The rate of employment for women in the province has increased by 20 percentage points since 1976, narrowing the gap between men's and women's employment rates.

BUT on average women make $15,000 less a year.
Senior management

Women, on average, fill only 32% of senior management positions in Nova Scotia.

Apprenticeship and trades

Apprenticeship and trade qualifiers are individuals who have sufficient practical work experience to meet the established criteria to attempt the certification journey level (provincial or interprovincial) examination.

Since 2000, on average only 2% of the registered apprenticeship and trade qualifiers in Nova Scotia are women.

Statistics current as of November, 2013.

SOURCES

Employment rates: Table 282-0010 Labour force survey estimates (LFS), by National Occupational Classification for Statistics (NOC-S) and sex, annual.
High-level positions: Statistics Canada, NHS, 99-012-X2011033 NHS
Apprenticeship and trades: Statistics Canada. Table477-0055 - Registered apprenticeship training, certificates, by age groups, sex, major trade groups, apprentice or trade qualifier indicator and red seal or non-red seal indicator, annual (number), CANSIM (database).
On average between 2007 and 2011, women earned $14,260.00 less than men a year.

Women employed in fields where they have been historically underrepresented often receive an income significantly lower than that of their male counterparts.
High pay / low pay employment rate

While the employment rate between men and women has narrowed, significant gaps remain.

High Paying Positions
- 20% Senior managers – construction, transportation, production and utilities.
- 20% Senior managers – financial, communications, business services.
- 0% Contractors and supervisors, oil and gas drilling.

Lowest Paying Positions
- 100% Home Child Care Providers
- 100% Estheticians, electrologists
- 83% Food and Beverage Servers

Women in Nova Scotia represent 100% of those employed in 6 of the 10 lowest paying occupations in Nova Scotia.

Why are the lowest paying jobs the ones that employ women?

Low income

61% of employees that earn minimum wage or less are women.

Low income line

Percentage living in low-income households

Aboriginal identity: 47% female, 24% male
Visible minority: 67% female, 34% male
Immigrant: 39% female, 20% male
Single parent families: 61% female, 42% male
Couple families: 20% female, 10% male
Age 65 and over: 35% female, 21% male

Poverty is linked to various forms of inequality and inequity associated with, but not limited to, race, gender, age, sexual orientation, (dis)ability and geographical location—in that they are all contributing factors.

SOURCES
- Statistics current as of November, 2013.
- Average earnings: Statistics Canada, Table 202-0047 - Income of individuals, by sex, age group and income source, 2011 constant dollars, annual
Leadership

Key
• female      • male

Municipal Governments

Mayors

7 of 35 Nova Scotian mayors are women.

Councilors

Across Nova Scotia, women make up 90 of the 377 municipal elected officials.

School Boards

Gender parity can be argued to have been achieved in School Board representation, as Nova Scotia women make up 55% of elected School Board officials from the October 2012 municipal elections.

Canadian Provincial MLAs

In most provinces and territories, less than one-third of MLAs are women.

Provincial Governments

14 out of 51 elected Nova Scotian MLAs were women.

Provincial Cabinet Ministers

In addition, 5 female provincial cabinet ministers were appointed to the 16 member Executive Council, another historic high for the province.

Is this equal representation?
**Federal Government**

- **Members of Parliament**: 26%
  - Nova Scotian Female Members: Nova Scotia has 1 female Member of Parliament out of 11 (or 9%). In Senate, there is 1 female senator from Nova Scotia.
- **Senators**: 38%

**First Nation Band Councils**

- **First Nation Chiefs**: 23%
  - Currently, 3 of Nova Scotia’s 13 First Nation Band councils are led by female chiefs.
- **First Nation Councilors**: 18%
  - Women hold 17 of the 93 council positions on First Nation Band councils.

