



Strong Women. Strong Canada.

Increasing the Representation of Women in STEM within the GoC

September 2016



Status of Women
Canada

Condition féminine
Canada

Canada 

- More gender diverse workforces bring:
 - Improved innovation
 - Improved collaboration
 - Healthier workplace dynamics
 - Improved bottom-line
- Until recently, focus has been on building the “pipeline” of women in STEM by encouraging women to pursue STEM education
 - This approach does not recognize that women experience barriers to employment in these fields

- TBS is the Federal lead for supporting gender balance within the federal public service
- SWC has been working to increase the representation of women in science, technology, engineering or mathematics (STEM) within Canadian society for decades
 - SWC's Women's Program provides funding to organizations to support the representation of women in these occupations

Position:

- There is a clear role for the GoC role in demonstrating a commitment to gender balance in occupations where women have traditionally be under-represented



The GoC Environment

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- Only 27% of all computer science (CS) positions in the federal government are filled by women.
- Demographics indicate that this percentage is dropping:
 - women make up approximately **31%** of the CS workers aged 40-60,
 - **18%** of those under 40
 - **13%** of those under 30
- Despite expanding opportunities, women are not pursuing academic studies or careers in STEM fields in representative numbers



Barriers for Women in STEM

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- There are a range of issues affecting the representation of women in STEM.
- Some of the key issues include:
 - Labour market segmentation of women in low paying sectors
 - Bias and discrimination against women in the workplace
 - Women's lack of representation in senior positions

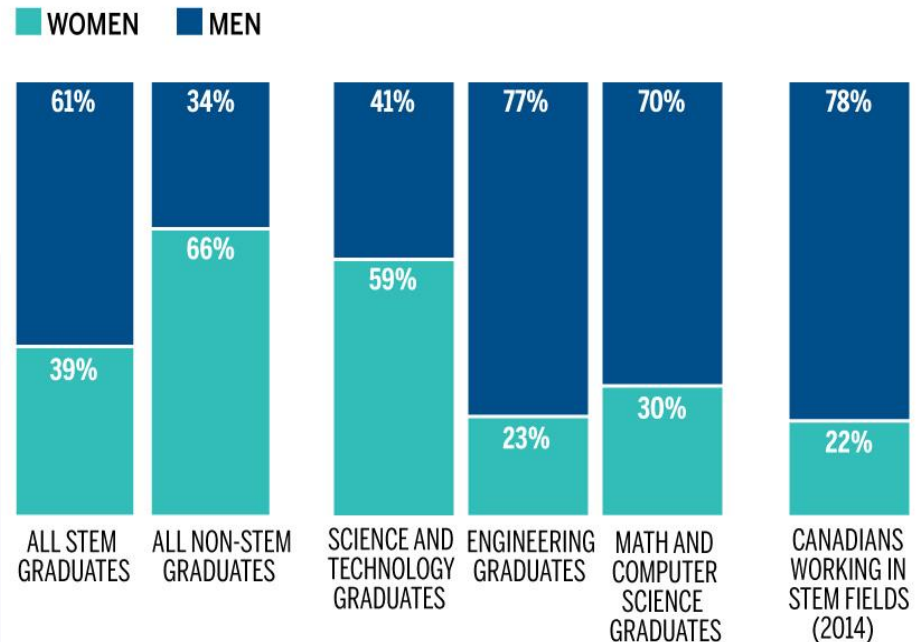


Labour Market Segmentation

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- 2/3 of occupations in Canada are gender concentrated
 - Women are overrepresented in service sectors
- Women's participation in math/computer science programs is 36%, 30% in architecture and engineering
 - Women educated in STEM are more likely than men to leave these professions
- Women leave these sectors due to a range of issues outlined in the following slides, including:
 - Bias and discrimination
 - Work life balance
 - Negative workplace culture

CANADIAN WOMEN AND MEN IN STEM, 2011



SOURCE: Statistics Canada | GRAPHIC: Amanda Shendruk

MACLEAN'S

6



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Bias and Discrimination

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- A 2012 study found that all of Canada's designated Employment Equity groups face stereotypes and bias in employment
- Discrimination can occur in relation to remuneration, hiring, job assignment, termination, promotion, compensation, and working conditions
 - This bias is a contributing factor to the vertical segregation of women in the workplace (more men in senior positions, women in support roles)
- Workplace culture, particularly in male dominated sectors, can be a challenge
 - Research suggests women are more likely to doubt their abilities
 - Those in unsupportive workplaces may stay at lower levels or leave the workforce



Some Considerations

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- Women still take the majority of parental leave in Canada
- Women still tend to provide more care for children, and adult dependents including ageing parents
- Women are more likely to drop out of the workforce overall, often due forms of dependent care

Key Statistics

- In 2009, nearly 90% of new mothers took parental leave, averaging 48 weeks
 - 11% of men outside of Quebec took any paid leave, averaging 2.4 weeks
- Mothers of young children who work full time spent a total of 5 hours 13 minutes a day on childcare
 - men working full time spent 2 hours 59 minutes taking care of their children
- Over 56% of care for seniors or dependents aged 45-64 is provided by women



Women's Under-representation in Management

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- When women are under-represented at the working level, they are naturally under-represented in management
- Women are gaining an increasing share of management positions, however are struggling to rise above middle management
 - In 2014, women accounted for 36% of management level workers
 - At the senior management level, they accounted for 32%
- Data suggests that some women are opting out of the executive careers in favour of work-life balance



Sources

Catalyst, Women CEOs and Heads of the Financial Post 500 (January 2, 2015) and additional Catalyst research and analysis.
Liz Mulligan-Ferry, Mark J. Bartkiewicz, Rachel Soares, Amrita Singh, and Imogene Winkleman, 2013 Catalyst Census: Financial Post 500 Women Board Directors (2014).
Liz Mulligan-Ferry, Andrew Malordy, and Ashley Peter, 2012 Catalyst Census: Financial Post 500 Women Senior Officers and Top Earners (2013).
Statistics Canada, Table 282-0010 Labour Force Survey Estimates (LFS), by National Occupational Classification for Statistics (NOC-S) and Sex Annual (Characteristics: Employment) (January 2014).
Statistics Canada, Table 282-0002 Labour Force Survey Estimates (LFS), by Sex and Detailed Age Group Annual Employment, 15 years and over (Characteristics: Labour Force) (January 2014).

- **Any questions?**

