

Where are women leaders?

Women in Nova Scotia

Municipal Governments



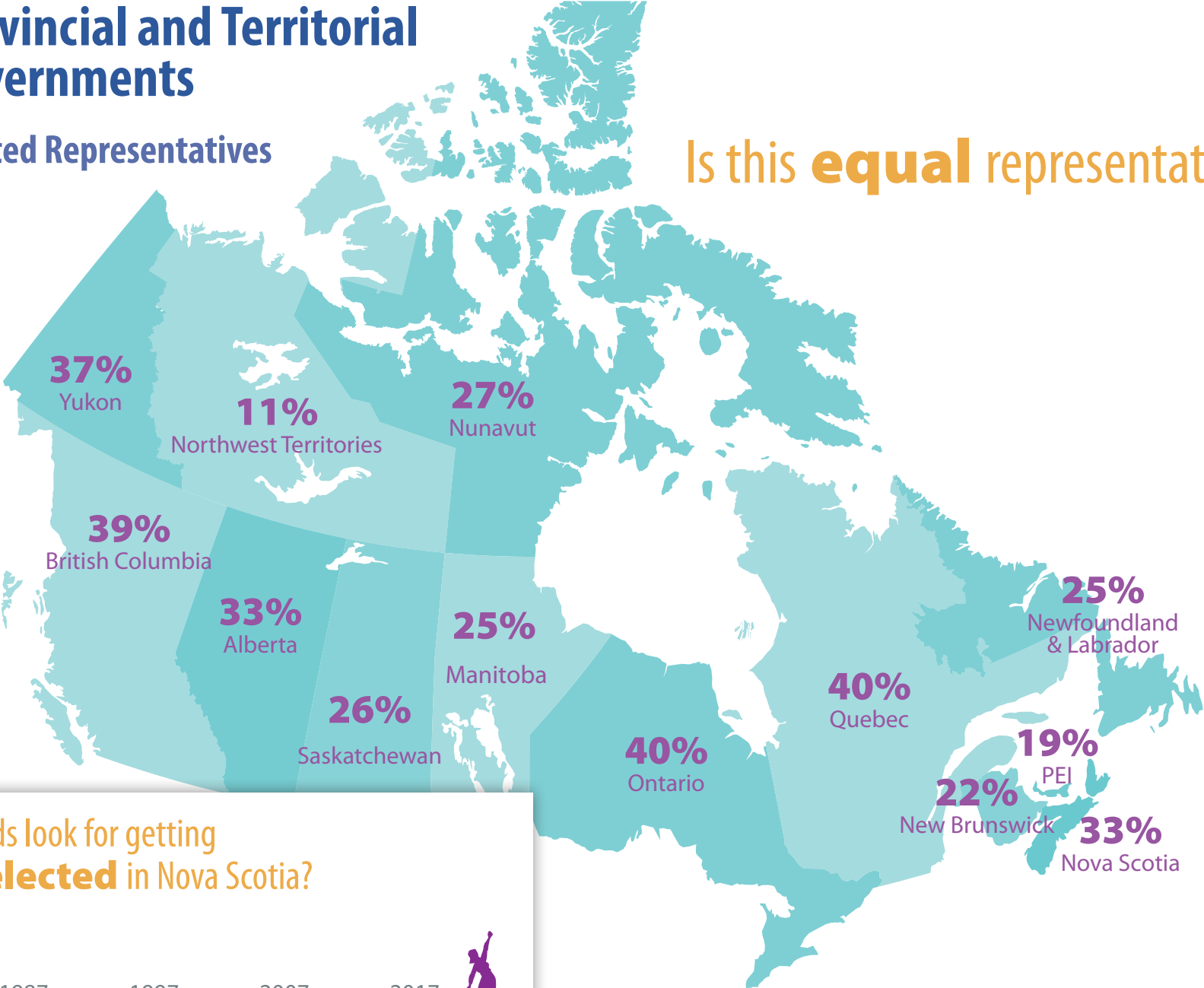
13 of 33 **Nova Scotian Mayors** are women **39%**

This means that **61%** of our mayors are men and **63%** of our municipal representatives are men.

Do women **lead differently** than men?
How could **a balanced perspective** change decision making?

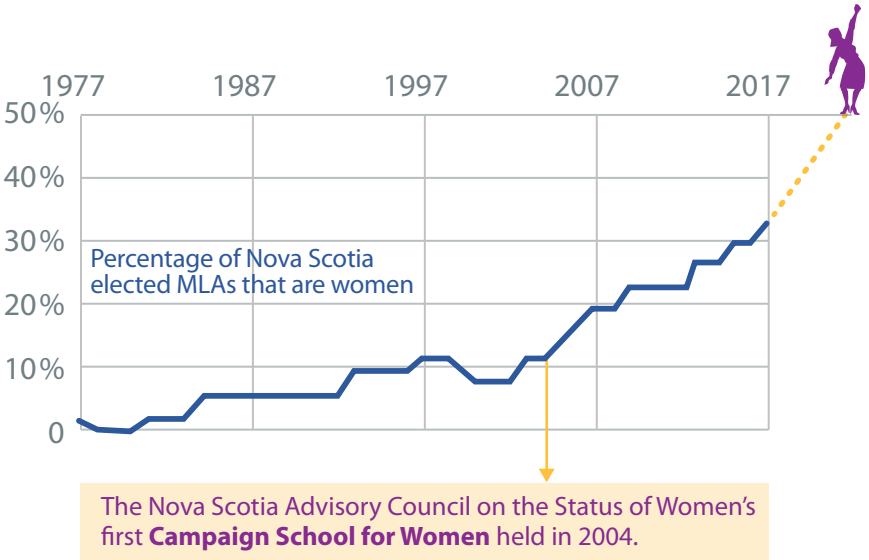
Provincial and Territorial Governments

Elected Representatives



Is this **equal** representation?

