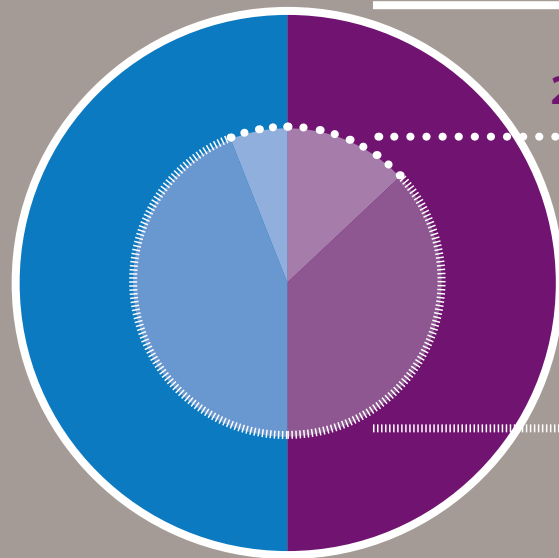


women in Nova Scotia

Employment

Key  ● female ● male

Labour force

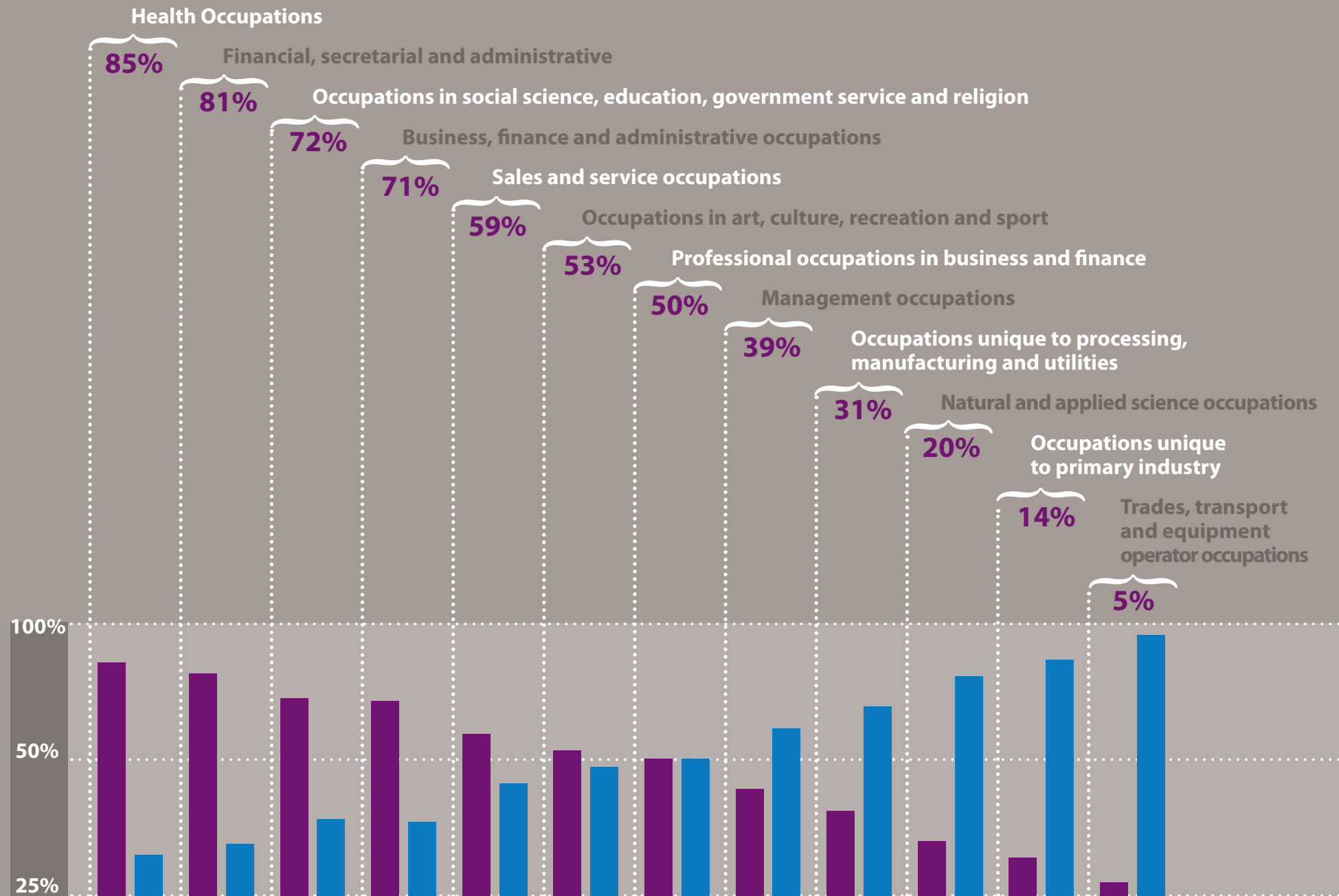


The rate of employment for women in the province has **increased by 20** percentage points since 1976, narrowing the gap between men's and women's employment rates.

BUT on average women make \$15,000 less a year.

