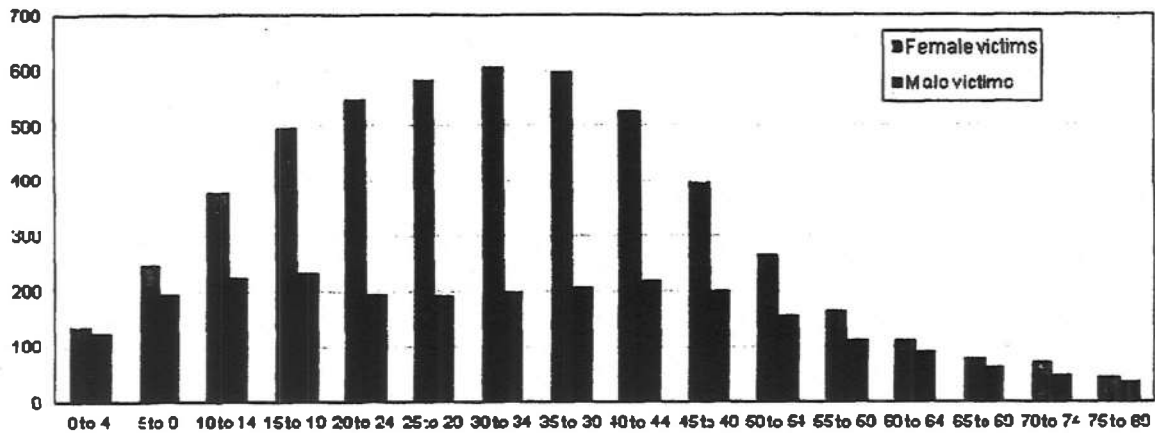
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Women and Family Violence

Chart 1.3
Rate of police-reported family violence by age and sex of victim. Canada, 2013

rate per 100,000
population



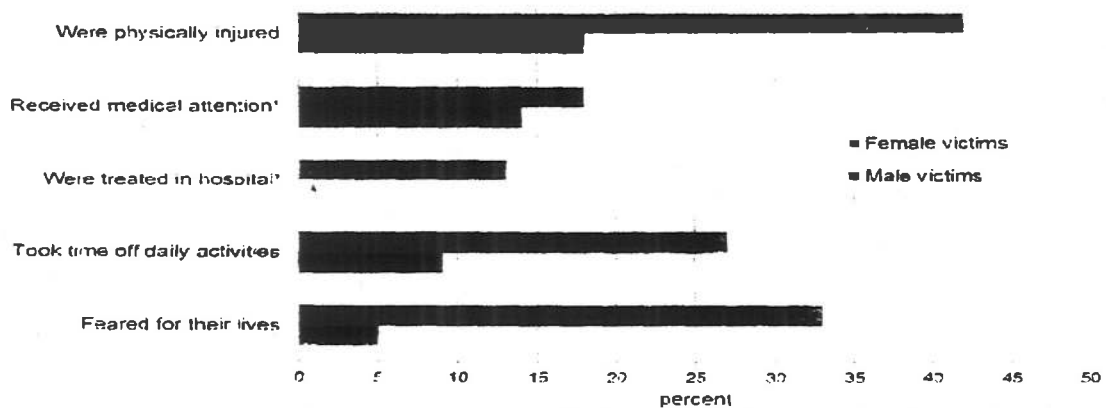
The age-related risk of family violence is not the same for men and women. While police-reported rates of family violence were highest for women aged 30 to 34 (603.1 per 100,000), men's rates were highest among those between the ages of 15 and 19 (233.4 per 100,000).

The majority of police-reported family violence victims are female. In 2013, there were 59,725 female victims of family violence, representing 68% of all police-reported family violence victims. In comparison, females represented 46% of victims for violent crimes that were not family-related.

Impacts of Family Violence

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Impact of spousal violence for victims, by sex of victim, Canada, 2009



Female victims of spousal violence are twice as likely as male victims to be physically injured, three times as likely to experience disruptions to their daily lives, such as missed days of work, and almost seven times as likely to fear for their life.

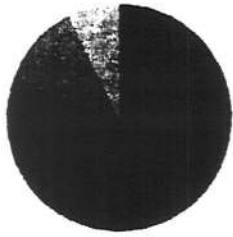
Documented physical and mental health impacts include lasting injuries, increased risk of cancer and heart disease, depression, post-traumatic stress disorder and suicide.

* Too unreliable to be published. 1. Includes only those who were physically injured.
Source: Statistics Canada, *General Social Survey 2009*. Excludes data from the Northwest Territories, Yukon and Nunavut.

The Cost of Domestic Violence

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Economic Costs of Spousal Violence in Canada (Justice, 2012)



- Costs to Victims
- Third Party Costs
- Justice System Costs

The economic costs of spousal violence in Canada are estimated to be \$7.4B annually. Women make up the majority of victims.

Costs to victims

\$6.0 billion in costs associated with victims seeking medical attention, lost wages, damaged or destroyed property and the “intangibles” of pain and suffering and loss of life.

Costs to third parties

Over \$890 million in third party costs, including social service operating costs, losses to employers, the negative impact on children exposed to spousal violence, and other government expenditures.

Costs to the justice system.

About \$545 million in costs borne by the criminal justice system (i.e., police, court, prosecution, legal aid and correctional services) and civil justice system (i.e., civil protection orders, divorces and separations and child protection systems).