How do trends look for getting women elected in Nova Scotia?



Nova Scotia General Election • May 2017

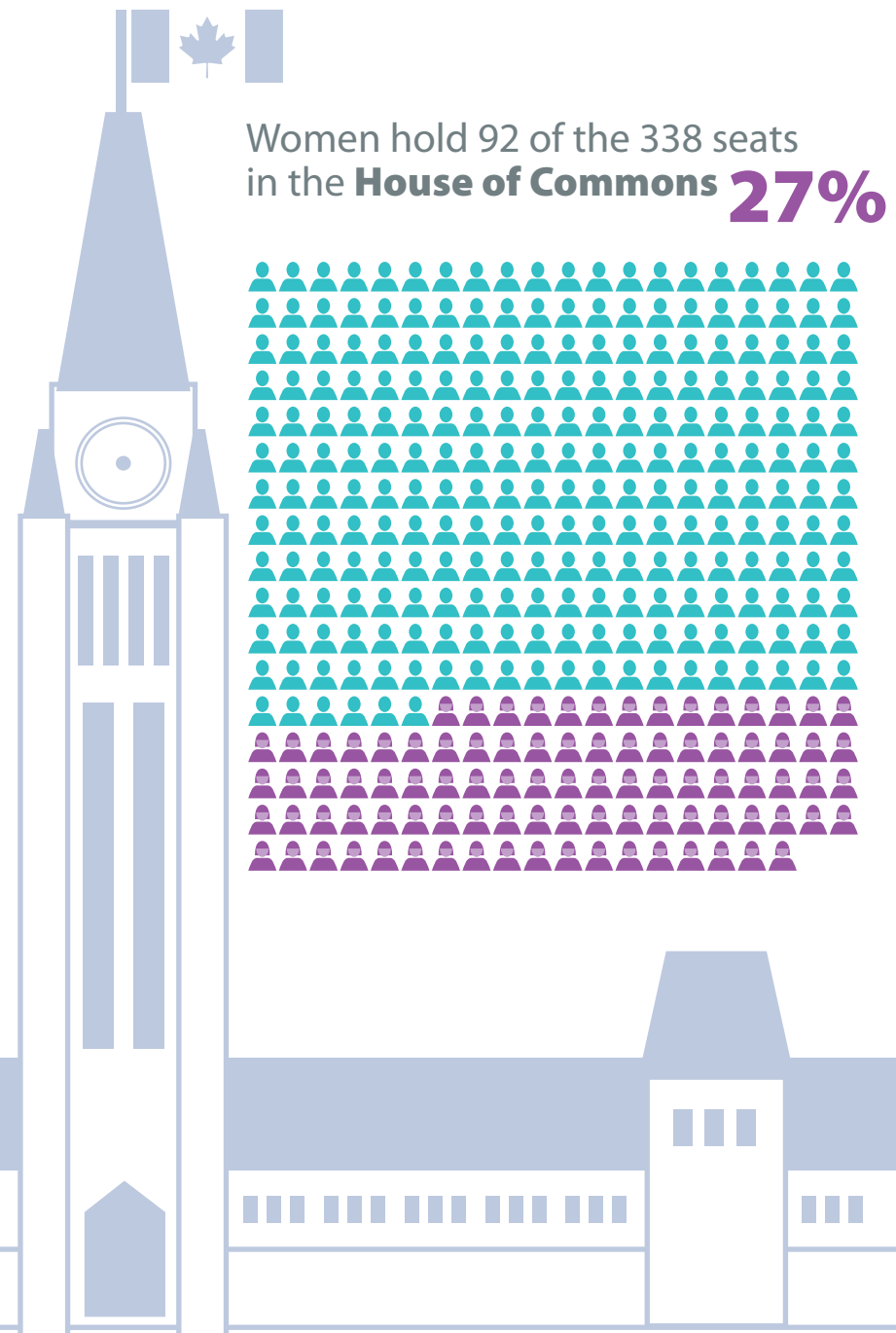
..... **33%**

17 out of 51 elected **Nova Scotian MLAs** are women.

..... **29%**

5 out of 17 **Nova Scotian Cabinet Ministers** are women.