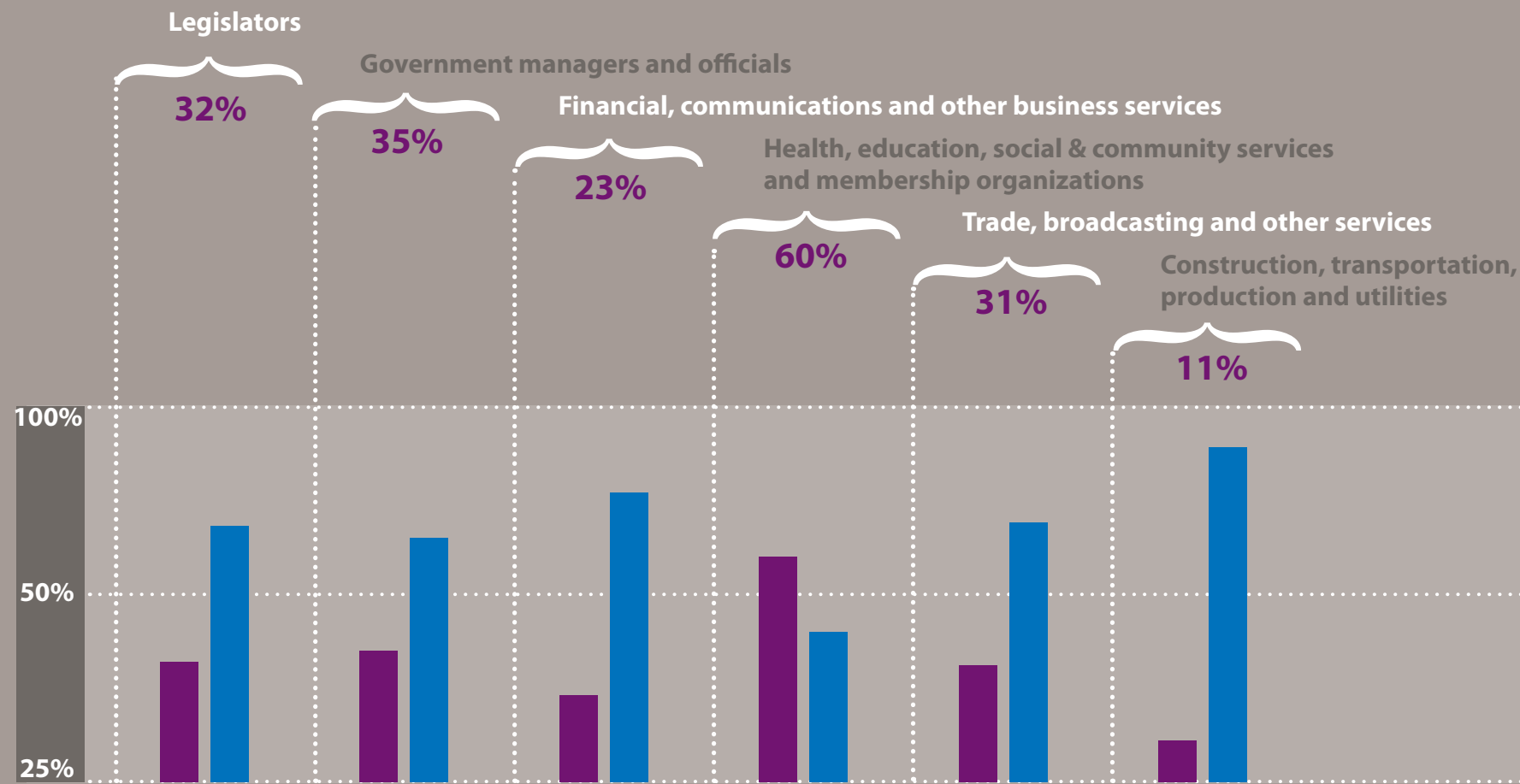
Employment rates by occupation*

* National Occupational Classification (NOC) for Statistics



Senior management

● female ● male

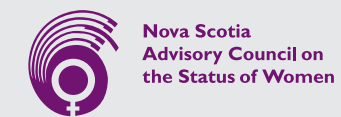


Women, on average, fill only **32%** of senior management positions in Nova Scotia.

Apprenticeship and trades

Apprenticeship and trade qualifiers are individuals who have sufficient practical work experience to meet the established criteria to attempt the certification journey level (provincial or interprovincial) examination.

Since 2000, on average only **2%** of the registered apprenticeship and trade qualifiers in Nova Scotia are women.



Statistics current as of November, 2013.

SOURCES

Labour force: Statistics Canada Labour Force Statistics, 2013

Employment rates: Table 282-0010 Labour force survey estimates (LFS), by National Occupational Classification for Statistics (NOC-S) and sex, annual.

High-level positions: Statistics Canada, NHS, 99-012-X2011033 NHS

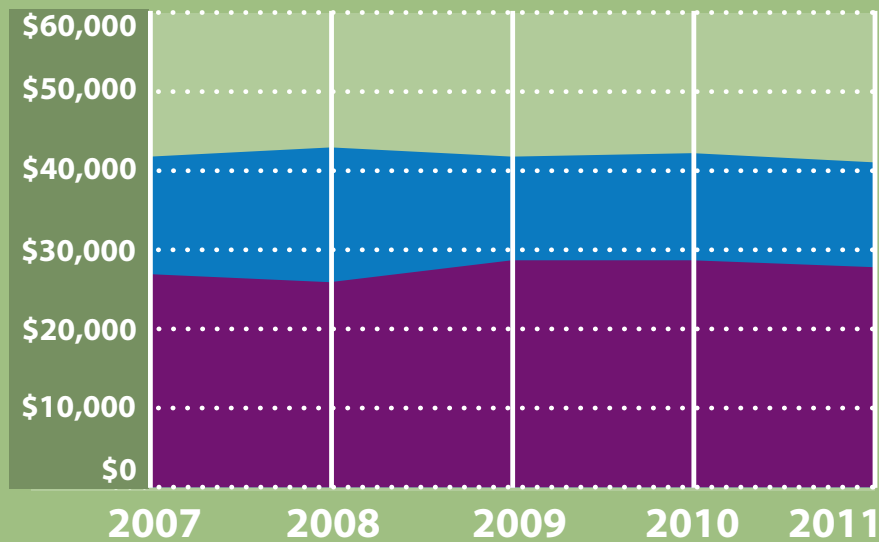
Apprenticeship and trades: Statistics Canada, Table477-0055 - Registered apprenticeship training, certificates, by age groups, sex, major trade groups, apprentice or trade qualifier indicator and red seal or non-red seal indicator, annual (number), CANSIM (database).

women in Nova Scotia

Earnings

Key  ● female ● male

Average earnings



On average between 2007 and 2011, women earned **\$14,260.00 less** than men a year.

male **\$1 = 70¢** female

Does this math work?

