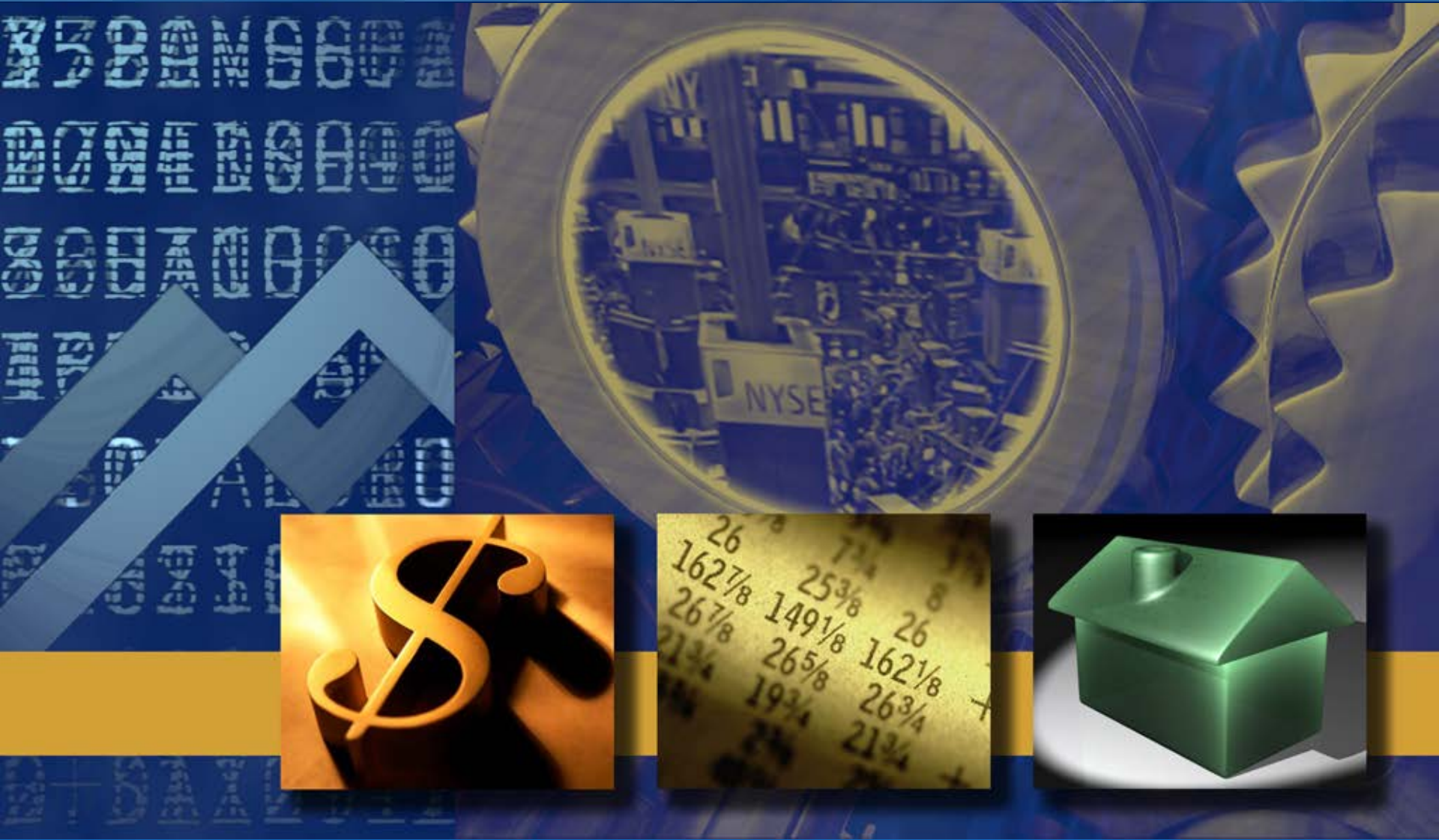


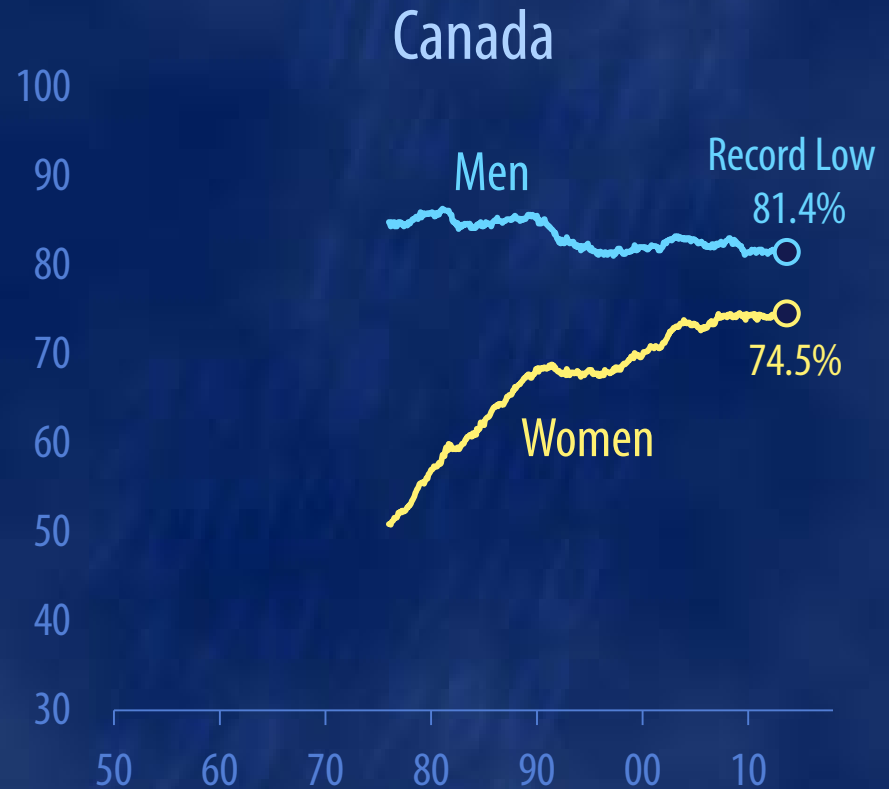
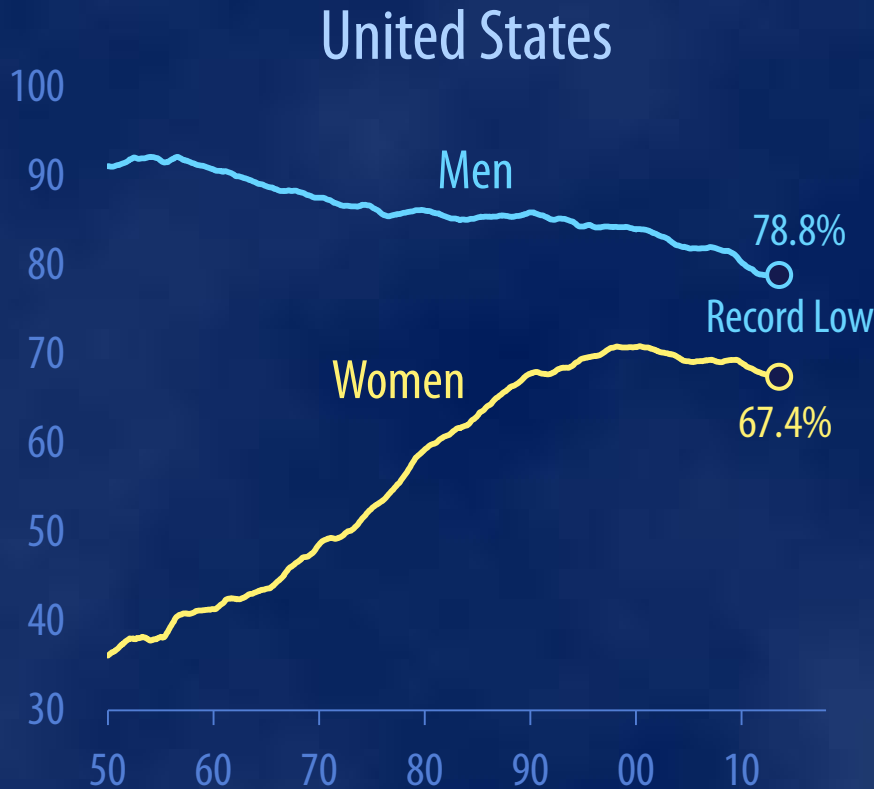
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Participation Rates

Participation Rate (% of adults in workforce : 12-mnth ma)