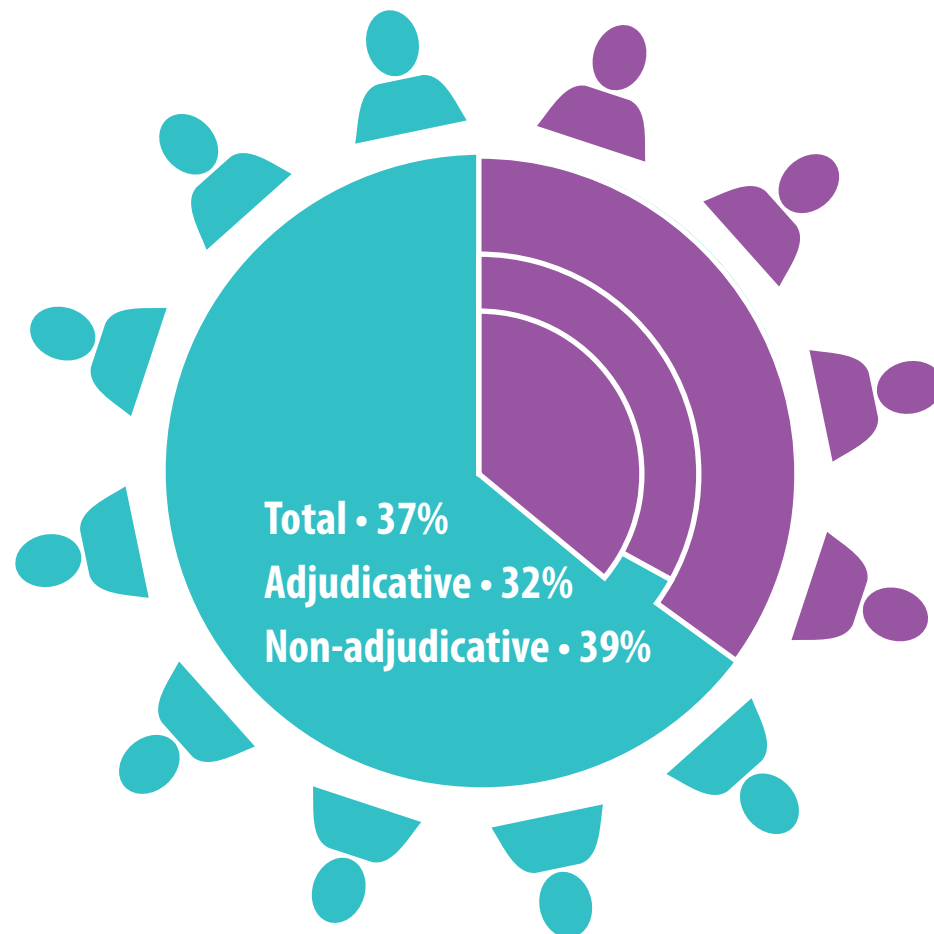
Federal Government



Provincial Government Agencies, Boards, & Commissions (ABCs)

283 of the **738** total members on Nova Scotia's agencies, boards and commissions are women.

61 of **192** members on adjudicative ABCs
222 of **546** members on non-adjudicative ABCs are women.



What is an Adjudicative ABC?

Adjudicative ABCs make findings of fact and law, and make decisions affecting a person's liberty, security, or legal rights. Appointments are made based on merit, skills and qualifications.

What is a Non-adjudicative ABC?

Non-adjudicative ABCs make financial, regulatory, business or policy decisions or recommendations to government.

Mi'kmaq Band Councils



Mi'kmaq Chiefs

Currently, **3** of Nova Scotia's **13** First Nation Band Councils are led by female Chiefs.



Mi'kmaq Councillors

Women hold **26** of the **93** council positions on Mi'kmaq Band Councils.



Nova Scotia
Advisory Council on
the Status of Women

Statistics current as of May 2018.
Provincial election results current as of October 2nd, 2018.
Provincial ABCs current as of October, 2017.

SOURCES

Municipal Government / Mayors and Councillors: nsfm.ca/news/551-membership-directory-2018/file.html

Elected representatives: collected from provincial/territorial government websites.

Campaign School: Nova Scotia Advisory Council on the Status of Women women.gov.ns.ca

Provincial Government Agencies, Boards, & Commissions: NS Public Service Commission: novascotia.ca/psc

Federal Elected Officials lop.parl.ca/About/Parliament/FederalRidingsHistory/hfer.asp?Language=E&Search=WomenElection

Federal Nova Scotia women politicians ourcommons.ca/Parliamentarians/en/members?currentOnly=true&province=NS

Senators sencanada.ca/en/senators

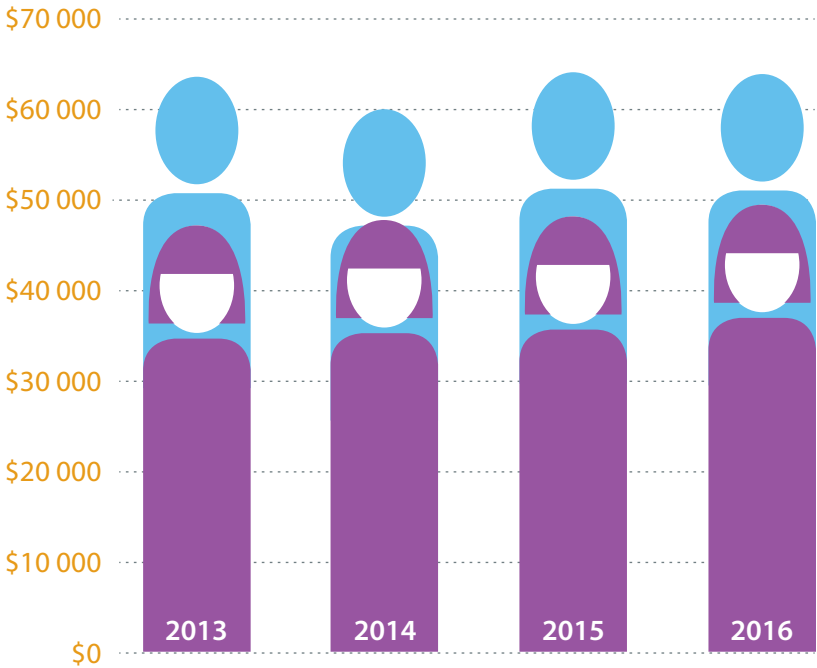
NS Senators ourcommons.ca/Parliamentarians/en/members

First Nations: cipn-fnpim.aadnc-aandc.gc.ca/index-eng.html

What do women earn?

Women in Nova Scotia

Average annual full-time earnings 16 years and older



Measuring earnings can be challenging because women work fewer hours on average than men, typically due to family and caregiving responsibilities.

Average full-time income by industry

Earnings defined from the top of the image.