Full-time income by industry

Women employed in fields where they have been historically underrepresented often receive an income significantly lower than that of their male counterparts.

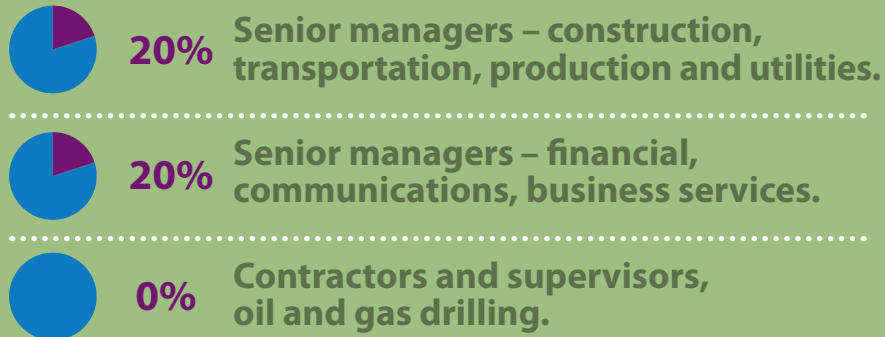


High pay / low pay employment rate

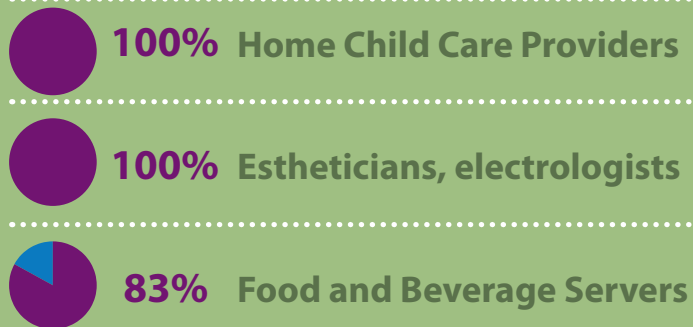
While the employment rate between men and women has narrowed, significant gaps remain.



High Paying Positions



Lowest Paying Positions

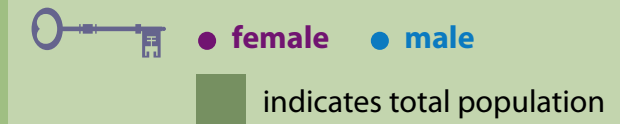


Women in Nova Scotia represent **100%** of those employed in **6** of the **10 lowest paying occupations** in Nova Scotia.

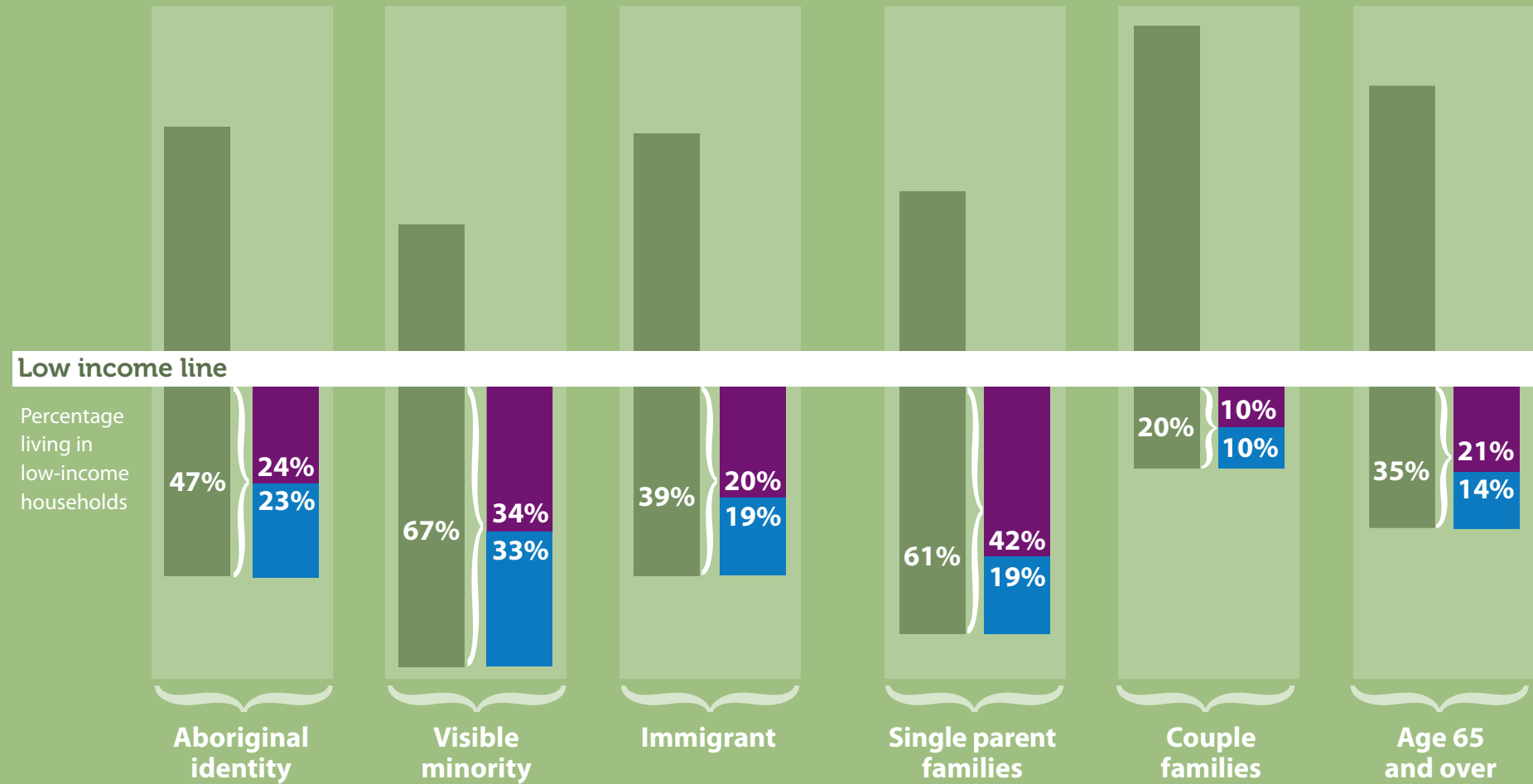
Why are the lowest paying jobs the ones that employ women?

