

## Template for the IAP (2018)

### Economy: Canada

<p>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>)</p>	<p>Canada's federal cabinet consists of 15 women (50%) making it Canada's first gender balanced cabinet;</p> <ul style="list-style-type: none"> <li>• Women comprise of 43% of the Senate and 26.3% of the House of Commons (2017);</li> <li>• Since late 2015, the representation of women serving as Governor in Council appointees has increased by 10% and is now at 44% (2018);</li> <li>• Board seats on the TSX60 are held by women: 24.9% (2017);</li> <li>• Senior Officer positions at Financial Post 500 companies: 22.6% (2017);</li> <li>• Female owned SME: 16% (2018);</li> <li>• Supreme Court of Canada judges: 39% (2018);</li> <li>• Budget 2018 states that women account for 18%* of mayors and 28%* of city councillors across Canada.</li> </ul>
<p>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)</p>	<ul style="list-style-type: none"> <li>• On June 2014, Government of Canada published the report <i>Good for Business: A Plan to Promote the Participation of More Women in Canadian Boards</i>. In this report the Government committed, over five years (2014-2019) to women making up 30% of public appointments with the longer term goal of gender balance on boards.</li> <li>• The Government of Canada made a commitment in Budget 2018 to increase women-owned small and medium-sized businesses participation in the federal procurement by 50% (to at least 15%).</li> </ul>

\* excluding territories

	<ul style="list-style-type: none"><li>• Budget 2018 Canada made a commitment to deliver gender parity in sport by 2035.</li></ul>
Include a brief plan of action of how your economy plans to achieve your voluntary goals.	<p>The Government of Canada is committed in advancing gender equality; this is reflected in <a href="#">Budget 2018</a> through a number of initiatives and investments, including:</p> <p><b>1. Gender Results Framework</b></p> <ul style="list-style-type: none"><li>• Budget 2018 announced the creation of a Gender Results Framework to help guide the development and implementation of initiatives across the Government of Canada to advance gender equality. The framework includes six gender equality goals, including leadership and democratic participation.</li><li>• The Government of Canada has also named the advancement of gender equality and women’s empowerment as one of the themes of Canada’s 2018 G7 Presidency.</li></ul> <p><b>2. Gender Based Analysis (GBA+):</b></p> <ul style="list-style-type: none"><li>• Budget 2018 renewed the Government of Canada’s commitment to GBA+ and is working to strengthen implementation across all federal departments and in key processes, including the development of the Federal Budget.</li></ul>

The Government of Canada will continue to use a number of measures to advance women as leaders, including:

**1. Women in Governor in Council (GiC) appointments**

- The Government of Canada will continue to select candidates for Governor in Council (GiC) positions based on an open, transparent and merit based approach.
- Since late 2015, the representation of women serving as GiC appointees has increased by 10% and is now at 44%.

**2. Women in Sport**

- To support women leaders in sport, the Government of Canada is increasing funding to support data and research innovative practices to promote female participation in sport locally and across Canada.

**3. Women in Politics**

- The Budget 2018 will work with the gender balanced cabinet and Parliamentarians to support and promote more women leadership for Members of Parliament with young children, including:
  - Ensuring that the House of Commons is flexible, compassionate and reasonable in making accommodations for Members with needs that are related to their parliamentary functions;
  - Improving work-life balance;
  - Providing access to child care and;
  - Designated spaces for the use of Members with infants and children.

#### **4. Women on Boards**

- The Government of Canada introduced Bill C-25. This Bill will amend the *Canada Business Corporation Act* to require publically traded companies to disclose diversity information to their shareholders.
  - For example, companies on the Toronto Stock Exchange (TSX).
- Budget 2018 proposes to invest \$1M to further recognize business leaders by:
  - Publically recognizing corporations that are committed to promoting women, including minority women, to senior management positions and boards of directors and;
  - The creation of an annual award, in partnership with the private sector, for corporations showing leadership in this area.

#### **5. Women Entrepreneurs**

- In 2017, to increase women's economic participation and the number of women business leaders, Prime Minister Trudeau and President Trump created the Canada-United States Council for Advancement of Women Entrepreneurs and Business Leaders, which is developing recommendations for public and private sectors to increase women's economic participation and the number of women business leaders.
- Budget 2018 announced support for women in business through the creation of a Women Entrepreneurship Strategy.
- New investments in Budget 2018 include: funding to support women-led business to

scale and grow, as well as support regional innovation ecosystems; investments in capital for women-led businesses; supports for women entrepreneurs looking to expand into international markets; and, research and data activities.

## **6. Women in Academia**

- Budget 2018 is investing in Granting Councils to increase diversity in science. This includes improved support for women, underrepresented groups and early-career research.
- Budget 2018 also increased funding to Canada Research Chair Program with the purpose of increasing diversity among nominated researchers, including, increasing the number of women who are nominated for Canada Research Chairs.

## **7. Women in Workforce**

The Government of Canada has introduced a number of initiatives to show continued commitment to support women in the labour force, gender equality and valuing the roles and responsibilities of paid and unpaid work.

- Budget 2018 committed \$1.5M over two years to host a major symposium on women and the workplace. This symposium will bring together leaders in the private and public sectors to discuss issues faced by women in the workplace, and discuss best practices.
- To ensure women are paid the same as their male counterparts for the same work, the

Government of Canada is committed to move forward on a proactive pay equity legislation and new pay transparency requirements in the federally regulated sector.

- Budget 2018 introduced new Employment Insurance (EI) Parental Sharing Benefit which provides additional weeks of “use it or lose it” EI parental benefits, when both parents agree to parental leave.
- The Sharing Benefit is one of a number of initiatives introduced by the Government of Canada to support economic empowerment.

Other initiatives include:

- Supporting the balance of work and family through the National Early Learning and Child Care Framework,
- Increasing the Canada Child Benefit, and;
- Amending the *Canada Labour Code* to ensure flexible work arrangements.