**Provincial Government Agencies, Boards, & Commissions (ABCs)**

- **287** of the **816** total members on Nova Scotia’s agencies, boards and commissions are women.
  - **Adjudicated ABCs**: 33%
    - Adjudicative ABCs “make findings of fact and law, and make decisions affecting a person’s liberty, security, or legal rights” and appointments are made based on merit, skills and qualifications. (Source: Government of Nova Scotia, 2013)
    - Women make up 60 of the 184 members on adjudicative ABCs.
  - **Non-adjudicated ABCs**: 36%
    - Non-adjudicative ABCs “make financial, regulatory, business or policy decisions or recommendations to government”. (Source: Government of Nova Scotia, 2013)
    - Women make up 227 of the 632 members on non-adjudicative ABCs.

**Statistics current as of November, 2013.**

**Sources**

- Municipal Government / Mayors and Councilors: novascotia.ca/dma/government/elections.asp
- Canadian Provincial MLAs: Parliament of Canada (www.parl.gc.ca) 2013
- Provincial Government Agencies, Boards, & Commissions: NS Public Service Commission, October 2013
Seniors (65+)

The province's aging demographic is reflective in the changes in its work force. In the past five years, there has been a slight decrease in the female labour force in the 15-24 age bracket and the proportion of the labour force for women 65 years and over has more than doubled since 2008.

Average income

In 2011, over 20% of women aged 65 and over were living in low income compared to 14.5% of men.

Income sources

Women over the age of 65 are far more reliant on government transfer payments including Old Age Security (OAS), Guaranteed Income Supplement (GIS) and Canadian pension Plan (CPP) than men of the same age.

The province's aging demographic is reflective in the changes in its work force. In the past five years, there has been a slight decrease in the female labour force in the 15-24 age bracket and the proportion of the labour force for women 65 years and over has more than doubled since 2008.
Pensions

Registered pension plan members in Nova Scotia in 2011

<table>
<thead>
<tr>
<th>Plan Type</th>
<th>Contributory Plan</th>
<th>Non-contributory Plan</th>
<th>Defined contribution pension plan</th>
<th>Defined benefit pension plan</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td></td>
<td>85,784</td>
<td>70,504</td>
<td>13,031</td>
<td>19,193</td>
</tr>
<tr>
<td></td>
<td>70,504</td>
<td>85,784</td>
<td>19,193</td>
<td>13,031</td>
</tr>
<tr>
<td></td>
<td>2,513</td>
<td>2,513</td>
<td>67,786</td>
<td>61,694</td>
</tr>
<tr>
<td></td>
<td>16,824</td>
<td>16,824</td>
<td>61,694</td>
<td>67,786</td>
</tr>
</tbody>
</table>

- **Contributory plan**: A registered pension plan where employees are required to pay part of the cost of the benefits.
- **Non-contributory plan**: A registered pension plan where the employer pays 100% of the cost of the benefits.
- **Defined contribution pension plan**: A form of savings for retirement where you and your employer contribute an established amount to your pension each year. Your contribution is usually a percentage of your pay. The value of the pension is based on the performance of the investments. Amount of the pension is uncertain.
- **Defined benefit pension plan**: An agreement where the employer promises to pay a certain amount of money each year after retirement. Employees often but do not always make contributions in addition to their employer's contribution. How much you receive depends on a formula, generally based on your income and years worked.

**Private sector**: Includes incorporated and unincorporated businesses, religious, charitable and other non-profit organizations, co-operatives, trade or employee associations, and private educational and health institutions.

- Male: 26,858
- Female: 44,957

**Public sector**: Includes municipal, provincial and federal governments and enterprises, crown corporations, government boards, commissions and agencies, and public educational and health institutions.

