



**Women have the edge in educational attainment, but their labour market outcomes still lag behind.**

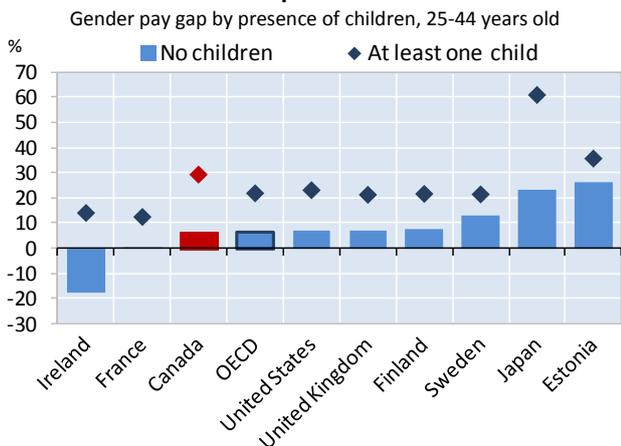
Women in Canada are often better educated than men: 55% of women (vs. 46% of men) aged 25 to 64 have attained a tertiary degree. The difference is particularly striking for the 25 to 34 age group: in 2010, two-thirds of young women compared with half of young men had a [tertiary qualification](#). If this trend continues, by 2025 there will be almost two female students for every male in tertiary education in Canada.

At the same time, gender differences continue to persist in chosen fields of study. Young women are much less likely than men to pursue scientific studies and in 2010 accounted for only 18% of graduates in computer sciences and 24% in engineering. To ensure the best use of the talent pool it is important to find ways to equally interest girls and boys in all subjects and address gender stereotyping from an early age.

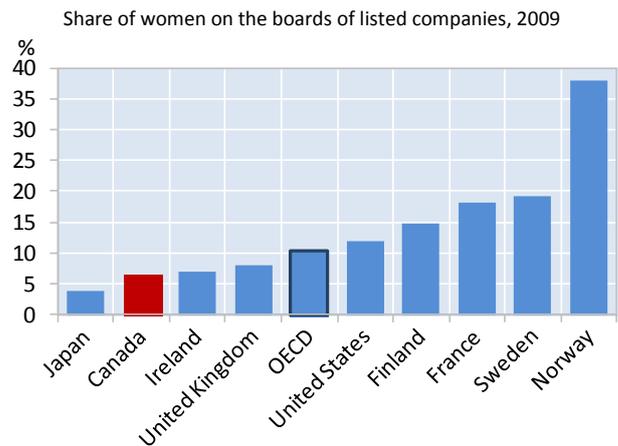
Over the past two decades, the gender employment gap in Canada has declined by 9 percentage points and in 2011 69% of women (vs. 75% men) of working-age (15-64 years) were [employed](#). This is above the OECD average of 60%. Nevertheless, women are less likely than men to climb the career ladder and are twice as likely to work part-time (27%) as compared to men (12%). In 2009, the proportion of women on boards of listed companies in Canada was one of the lowest (6%) in the OECD (10%), and a significant percentage of listed companies (42%) had no women on their boards. Yet changes are being made: the Province of Québec, for example, has made gender parity on the boards of its Crown corporations a statutory requirement.

Gender gaps in unpaid work are smaller than in most OECD countries: women on average do one-and-a-half hours per day of unpaid work more than men. Affordability and quality in childcare overall in Canada is still an issue forcing many women to drop out of the labour market or reduce their working hours during childrearing years. This affects women's [earnings levels](#): full-time employed women in Canada earn on average 19% less than men. Gender pay gaps are particularly large among the 25 to 44 year-old with at least one child (29%), while they are much lower (7%) among the population of the same age without dependent children.

**Gender pay gaps are largest for women without dependent children**



**Women are underrepresented on company boards**



The proportion of female entrepreneurs in Canada has remained steady at around 25% over the past decade – a higher proportion than in the US or across the European Union. Compared to men, women entrepreneurs tend to have less experience as business owners and spend less time on their business, often because of family commitments: this contributes to the 36% [gender earnings gap for the self-employed](#), which is around the OECD average.