Low income

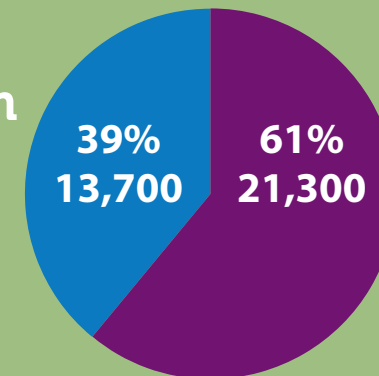
Population in low income



Poverty is linked to various forms of inequality and inequity associated with, but not limited to, race, gender, age, sexual orientation, (dis)ability and geographical location—in that they are all contributing factors.



61% of employees that earn minimum wage or less are women.



SOURCES (Statistics current as of November, 2013.)

Average earnings: Statistics Canada, Table 202-0407 - Income of individuals, by sex, age group and income source, 2011 constant dollars, annual

Full-time income by industry: Statistics Canada, 2011 National Household Survey. Catalogue Number 99-014-X2011044.

High pay / low pay: Statistics Canada, 2011 National Household Survey, Statistics Canada Catalogue no. 99-014-X2011042

Poverty definition: Framework for a Poverty Reduction Strategy in Nova Scotia (Nova Scotia Poverty Reduction Strategy Coalition, 2007) www.phans.ca/cmsAdmin/uploads/Poverty-Reduction-Strategy-Framework-2007.pdf

women in Nova Scotia

Leadership

Key  ● female ● male

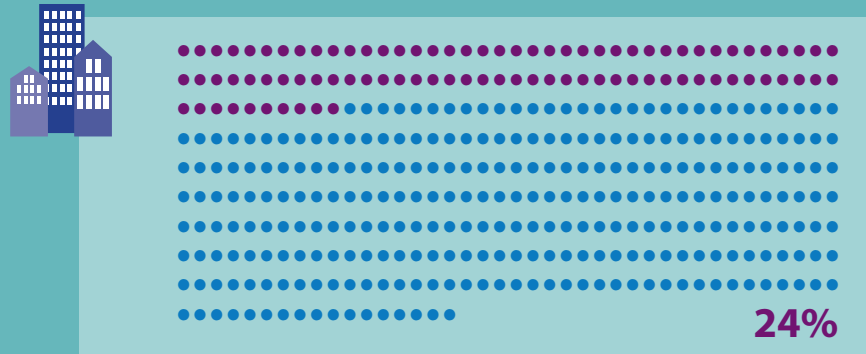
Municipal Governments

Mayors



7 of 35 Nova Scotian mayors are women.

Councillors



Across Nova Scotia, women make up 90 of the 377 municipal elected officials.

School Boards

55%

Gender parity can be argued to have been achieved in School Board representation, as Nova Scotia women make up 55% of elected School Board officials from the October 2012 municipal elections.