Women make only **77%** of the average full-time annual salary of men.

\$1 = **77¢**
male female

High pay / low pay employment rate

\$ What percent of women are employed in **high pay** occupations?

Health occupations	83%
Business, finance & administrative occupations	73%
Education, law, social, community & government services	69%
Management occupations	37%
Natural & applied science occupations	20%

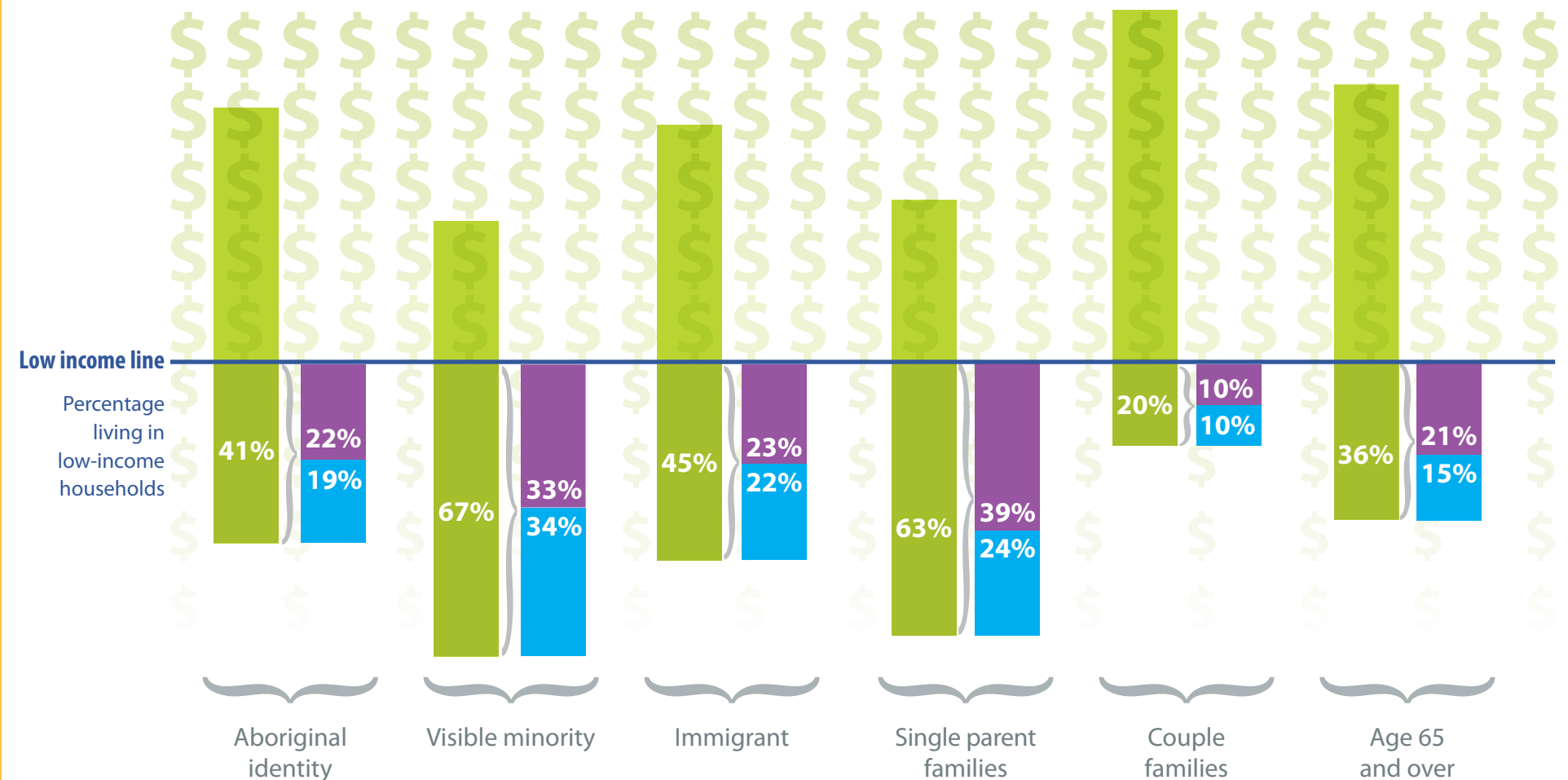
\$ What percent of women are employed in **low pay** occupations?

Occupations in art, culture, recreation & sport	59%
Sales & service occupations	58%
Manufacturing & utilities	23%
Natural resources & agriculture	14%
Trades, transport & equipment operator occupations	5%

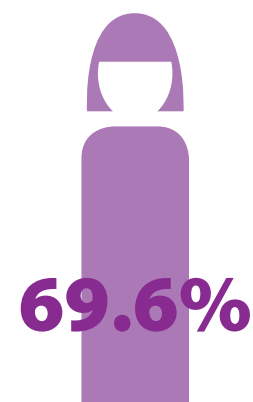
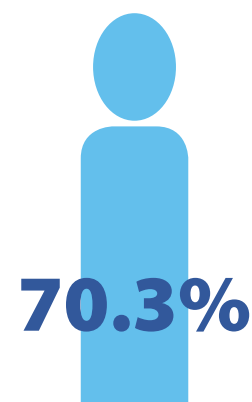
* National Occupational Classification (NOC) for Statistics

Low income Percentage in low income households

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—they are all contributing factors.



Nova Scotia employment rate Age 15-64



Statistics current as of May 2018.

SOURCES

Statistics Canada. Table 14-10-0001-01 Average full-time hourly wage paid and payroll employment by type of work, economic region and occupation.

