

## Individual Action Plan

Economy: Canada

<p>Ratio of women's representation in leadership* in both the public and private sectors ( * based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN; see <a href="https://careers.un.org/lbw/home.aspx?viewtype=SC">https://careers.un.org/lbw/home.aspx?viewtype=SC</a>)</p>	<p>The followings are the details of the fields and figures of ration of women representation in leadership. Overall, in Canada, the number of women elected and appointed to different levels of public decision-making roles has increased.</p> <ul style="list-style-type: none"><li>• Number of women (76) in Canada's federal cabinet: 30% (2014)</li><li>• Governor-in-Council appointed positions: 31% (2014)</li><li>• Municipal councilors: 25% (2014)</li><li>• Mayors: 16% (2014)</li><li>• Supreme Court of Canada judges: 38% (2014).</li><li>• Senior Officer positions at Financial Post 500 companies: 18% (2012).</li><li>• All management positions described as Director level and above: 35.4% (2012)</li><li>• All senior management positions (Director General and above): 22.9% (2012)</li><li>• Women held 18.1% of and 6.9% of senior officer top earner positions at public companies: (2012).</li><li>• In both 2011 and 2013, nearly one-fifth of all companies had 25% or more women board members.</li><li>• Executive roles by women at Canada's largest private bank-Royal Bank of Canada: 37% (2014)</li></ul>
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<p>Voluntary goals of women's representation in leadership in public and private sectors toward by the end of 2020</p> <p>(%; total target of increasing the share of women in leadership positions which are based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN)</p>	<ul style="list-style-type: none"> <li>• Aspire to 30% over five years (2014-2019) national goal to achieve gender balance, with the longer term goal being gender balance on boards</li> </ul>
<p>Include a brief plan of action of how your economy plans to achieve your voluntary goals.</p>	<ul style="list-style-type: none"> <li>• Federal Ministers and the Advisory Council would work with prominent individual Chairs, FP 500 companies, national business associations, large shareholder groups and advocacy organizations to promote increased representation of women on boards.</li> <li>• The Government of Canada plans to build on the positive efforts it has achieved and plans to launch a national initiative to encourage the private sector to attain gender-balanced boards.</li> </ul>

✓ *The voluntary goals will be reviewed by each economy in the process of developing Interim report.*