Provincial Governments

Nova Scotia General Election • October 2013

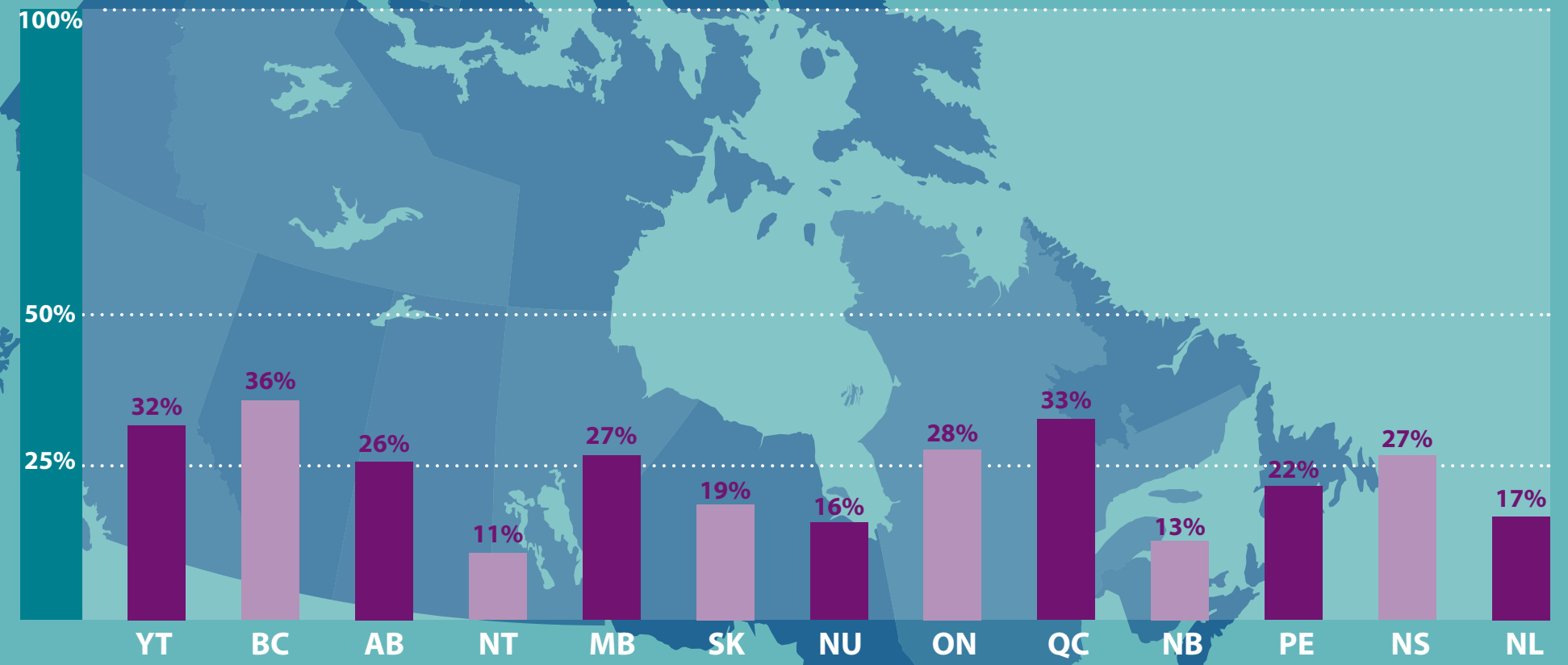


14 out of 51 elected Nova Scotian MLAs were women.

Provincial Cabinet Ministers



In addition, 5 female provincial cabinet ministers were appointed to the 16 member Executive Council, another historic high for the province.



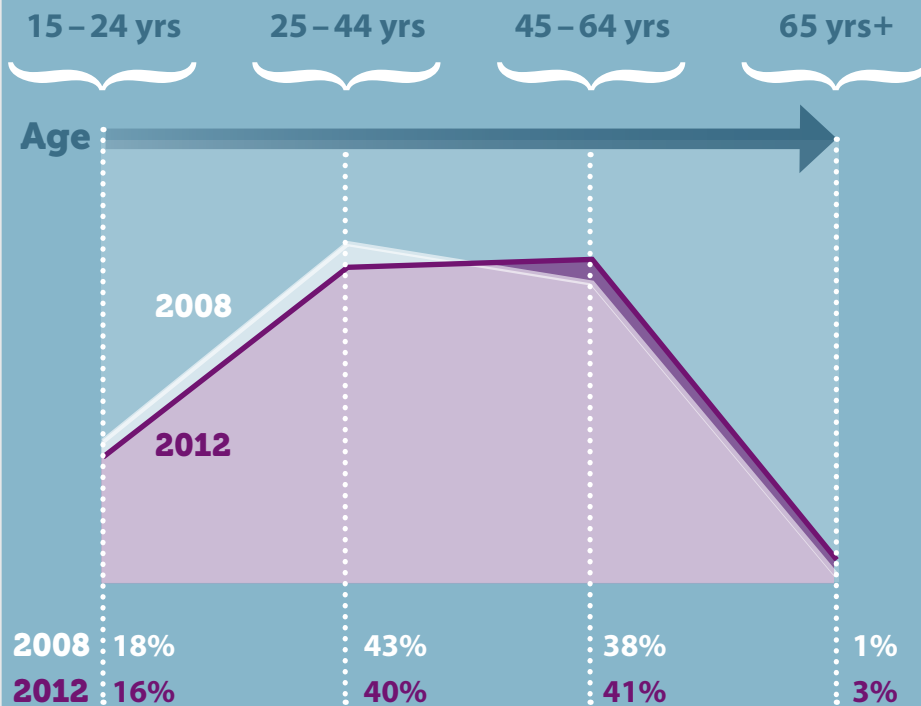
Is this equal representation?

women in Nova Scotia

Seniors (65+)

Key  ● female ● male

Aging female work force

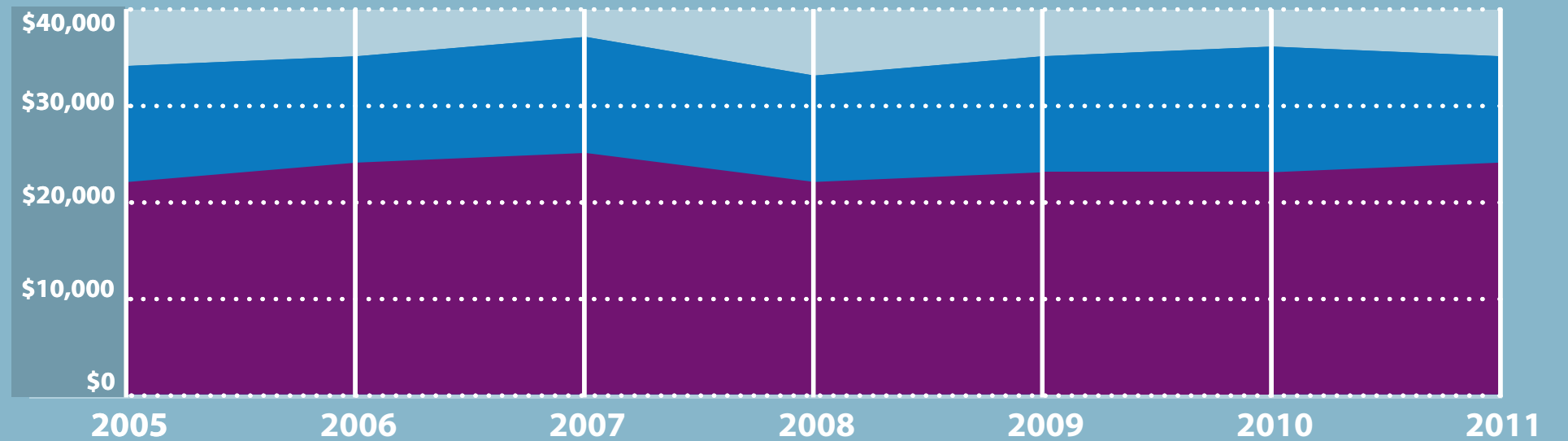


The province's aging demographic is reflective in the changes in its work force. In the past five years, there has been a slight decrease in the female labour force in the 15-24 age bracket and the proportion of the labour force for women 65 years and over has more than doubled since 2008.