Average full-time income by industry: Statistics Canada. Table 14-10-0064-01, Employee wages by industry, annual.

Employment Rate Nova Scotia: Statistics Canada. Table 14-10-0018-01, Labour force characteristics by sex and detailed age group, annual (x 1,000).

Low-Income Households: Statistics Canada. 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016173.

Statistics Canada, Moyser M. (2017). Women in Canada: A Gender-based Statistical Report (Seventh edition). Catalogue no. 89-503-X. See www.statcan.gc.ca/pub/89-503-x/2015001/article/14694-eng.htm

Average Full-Time Income: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016364.

What education do women have?

Women in Nova Scotia

Employment rates based on education level

15 years of age and older

Education	Women	Men
Less than Grade 8	9%	21%
Some High School	27%	37%
High School Graduate	50%	62%
Some Post-Secondary	55%	57%
Post-Secondary Certificate or Diploma	60%	63%
University Degree	72%	70%
Bachelor's Degree	74%	71%
Above Bachelor's Degree	69%	69%



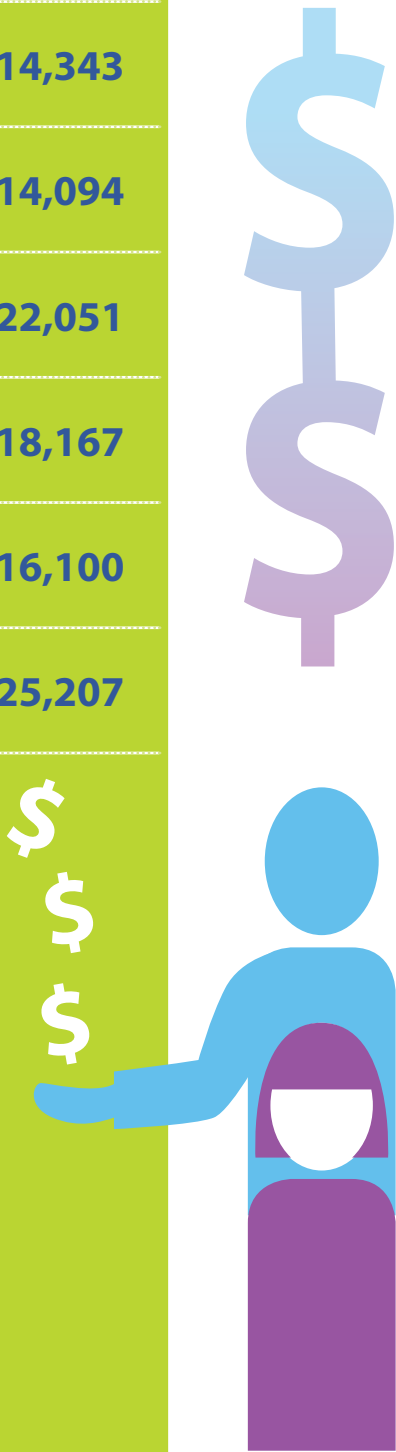
In 2016, **31.7%** of women in Nova Scotia had a university degree or certificate.

