

## Template for the IAP (2017)

### 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>The following are the details of the fields and figures for the ratio of women representation in leadership in Canada.</p> <ul style="list-style-type: none"> <li>- Number of women (15) in Canada's federal cabinet: 50% (2017)</li> <li>- Governor-in-Council appointed positions: 34% (2015)</li> <li>- Municipal councillors: 28% (2015)</li> <li>- Mayors: 18% (2015)</li> <li>- Supreme Court of Canada judges: 44.4% (2017)</li> <li>- Senior Officer positions at Financial Post 500 companies: 21.6% (2016)</li> <li>- Executive group of federal public service: 46.4% (2015)</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>	<p>Aspire to achieving 30% gender representation over five years (2014-2019), with the longer term goal of achieving gender balance on boards</p>
<p>Include a brief plan of action of how your economy plans to achieve your voluntary goals.</p>	<p>The Government of Canada plans to build on the positive efforts it has achieved to date.</p> <p>In addition to announcing the first gender-balanced Cabinet, the Government of Canada also announced changes to the selection</p>

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.*