Average income



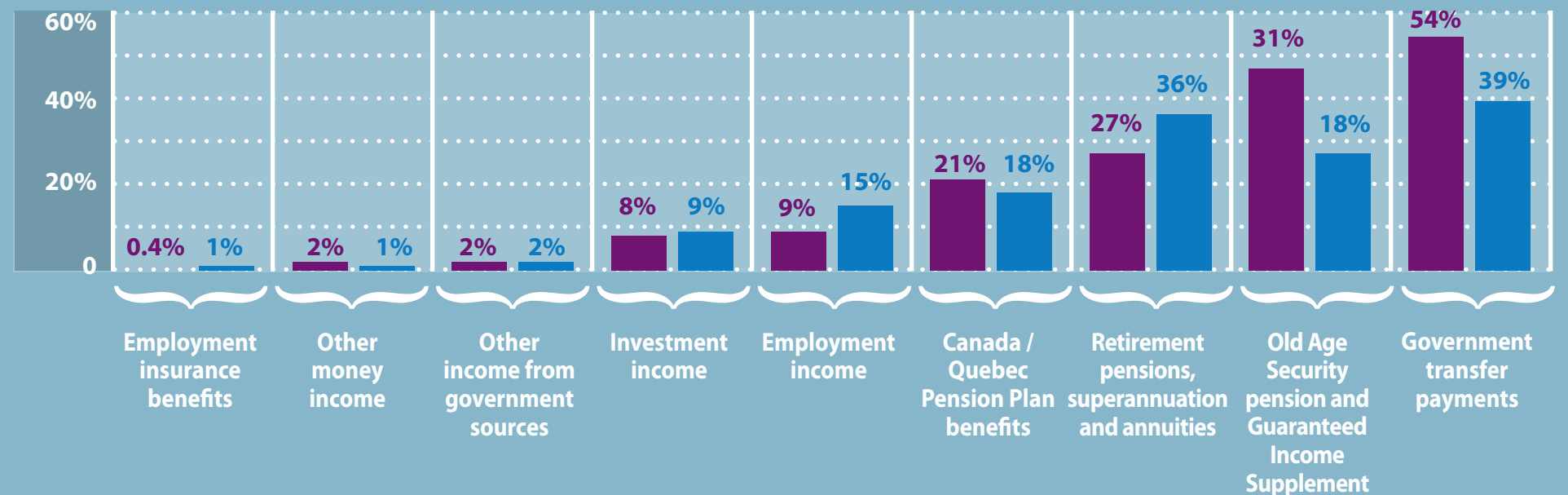
incomes of women aged 65 and over are \$10,000 LESS than men aged 65 and over



In 2011, over **20%** of women aged 65 and over were **living in low income** compared to **14.5%** of men.

Income sources

Women over the age of 65 are far more reliant on government transfer payments including Old Age Security (OAS), Guaranteed Income Supplement (GIS) and Canadian pension Plan (CPP) than men of the same age.



Pensions



Registered pension plan members in Nova Scotia in 2011

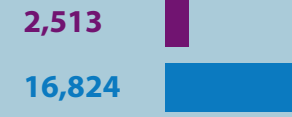
Contributory plan

A registered pension plan where employees are required to pay part of the cost of the benefits.



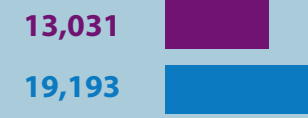
Non-contributory plan

A registered pension plan where the employer pays 100% of the cost of the benefits.



Defined contribution pension plan

- A form of savings for retirement where you and your employer contribute an established amount to your pension each year.
- Your contribution is usually a percentage of your pay.
- The value of the pension is based on the performance of the investments.
- Amount of the pension is uncertain.



Defined benefit pension plan

- An agreement where the employer promises to pay a certain amount of money each year after retirement.
- Employees often but do not always make contributions in addition to their employer's contribution.
- How much you receive depends on a formula, generally based on your income and years worked.



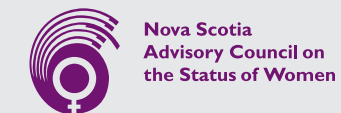
Private sector

Includes incorporated and unincorporated businesses, religious, charitable and other non-profit organizations, co-operatives, trade or employee associations, and private educational and health institutions.



Public sector

Includes municipal, provincial and federal governments and enterprises, crown corporations, government boards, commissions and agencies, and public educational and health institutions.



Statistics current as of November, 2013.