Annual earnings by education

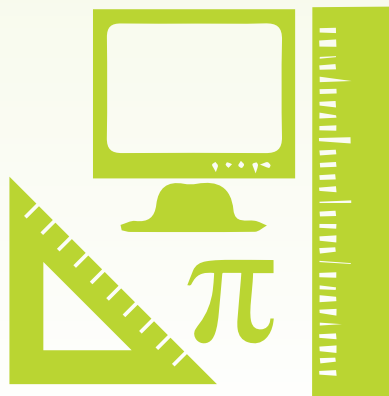
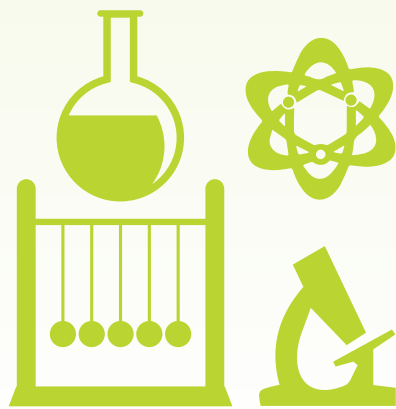
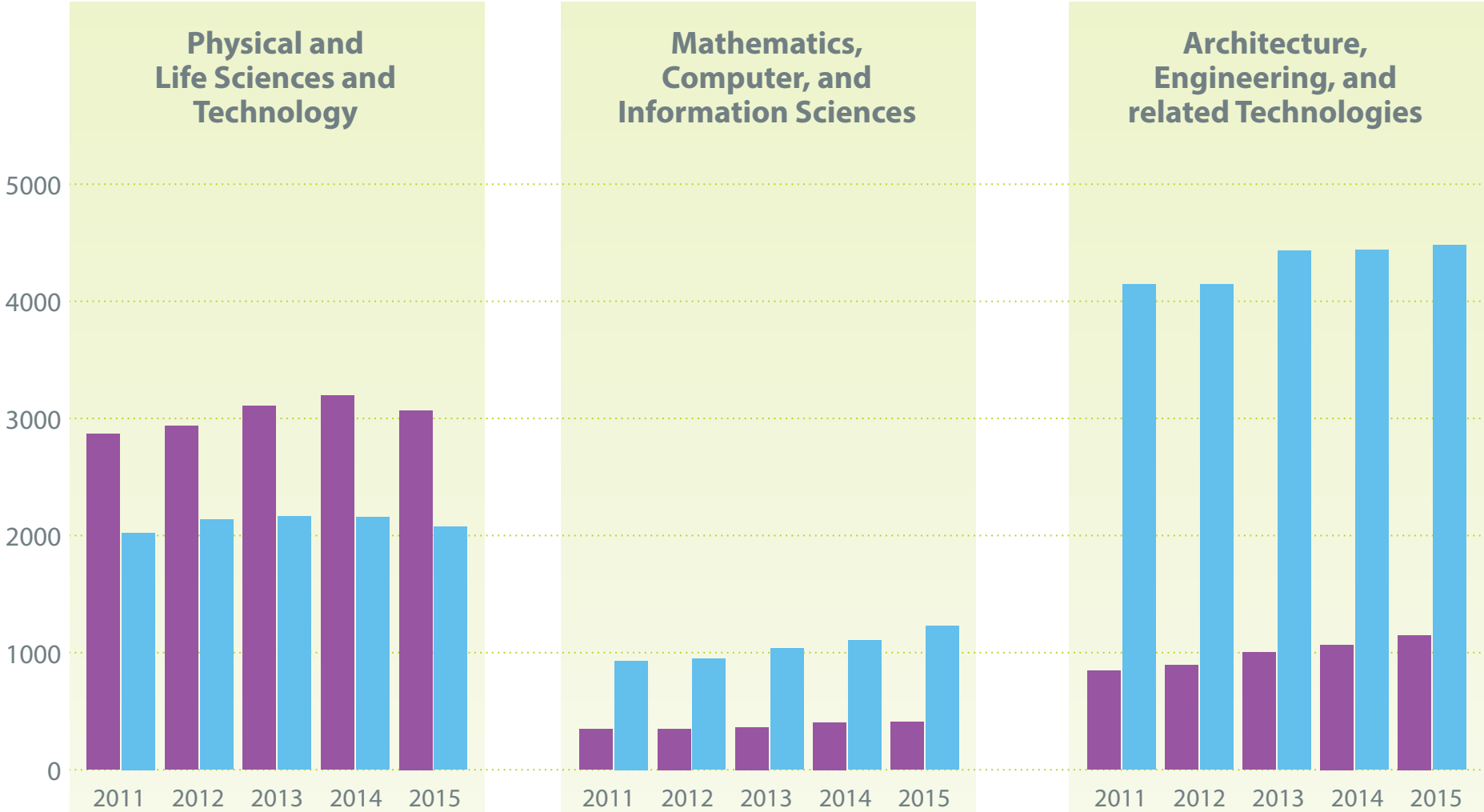
Education	Women	Men	The GAP
No certificate, diploma/degree	\$29,535	\$43,878	\$14,343
High school diploma/equivalent	\$36,139	\$50,233	\$14,094
Apprenticeship or trades certificate/diploma	\$35,804	\$57,855	\$22,051
College/CEGEP	\$42,776	\$60,943	\$18,167
University – below bachelor level	\$52,302	\$68,402	\$16,100
University – bachelor level or above	\$65,409	\$90,616	\$25,207

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

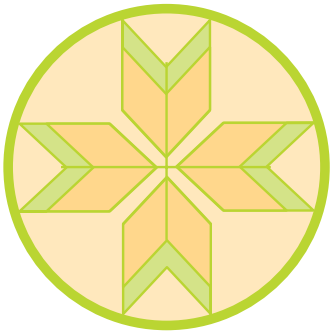
on average men earn \$18,327 more than women



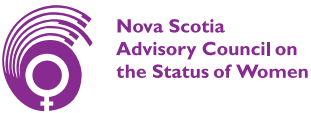
Postsecondary full-time enrollments



Aboriginal Women



Education	On Reserve	Off Reserve	Non-Aboriginal
No certificate, diploma/degree	32%	18%	10%
High school diploma/equivalent	27%	25%	23%
Apprenticeship or trades certificate/diploma	6%	6%	6%
College/CEGEP	16%	25%	30%
University – below bachelor level	4%	3%	3%
University – bachelor level or above	15%	23%	29%



Statistics current as of May 2018.

SOURCES

Aboriginal Women: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016262.

Average Employment Income: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016254.

Employment Rates: Statistics Canada. Table 14-10-0020-01 Unemployment rate, participation rate and employment rate by educational attainment, annual.

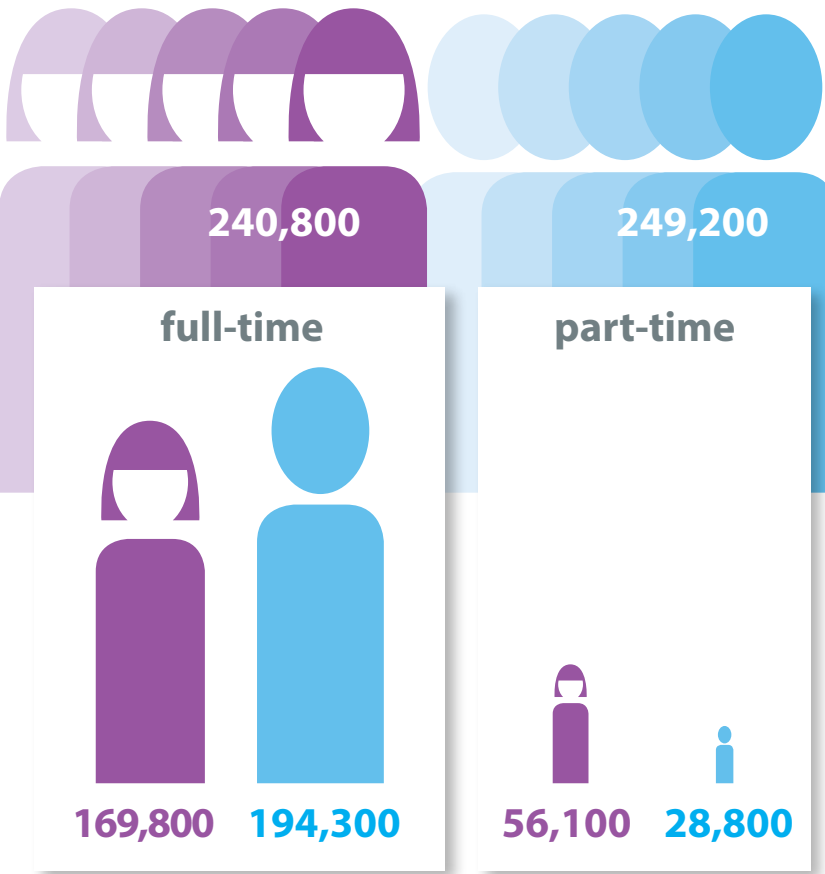
Post-Secondary Full-Time Enrollment: Statistics Canada. Table 37-10-0011-01 Postsecondary enrolments, by program type, credential type, Classification of Instructional Programs, Primary Grouping (CIP_PG), registration status and sex.

