



Women and Gender  
Equality Canada

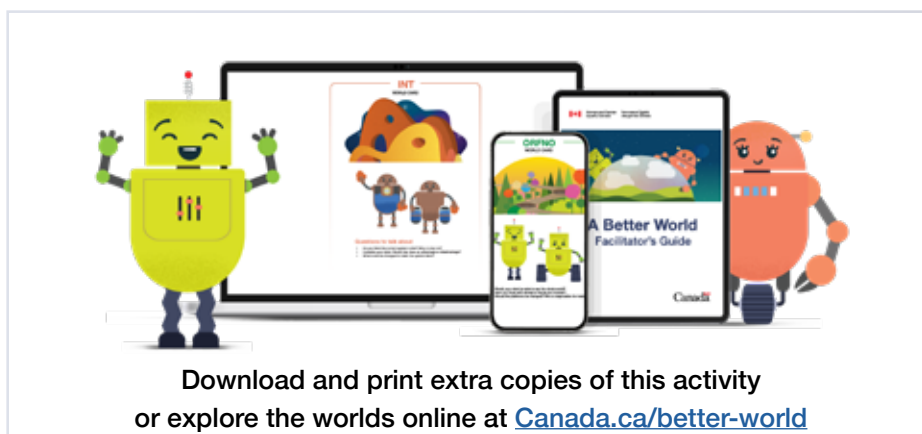
Femmes et Égalité  
des genres Canada



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# A Better World

## Why this is important – helpful facts and stats



Canada



# Amlie

**This world explores the importance of representation and diversity in leadership.**

**The topic:** Gender equality in leadership means that men, women, and gender-diverse people share decision-making power more equally. This includes leadership roles in businesses, entrepreneurship, science and technology, politics, and other important areas.

Right now, leadership is not balanced. In 2024, only 5% of Chief Executive Officers (CEOs) of publicly traded companies in Canada were women.<sup>1</sup> In 2024, Indigenous women, Black women, women with disabilities, and 2SLGBTQI+ women each held less than 1% or less of senior leadership roles.<sup>2</sup>

**Why this is important:** When more women and gender-diverse people have leadership roles, we get different perspectives, better decisions, and more innovation.

Seeing diversity in leadership also inspires people! In 2022, only 12% of girls and young women in Canada said they were interested in becoming an elected leader, and only 9% wanted to be Prime Minister.<sup>3</sup> But when women see other women in leadership, 86% say they feel encouraged to believe they can reach those roles too.<sup>4</sup>

When leadership reflects Canada's diversity, decisions are fairer and meet the needs of more people. This creates a more inclusive and equal society for everyone.

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<sup>1</sup> Canadian Securities Administrators. (2024). Review of Disclosure Regarding Women on Boards and in Executive Officer Positions.

<sup>2</sup> The Prosperity Project. (2024). 2024 Annual Report Card on Gender Equity and Leadership.

<sup>3</sup> Plan International Canada. (2022). Equal Power Now: Girls, Young Women and Political Participation.

<sup>4</sup> KPMG. (2015). Women's Leadership Study: Moving Women Forward into Leadership Roles.



# Int

**This world explores the concept of the gender wage gap and unpaid labour.**

**The topic:** The gender wage gap is the difference in pay between men and women for doing the same or similar work. In Canada, women still earn less than men. In 2024, women earned 87 cents for every dollar earned by men.<sup>5</sup> This gender wage gap is even larger for Black, Indigenous, women of colour, and gender-diverse women.

There are many reasons for this gap, including:

- Women often take on more caregiving responsibilities, like raising children or caring for family members.
- Limited access to affordable childcare makes it harder for women to work full-time.
- Biases in hiring and promotions mean women are sometimes paid less or overlooked for leadership roles.

Another big factor is unpaid labour – work that people do without getting paid - like cooking meals, cleaning the house, doing laundry and taking care of children or elders. In Canada (and globally), women do more unpaid work than men. In 2022, women spent 3.7 hours on unpaid work every day, compared to men who spent 2.6 hours per day.<sup>6</sup> That adds up over time and makes a big difference.

**Why this is important:** The gender wage gap affects women throughout their lives:<sup>7</sup>

- Summer jobs: Girls 12 to 18 make about \$3.00 less per hour than boys in their summer jobs.<sup>8</sup>
- After post-secondary education: Women graduate from college and university with student debt, but often earn less, making it harder to pay off loans.<sup>9</sup>
- Retirement: Women retire with smaller pensions because they earn less over their lifetimes. For every dollar of retirement income men receive, women get only 83 cents.<sup>10</sup>

Women also often take on more unpaid work, like caregiving and housework. This can leave them with less time and energy for paid jobs, education, or just relaxing, which can affect how much money they earn. These differences contribute to the gender wage gap.

All work has value — whether it's paid or unpaid.

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<sup>5</sup> Statistics Canada. Table 14-10-0417-01. Employee wages by occupation, annual.

<sup>6</sup> Statistics Canada. (2022). Daily average time spent on various activities, by age group and gender.

<sup>7</sup> Canadian Women's Foundation. (2024). Gender Pay Gap.

<sup>8</sup> Girl Guides Canada. (2018). Girls on the Job: Realities in Canada report.