SOURCES

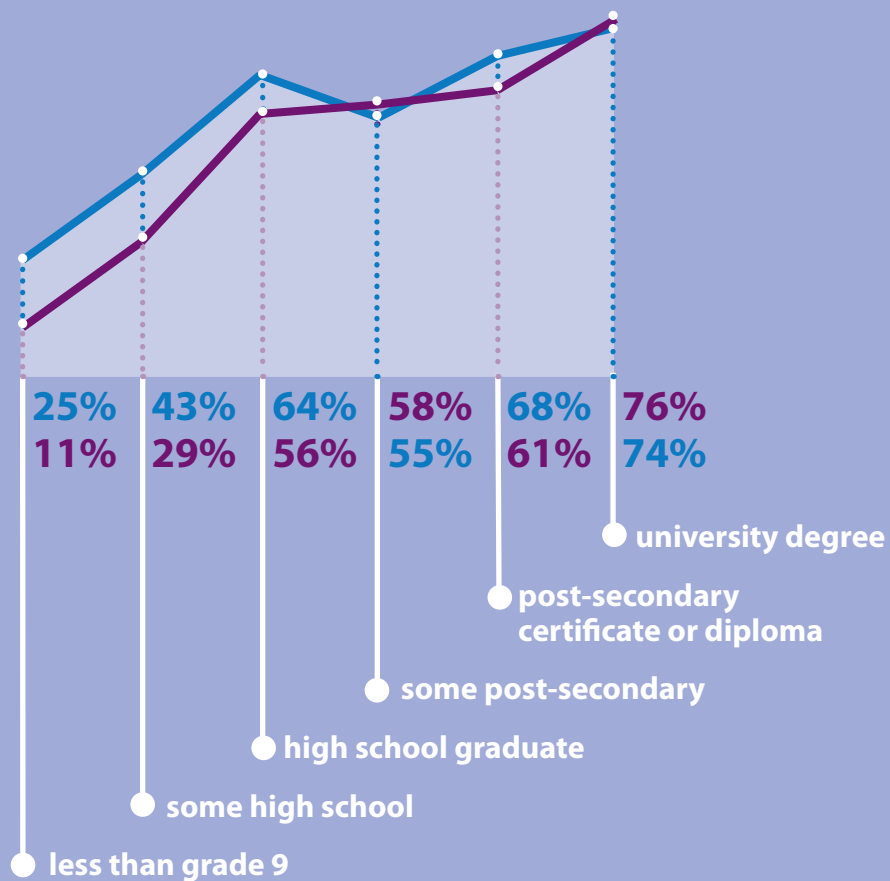
- Aging female work force: Statistics Canada, Table 282-0002 Labour force survey estimates
- Average income: Statistics Canada, Table 202-0307 – Income of individuals by sex, age group and income source
- Income sources: Statistics Canada – 2011 National Household Survey. Catalogue Number 99-014-X2011032
- Pensions: DCP and DBP - www.fcac-acfc.gc.ca/Eng/forConsumers/LifeEvents/planningRetirement/Pages/CompanyP-Rgimesde.aspx • statistics - Table280-0008 - Registered pension plan (RPP) members, by area of employment, sector, type of plan and contributory status, annual, CANSIM (database). (2007-2011)

women in Nova Scotia

Education

Key  ● female ● male

Employment Rates



Wages

Education Level	Male	Female	THE GAP
No certificate, diploma or degree	\$ 26,175	\$16,575	\$9600
High school diploma or equivalent	\$ 33,735	\$21,404	\$12,331
Postsecondary certificate, diploma, or degree	\$52,065	\$36,903	\$15,162
Postsecondary certificate or diploma below bachelor level	\$44,602	\$30,463	\$14,139
Apprenticeship or trades certificate or diploma	\$42,337	\$25,739	\$16,598
College, CEGEP or other non-university certificate or diploma	\$45,664	\$30,620	\$15,044
University certificate or diploma below bachelor level	\$50,666	\$38,353	\$12,313
University certificate, diploma, or degree at bachelor level or above	\$67,068	\$47,837	\$19,231
Bachelor's degree	\$60,339	\$43,219	\$17,120
University certificate, diploma, or degree above bachelor level	\$78,326	\$56,720	\$21,606

women earn \$9,600 LESS than men
women earn \$12,000 LESS than men

women earn \$15,000 LESS than men



on average women earn \$15,000 LESS than men

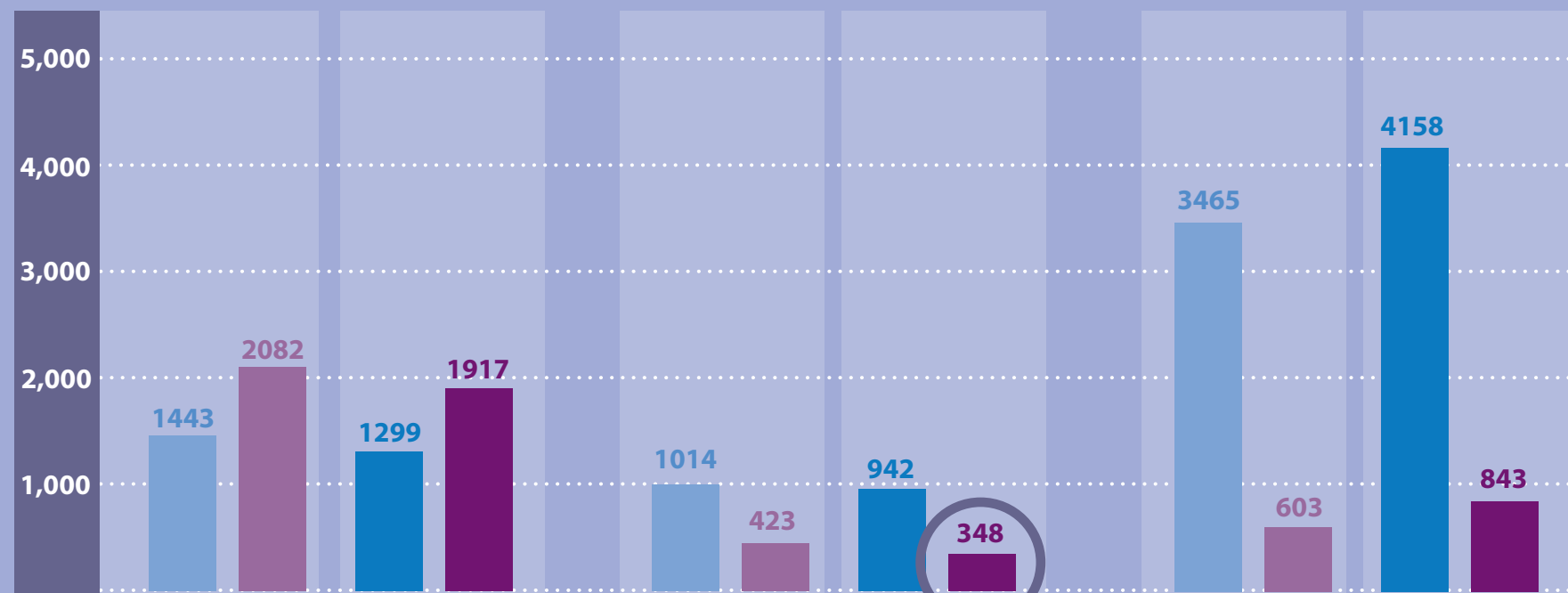
Why?