Statistics Canada. 2017. Education Highlight Tables. 2016 Census. Statistics Canada Catalogue no. 98-402-X2016010.

Where are women employed?

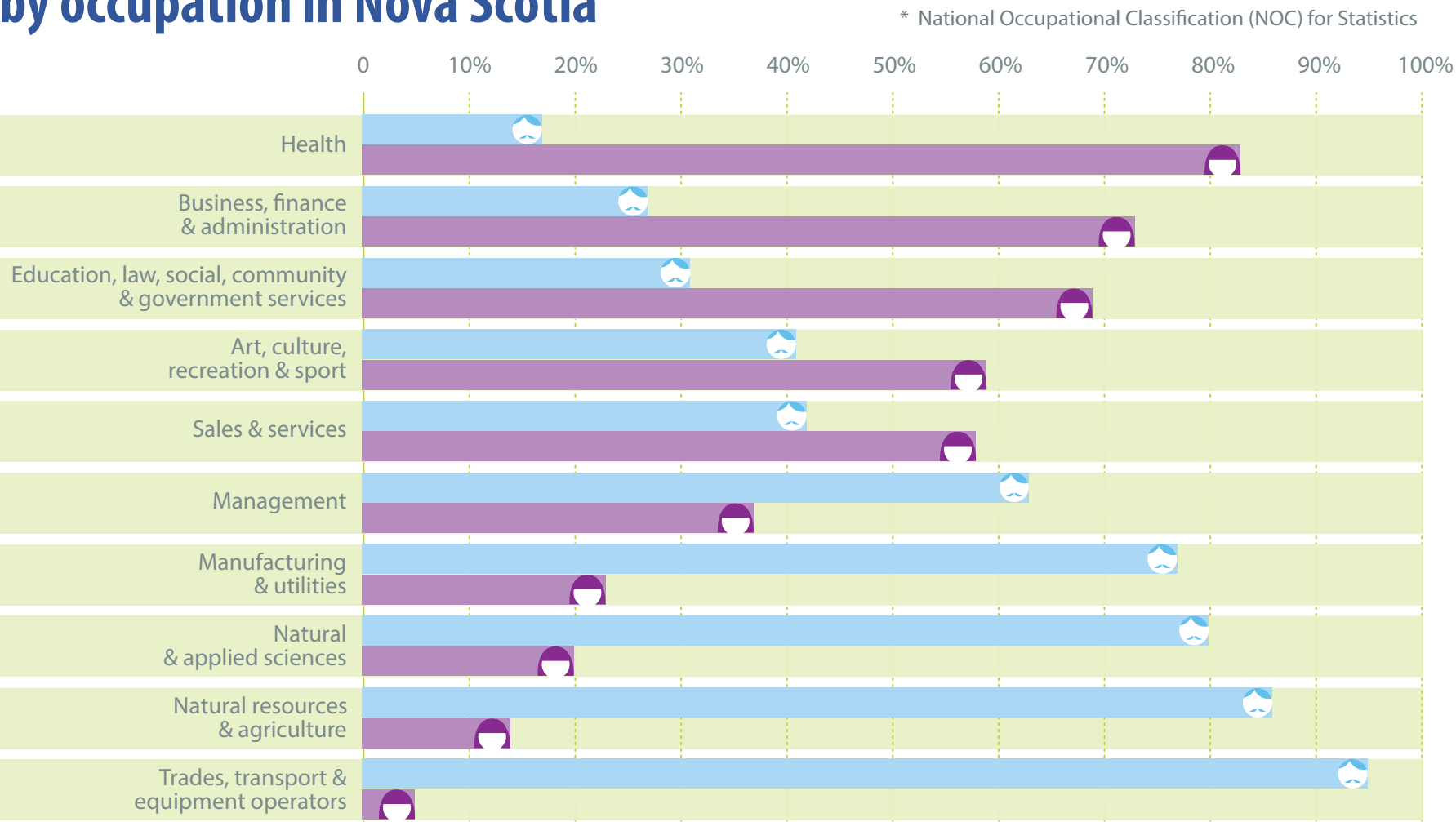
Women in Nova Scotia

Labour force

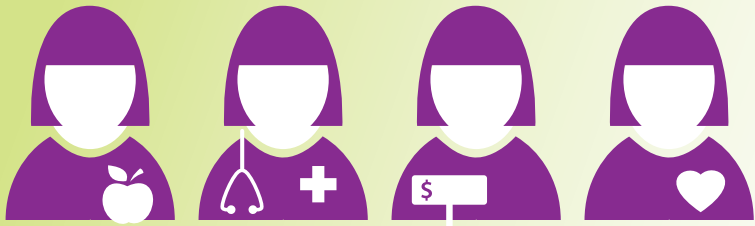


Women continue to have lower full-time employment rates than men.

