

## IAP 2021

### Economy: **Canada**

Ratio of women's representation in leadership\* in both the public and private sectors (\* based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN; see <https://careers.un.org/lbw/home.aspx?viewtype=SC>)

Gender equality and diversity in leadership at all levels of decision-making are essential to a fair and democratic society. The Government of Canada has taken steps to encourage diversity in economic, political and judicial spheres:

- Since late 2015, the representation of women serving as Governor in Council (GIC) appointees has increased from 34 per cent to 51 per cent (2021).
- Women account for 30 per cent of federal Members of Parliament in 2021; 49 per cent of federal Cabinet Ministers; and 49 per cent of federal Senators (2020).
- Women occupy 18 per cent of mayoral positions and 28 per cent of councilors' seats. In addition, 21 per cent of Chiefs of First Nations Band Councils are women.
- In 2019, in the federal public service, 49 per cent of executives are women (up from 28 per cent in 2000).
- Of the 60 appointments to the federal judicial system, 39 were women accounting for 65 per cent of new appointments and elevations (2019-20).
- 44 per cent of Supreme Court of Canada judges are female (2019).

#### **Women Representation on Corporate Boards:**

In March 2021, Statistics Canada released updated data on the gender composition of corporate boards. The data estimates the share of women on corporate boards for private and public corporations. Based on

2018 data collected through the *Corporations Returns Act*, below are some highlights on women in leadership and strategic decision-making roles in corporations conducting business in Canada:

- In 2018, women accounted for 18.3 per cent of directors. Government business entities had the highest share (36.3 per cent) of women on corporate boards followed by publicly traded corporations (23.1 per cent). Private enterprises had the lowest share of women on boards (18 per cent).
- Almost two-thirds of corporate boards were composed entirely of male directors in 2017 and 2018. Just over 1 in 10 boards of directors had more than one woman, and over 1 in 4 boards had one woman director among its members.
- Women were more likely to be represented on corporate boards in service industries such as finance, management of companies and enterprises, etc. For example, women were most prevalent on corporate boards in the finance sector (22.8 per cent), followed by utilities (26.5 per cent) and management of companies and enterprises (20.2 per cent). Conversely, the lowest shares were in the construction sector (13.6 per cent) and manufacturing (12.8 per cent).

Among public companies listed on the Toronto Stock Exchange and disclosing the number of women who are directors on their boards:

- In 2019, women held 21.5 per cent of all board

seats while for S&P/TSX 60 index companies, this percentage increases to 28.3 per cent.

- 64.7 per cent of companies disclosed that they have a written board diversity policy, a significant shift from 2016 when only 34 per cent did.
- The percentage of companies without any women on the board declined to 18.5 per cent in 2019 from 46.3 per cent in 2016.
- At 3.3 per cent of companies, a woman serves as board chair; and 4.2 per cent of companies have a female CEO.

**Women in Business and Trade:** (The latest available data is from 2017)

- In 2017, about 15.8 per cent of all SMEs were female-owned. Proportion of women-owned businesses among exporting SMEs was also roughly the same (14.8 per cent).

**Women Underrepresented in High-income Groups and Senior Leadership:**

- In 2020, women represented 36 per cent of management occupations and 29% of senior managers.
- Women represented nearly one-quarter (24.3%) of the 283,015 Canadian tax filers in the top 1% in 2018, up 0.1 percentage points from 2017.
- Women in the top 1% in 2018 continued to have lower average total income (\$429,500) than their male counterparts (\$518,600), a gap of 17.2%. Gender gaps in median and average incomes were wider for workers in the top 1 per

cent employed in management compared to other major occupational groups.

The following trends continue to prevail, and the observations are consistent with the 2020 report:

- Visible minorities and Indigenous people continue to be substantially underrepresented in top income groups, relative to their representation in the working population.
- Major occupational gender gaps continue to be observed among high-income groups, as women were more likely than their male counterparts to work in health, while less likely to work in management.
- Representation in senior management decreases alongside income levels, as women accounted for about 1 in 7 senior managers in the top 1 per cent.
- Working women in the top 1 per cent continue to be less likely than their male counterparts to have children and when they did, they had fewer children.