<sup>9</sup> Canadian Women's Foundation. (2019). Gender Pay Gap Means That Student Debt Most Affects Female Post-Grads

<sup>10</sup> The Pay Equity Office, Government of Ontario. (2024). Understanding the Gender Pension Gap in Canada.

When people are paid fairly for the same work and unpaid responsibilities are shared more equally, everyone benefits. It helps families be more financially secure, strengthens Canada's economy, and builds a fairer, more equal society for all.



## Arscaly

**This world explores the concept of intersectionality.**

**The topic:** Everyone sees and experiences the world in their own way. This can be affected by their age, gender, location, race, and several other factors, including how society treats each of those identities.

Just like a puzzle, each and every one of us is made up of several pieces. Intersectionality looks at how all the pieces of a person interact to create a unique experience, specifically when it comes to oppression. This theory was developed by Kimberlé Crenshaw,<sup>11</sup> and emphasizes that a person's experiences are not shaped by just one element of who they are. For example, a young woman who uses a wheelchair might face different challenges than a man who uses a wheelchair or a woman who does not. Her experience is shaped by her gender and her disability, not just one or the other.

In Canada, gender equality has made life better for many women. However, not all women have seen the same progress. Indigenous women, Black women, women of colour, immigrant women, women with disabilities, and women living in remote areas continue to face unique challenges and barriers that others do not.<sup>12</sup>

**Why this is important:** The first step to solving a problem is fully understanding the issue. When we consider intersectionality, we see how someone's experience is shaped by their unique combination of identities.

When we listen and understand people's different experiences, this gives us more information to create fairer and more effective solutions to ensure everyone has the opportunity to thrive.

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<sup>11</sup> Columbia Journalism Review. (2018). The origin of the term 'intersectionality.'

<sup>12</sup> Canadian Women's Foundation. (2025). The Facts about Intersectional Feminism in Canada. Gender Equality Network Canada. (2017). Women's Equality in Canada: An Environmental Scan.



# Orfno

**This world explores the differences between equity and equality.**

**The topic:** You may have heard of terms like equality and equity before. But what's the difference?

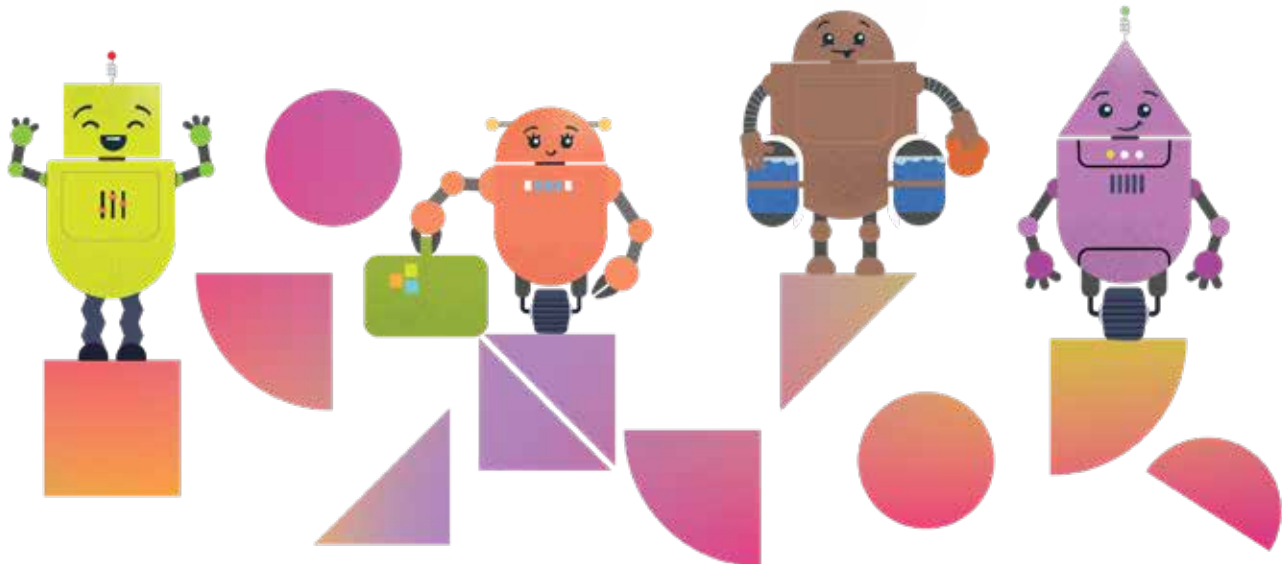
- **Equality** means treating everyone the same, no matter their situations or needs.
- **Equity** means providing each person with the resources and support they need to succeed. It takes into consideration that different people in different circumstances need different things.<sup>13</sup>

Equity is what is needed to achieve true gender equality - where everyone enjoys the same rights and opportunities regardless of their gender.

**Why this is important:** At first, treating everyone the same might seem fair, but people don't all start from the same place or face the same circumstances or challenges.

Imagine a group of people trying to watch a parade behind a tall fence. Equality means giving everyone the same box to stand on, but some shorter people might still not be able to see. Equity means giving each person the number of boxes they need to see over the fence, so everyone can enjoy the parade.

Equity creates real fairness by recognizing that people have different needs and circumstances. It helps ensure everyone has what they need to succeed, leading to a more inclusive and equal future for all.



<sup>13</sup> Women and Gender Equality Canada. (2021). GBA Plus: Equality or Equity?