women earn \$19,000 LESS than men

The earnings gap between men and women in Nova Scotia persists despite the educational attainment of women.

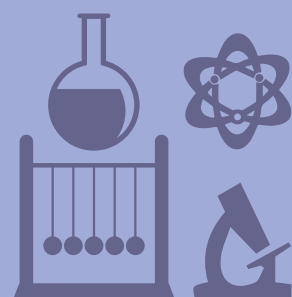
Postsecondary full-time enrolments

● female
● male



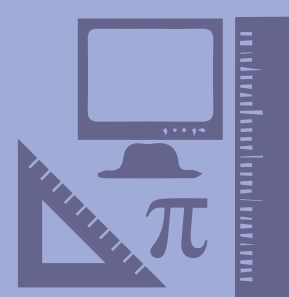
2005/2006 2010/2011

Physical and Life Sciences and Technology



2005/2006 2010/2011

Mathematics, Computer, and Information Sciences



2005/2006 2010/2011

Architecture, Engineering, and related Technologies

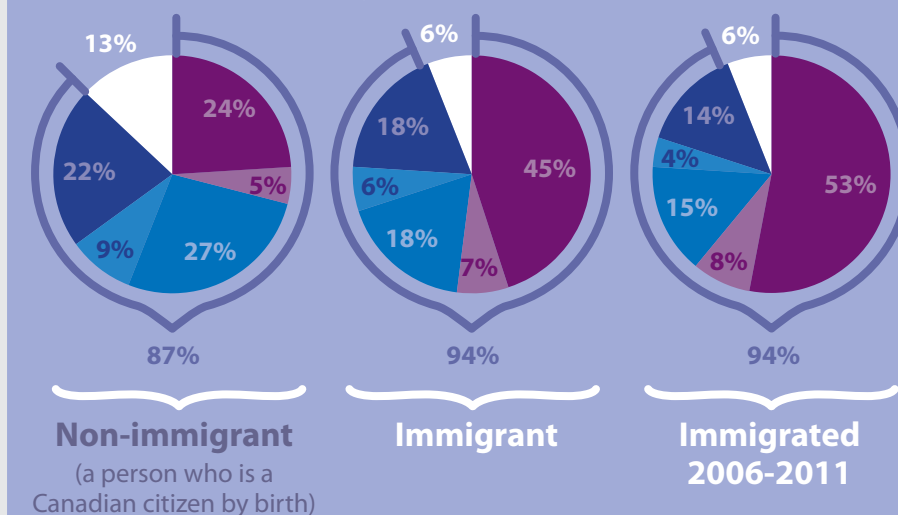


Women enrolled in mathematics, computer, and information sciences programs made up only **1%** of all women enrolled in full-time post-secondary programs.

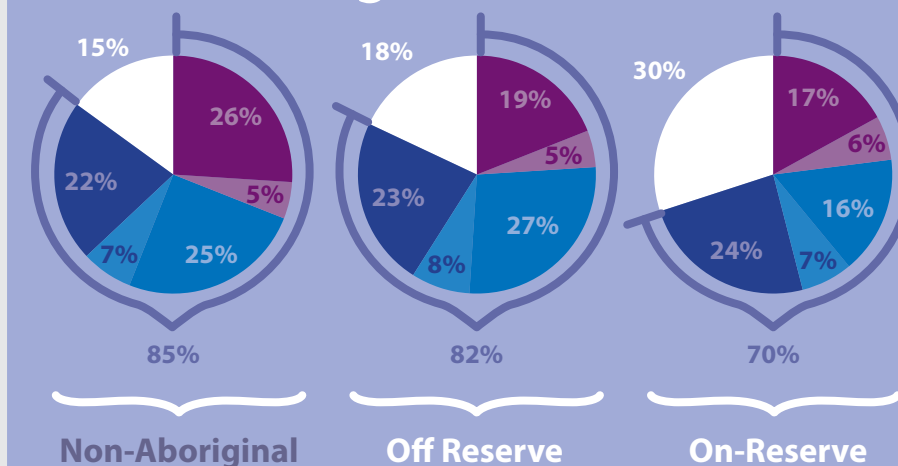
Immigrant and Aboriginal women

■ University – bachelor level or above
 ■ University – below bachelor
 ■ College / CEGEP
 ■ Apprenticeship or trades
 ■ High school diploma
 ■ No certificate, diploma or degree

Immigrant women



Aboriginal women



Nova Scotia Advisory Council on the Status of Women

SOURCES

Employment rates: Statistics Canada. Table 282-0004 - Labour force survey estimates (2008-2012)

Wages: Statistics Canada, NHS (99-014-X2011040)

Postsecondary enrolments: Statistics Canada. Table 477-0019