- Male: 61,439
- Female: 42,371

**Statistics current as of November, 2013.**

**SOURCES**
- Aging female work force: Statistics Canada, Table 282-0002 Labour force survey estimates
- Average income: Statistics Canada, Table 202-0307 - Income of individuals by sex, age group and income source
### Education

#### Education Level

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Male</th>
<th>Female</th>
<th>THE GAP</th>
</tr>
</thead>
<tbody>
<tr>
<td>No certificate, diploma or degree</td>
<td>$26,175</td>
<td>$16,575</td>
<td>$9,600</td>
</tr>
<tr>
<td>High school diploma or equivalent</td>
<td>$33,735</td>
<td>$21,404</td>
<td>$12,331</td>
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<tr>
<td>Postsecondary certificate, diploma, or degree</td>
<td>$52,065</td>
<td>$36,903</td>
<td>$15,162</td>
</tr>
<tr>
<td>Postsecondary certificate or diploma below bachelor level</td>
<td>$44,602</td>
<td>$30,463</td>
<td>$14,139</td>
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<tr>
<td>Apprenticeship or trades certificate or diploma</td>
<td>$42,337</td>
<td>$25,739</td>
<td>$16,598</td>
</tr>
<tr>
<td>College, CEGEP or other non-university certificate or diploma</td>
<td>$45,664</td>
<td>$30,620</td>
<td>$15,044</td>
</tr>
<tr>
<td>University certificate or diploma below bachelor level</td>
<td>$50,666</td>
<td>$38,353</td>
<td>$12,313</td>
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<tr>
<td>University certificate, diploma, or degree at bachelor level or above</td>
<td>$67,068</td>
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<tr>
<td>Bachelor's degree</td>
<td>$60,339</td>
<td>$43,219</td>
<td>$17,120</td>
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<tr>
<td>University certificate, diploma, or degree above bachelor level</td>
<td>$78,326</td>
<td>$56,720</td>
<td>$21,606</td>
</tr>
</tbody>
</table>

### Employment Rates

- university degree: 76% male, 74% female
- post-secondary certificate or diploma: 61% male, 61% female
- some post-secondary: 56% male, 55% female
- high school graduate: 58% male, 55% female
- some high school: 64% male, 56% female
- less than grade 9: 43% male, 29% female

#### Why?

The earnings gap between men and women in Nova Scotia persists despite the educational attainment of women. On average, women earn $15,000 LESS than men. Women with a bachelor's degree earn $19,000 LESS than men. Women with a university certificate, diploma, or degree above bachelor level earn $9,000 LESS than men. Women with a university certificate, diploma, or degree at bachelor level earn $12,000 LESS than men.

### Wages

Women earn $9,600 LESS than men. Women earn $12,000 LESS than men.
Women enrolled in mathematics, computer, and information sciences programs made up only 1% of all women enrolled in full-time post-secondary programs.

**Immigrant and Aboriginal women**

- **Non-immigrant (a person who is a Canadian citizen by birth)**
  - University – bachelor level or above: 87%
  - University – below bachelor: 94%
  - College / CEGEP: 94%
  - Apprenticeship or trades: 94%
  - High school diploma: 87%

- **Immigrant**
  - University – bachelor level or above: 87%
  - University – below bachelor: 94%
  - College / CEGEP: 94%
  - Apprenticeship or trades: 94%
  - High school diploma: 87%

- **Immigrated 2006-2011**
  - University – bachelor level or above: 87%
  - University – below bachelor: 94%
  - College / CEGEP: 94%
  - Apprenticeship or trades: 94%
  - High school diploma: 87%

**Aboriginal women**

- **Non-Aboriginal**
  - University – bachelor level or above: 15%
  - University – below bachelor: 18%
  - College / CEGEP: 30%
  - Apprenticeship or trades: 17%
  - High school diploma: 5%

- **Off Reserve**
  - University – bachelor level or above: 22%
  - University – below bachelor: 23%
  - College / CEGEP: 24%
  - Apprenticeship or trades: 24%
  - High school diploma: 6%

- **On-Reserve**
  - University – bachelor level or above: 26%
  - University – below bachelor: 25%
  - College / CEGEP: 24%
  - Apprenticeship or trades: 16%
  - High school diploma: 7%

**SOURCES**

- Wages: Statistics Canada, NHS (99-014-X2011040)
- Postsecondary enrolments: Statistics Canada. Table 477-0019

Statistics current as of November, 2013.