Source: Zhang, Ting, Josh Hoddenbagh, Susan McDonald, and Katie Scrim. 2012. *An Estimation of the Economic Impact of Spousal Violence in Canada*.

The call to action has been issued on many fronts

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...equality is not just a moral imperative, it is also a key to economic growth. How can an economy achieve full potential if it ignores, sidelines, or fails to invest in half its population?"
Robert Zoellick, Former President, World Bank, 2012



...misogyny and sexualized violence. We must ensure an inclusive community that offers a healthy and safe learning and working environment for all."
Dr. Richard Florizone, President, Dalhousie University, 2014



...tied to the opportunities available for women... There is work to be done by both governments and individuals."
Hillary Clinton, Former U.S. Secretary of State, 2014



...for women. Across the industry, and other sectors, we continue to see more strong, influential, female role models forge new and unexpected pathways for our leaders of tomorrow."
Lorraine Mitchelmore, President, Shell Canada, 2014



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Canada's Commitment to Gender Equality

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Canada's commitment to gender equality is longstanding and firmly entrenched

International Commitments

- **United Nations Convention on the Elimination of All Forms of Discrimination against Women**
 - Signatories to take measures to reduce discrimination in political, economic and social life
- **Beijing Platform for Action (Fourth World Conference on Women, 1995)**
 - Progress reviewed at the United Nations Commission on Status of Women every five years

Legislative Protections

- **The Canadian Charter of Rights and Freedoms**
- **Canadian Human Rights Act (CHRA)**
- **Provincial and territorial human rights legislation**
- **Canada Labour Code and provincial/territorial labour protections (employment equity)**

Policies and Guidelines

- **Federal Plan for Gender Equality (1995)**
 - Articulates a systematic approach to gender equality and has as its first objective, the implementation of gender based analysis throughout the federal government
- **P/T Gender Equality frameworks and policies**
- **Individual Federal Departments and agencies hold the levers for gender equality**
 - **Status of Women Canada works to support the federal family to uphold these commitments**



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Context: The Canadian Picture

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Medium term economic prospects are uncertain, and key socio-demographic shifts will continue to challenge policy makers.

- A shift in the nature of work, particularly self employment and part-time work, will have long term economic implications for Canada;
- Changes in the available workforce and worker demographics will continue to transform the Canadian workplace;
- “Double bind” of maintaining paid work while providing care (child or elder) duties will increase;
- Aging population will increase pressures on social benefits and pension programs;
- Growing diversity will increase the need for innovative policy and program responses;
- Significant regional variation will challenge one size-fits all programs and policies; and
- Disruptive technologies will continue to change the way Canadians work and live, and how government engages with Canadians.

Addressing issues facing women and girls will help to position Canada to respond to these shifts.

Education and Skills Training

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Women have expanded their skills and competencies to achieve employment and financial gains...

- **75% of working age women hold a post-secondary degree, as compared to 65% of men**
- **Women are the majority of students in most master's programs, however, representation is significantly lower in some STEM fields, including mathematics/computer science at 36% and architecture and engineering at 30%.**
- **Women educated in STEM are more likely to go on to careers in other disciplines**
- **Women are over-represented in humanities, arts and services sectors where attachment to the labour force can be more tenuous and lower paid**
- **Women face barriers to enter in-demand (and male dominated) professions, including:**
 - **Lack of information and training geared to women;**
 - **At the apprentice stage, difficulty finding an employer sponsor; and**
 - **Women experience challenges in completing training in male-dominated professions.**

...however, despite their efforts, women are not attaining benefits commensurate to their credentials.



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Employment and Economic Prosperity

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Women have reached near parity to men in labour market participation...

- **Aggregate analysis of the gender wage gap masks the still pronounced differences within some in-demand sectors, including many trades**
- **Roughly 70% part-time workers are women. While offering flexibility for work-life balance, these jobs tend to come with no benefits or security**
- **Women's employment remains concentrated in traditional sectors (services, social, retail), with relatively limited opportunities for advancement or increased income over time**
- **With more women choosing entrepreneurship and self-employment, the long term implications of women's decreased attachment to the private sector is unknown.**
- **Women leave some sectors, including many skilled trades, as quickly as they enter. Work-life balance, career stagnation, work culture and harassment are cited as reasons**
- **While men represent a growing segment of those providing child or elder care, women are still performing the bulk of care, often while balancing work**

... however, systemic barriers facing women will have longer term implications for their prosperity if not addressed.

Leadership and Democratic Participation

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Women are ready to take their place around the board table, within executive ranks and in the political sphere...

- While board gender diversity improves organizations' overall resilience, innovation and effectiveness, women represent just 16% of FP500 board members, and 40% of FP500 companies have no women on their boards
- In sectors of the economy that have increased gender diversity, women are less likely to be seen in senior, "bottom line" positions at the executive level and on boards
- Myths on the availability and suitability of women for these roles remain pervasive, indicating that recruitment practices need to change
- At the executive level, some women are opting out of advancement opportunities due to workplace culture and expectations
- Representation in politics remains low. Within federal politics, 25% of MPs are women. Only 23% of MLAs are women. Statistically, women tend to remain on the back benches

... however, until workplace culture and societal attitudes change, progress will be slow.