Employment rates by occupation in Nova Scotia



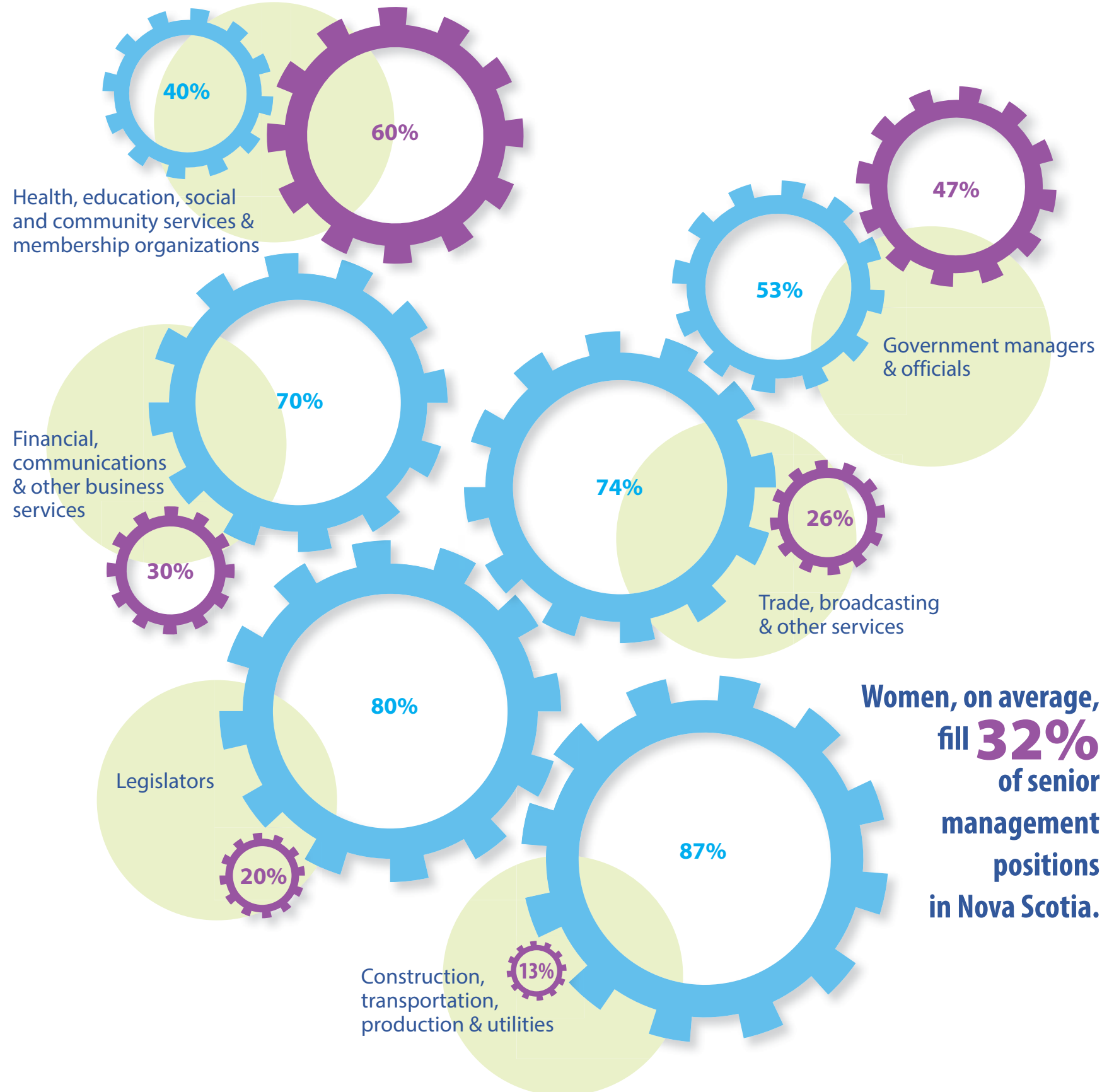
Canadian women are still more likely to work in traditionally “female” fields like teaching, nursing, social work, sales, service, or administration.



In 2015, **56.1%** of women worked in traditionally female fields, compared to **17.1%** of men.

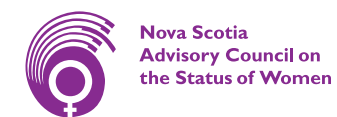
That’s not much different from 1987, when those figures were **59.2%** of women and **15.7%** of men.

Senior management



Apprenticeship and trades

Based on 2016 Canadian census data, on average, **3.5%** of the **registered apprenticeship** and trade qualifiers in Nova Scotia are women.



Statistics current as of May 2018.

SOURCES

Employment Rates by Occupation: Statistics Canada. Table 14-10-0297-01 Labour force characteristics by occupation, annual (x 1,000).

Labour Force: Statistics Canada. Table 14-10-0023-01 Labour force characteristics by industry, annual (x 1,000).

Senior Management: Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016295.

Statistics Canada. (2017). Study: women in Canada: women and paid work. Retrieved from: www150.statcan.gc.ca/n1/daily-quotidien/170308/dq170308b-eng.htm

Apprenticeship and trades: Statistics Canada. Table 37-10-0023-01 Number of apprenticeship program registrations.