### Template for the IAP (2017)

**Economy: Canada**

<table>
<thead>
<tr>
<th>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 <a href="https://careers.un.org/lbw/home.aspx?viewtype=SC">https://careers.un.org/lbw/home.aspx?viewtype=SC</a>)</th>
<th>The following are the details of the fields and figures for the ratio of women representation in leadership in Canada.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Voluntary goals of women’s representation in leadership in public and private sectors toward by the end of 2020 (%; total target of increasing the share of women in leadership positions which are based on each economy’s indicators and definitions, or equivalent to P-5 and above of the UN)</td>
<td>Aspire to 30% over five years (2014 - 2019) national goal to achieve gender balance, with the longer term goal being gender balance on boards.</td>
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<tr>
<td>Include a brief plan of action of how your economy plans to achieve your voluntary goals.</td>
<td>The Government of Canada plans to build on the positive efforts it has achieved to date.</td>
</tr>
</tbody>
</table>

- Number of women (15) in Canada’s federal cabinet: 50% (2017)
- Governor-in-Council appointed positions: 34% (2015)
- Municipal councillors: 28% (2015)
- Mayors: 18% (2015)
- Supreme Court of Canada judges: 44.4% (2017)
- Senior Officer positions at Financial Post 500 companies: 21.6% (2016)
- Executive group of federal public service: 46.4% (2015)
selection process for Governor-in-Council appointments, to achieve gender parity and reflect Canada’s diversity.

In addition, efforts are underway to advance the leadership of women and girls through policy and program efforts, including:

- Increasing skills development and entrepreneurship opportunities for women and girls, particularly in the fields of science and technology, through the Inclusive Innovation Agenda;
- Investing in a pan-Canadian network of women leaders and equality-seeking organizations to promote collaborative action to advance gender equality in Canada;
- Supporting democratic leadership projects to secure the participation of women in democratic processes, including actions specifically designed to address the needs of Indigenous women and their communities;
- Amending Canada’s federal corporate governance framework laws to increase women’s representation on corporate boards & in senior management.

✓ The voluntary goals will be reviewed by each economy in the process of developing Interim report.