

Women's Economic Empowerment - IDEAS4GenderEquality

One Community at a Time

Women's Time Famine

58% of women between the ages of 25-54 worked full time in 2014

Unpaid Childcare - Women spend 50 hrs per week vs. 24 hrs for men

Domestic work - Women spend 13.8 hrs per week vs. 8.3 hrs for men

Eldercare providers - 6 in 10 women
(Pandemic-acerbated care & domestic demands on working women)

Leadership Gap

In 2018: 4% of all firms listed on the TSX had a female CEO
40.1% of TSX firms report no female executive officers
30.8% report having more than 1 female executive officer (EO)

29.1% report 1 female EO
15% of board seats are held by women

29% of vacated seats were filled by women
(Pandemic-pipeline setback women returning slowly and/or not returning at all)

Valued Contribution

In Canada in 2018 the average annual **gender wage gap** was 13.3% and wider for Non-binary, Racial, Aboriginal & Disabled Women

Equal Pay for Work of Equal Value
(Pandemic – demonstrated gender inequities High paid work under representation Low paid work over representation)

Women's Equal Participation

2014-2025

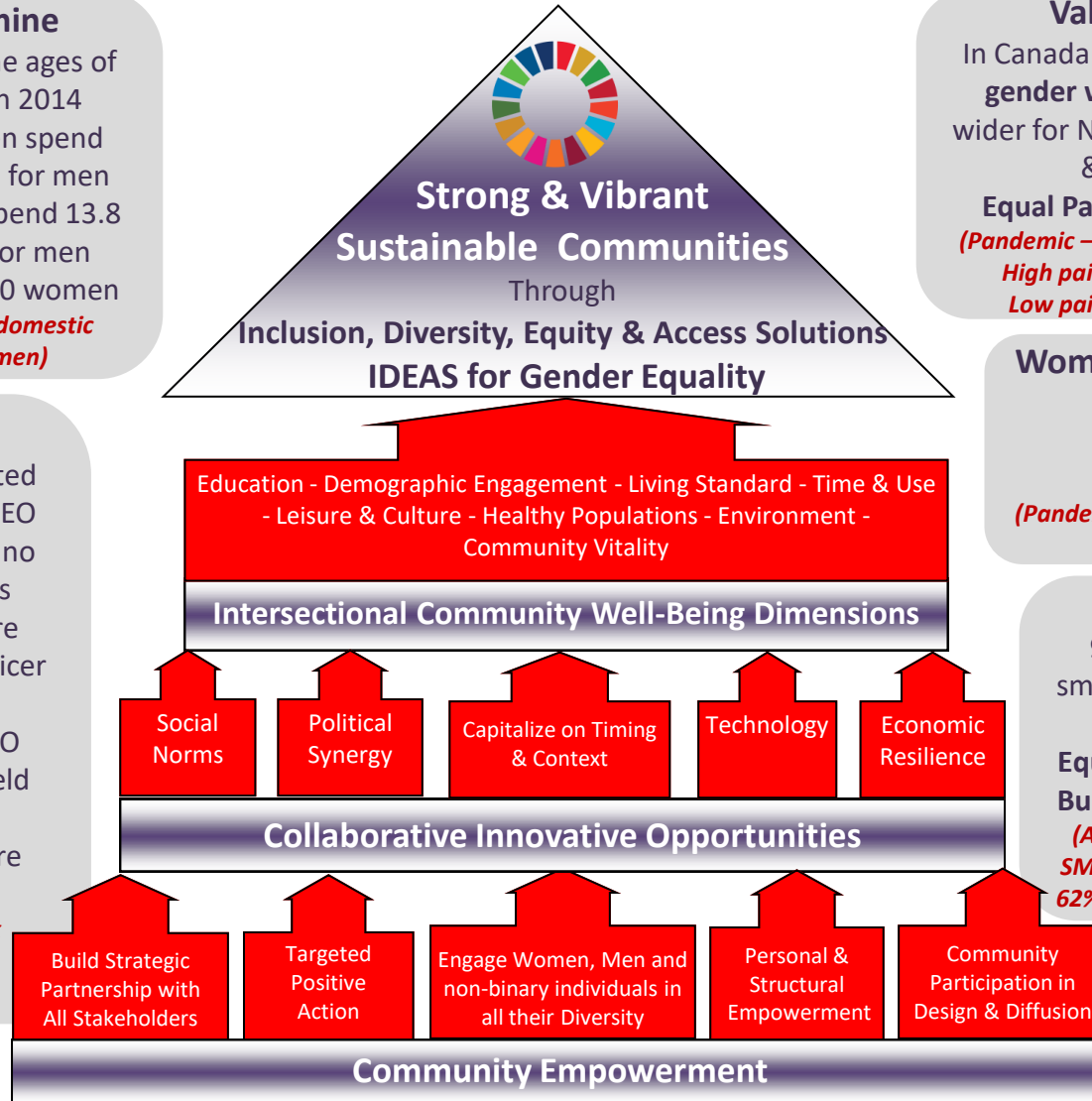
5.3 trillion dollars to North American GDP

(Pandemic-lowest level of Women in the workforce in 30 years)

SMEs & Jobs

90% of Canadians work in small/medium enterprise (SME's)

Support for SMEs and Equal Funding for Women Led Business essential for recovery
(Among the 40.6 % of Women led SMEs hit hardest by the pandemic – 62% laid off 80% of their employees)



IDEAS for Gender Equality Solution Building - Stakeholders from business, government, labour, MUSH and civil society in collaboration with women in all their diversity including trans and non-binary individuals and their allies can generate impactful **structural and systemic solutions**. Together we can dismantle persisting **gender-based representation, opportunity and value** barriers to an **equitable, inclusive and sustainable recovery** for Canada.