Record lows for men

Adults in Workforce: US - 16-64 year old Canada - 15-64 year old

Job Losses During Recession



US

8.6 million jobs lost

68% men

Canada

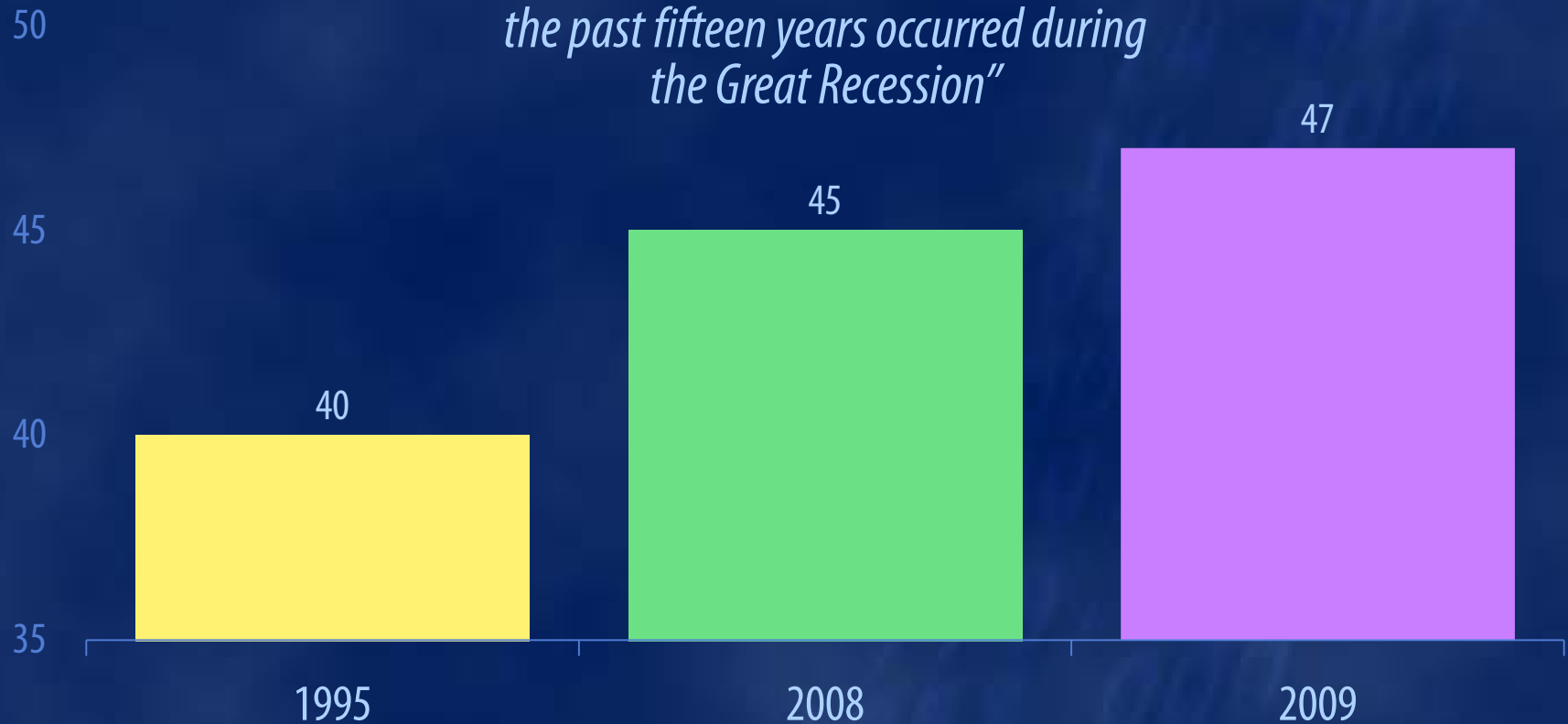
431,000 jobs lost

75% men

Working Wives Contribute More to Family Income

United States (% of family earnings)

Wives' Earnings



Source: The Carsey Institute at the University of New Hampshire

Reversal of Educational Attainment



University Degrees – United States (% of gender)

1970	20% of men	12% of women
2010	28% of men	36% of women

US-born Caucasians (age 30-44)

First cohort in history to have more women than men with college degrees

Source: Pew Research Center

Women Earn:



60% of BAs

60% of Masters Degrees

50% of Medical and Law Degrees

42% of all MBAs

46% of Engineering and Science Degrees

More than 50% of all PhDs

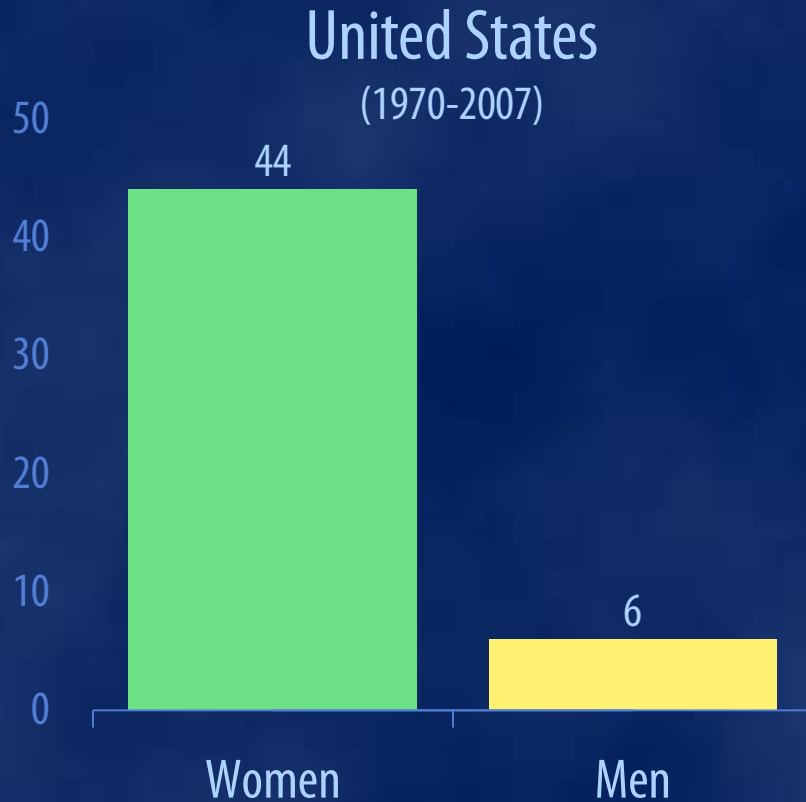
...All ratios rising fast

40% of mothers are the primary breadwinners (many single)

Source: Pew Research Center, January 19, 2010

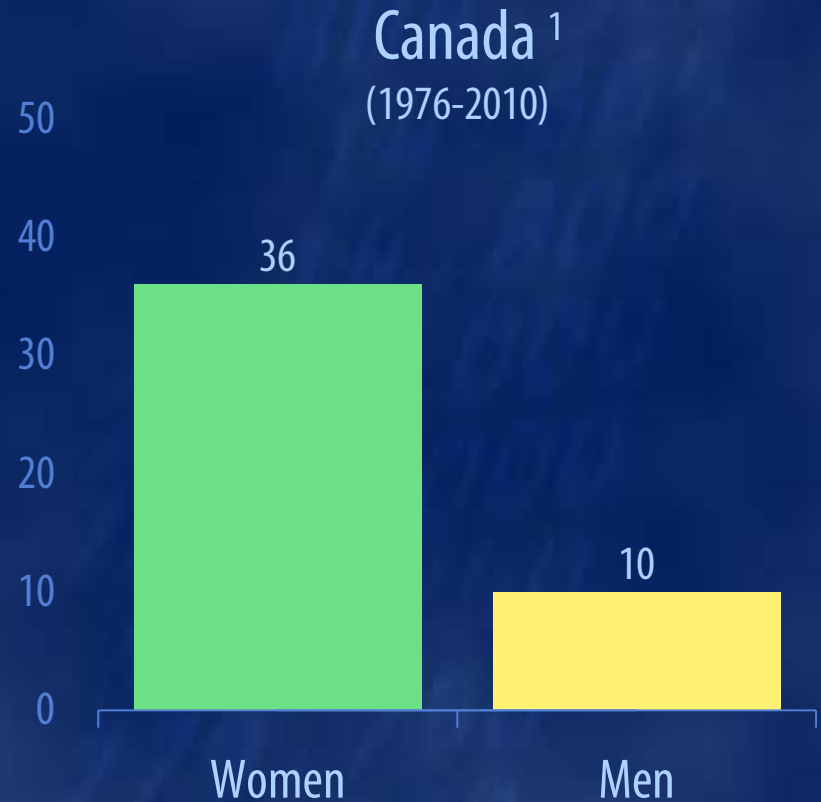
Closing the Gap

Earnings Growth – Full-time Workers (% chng)



29% gap vs 48% gap in 1970

Source: Pew Research Center, January 19, 2010



36% gap vs 68% gap in 1976

¹ Real Earnings Growth Source: Statistics Canada

Gender Equality Good for Business



Women increasingly better educated

Improved performance

Better corporate governance

Women make most spending decisions

Barriers:

Masculine or patriarchal corporate culture

Few role models

Cultural norms

Canada's Competitive Position Has Slipped



Decline in international rankings of gender diversity on corporate boards

Mandatory Quotas Move Europe Ahead



Female director quotas:

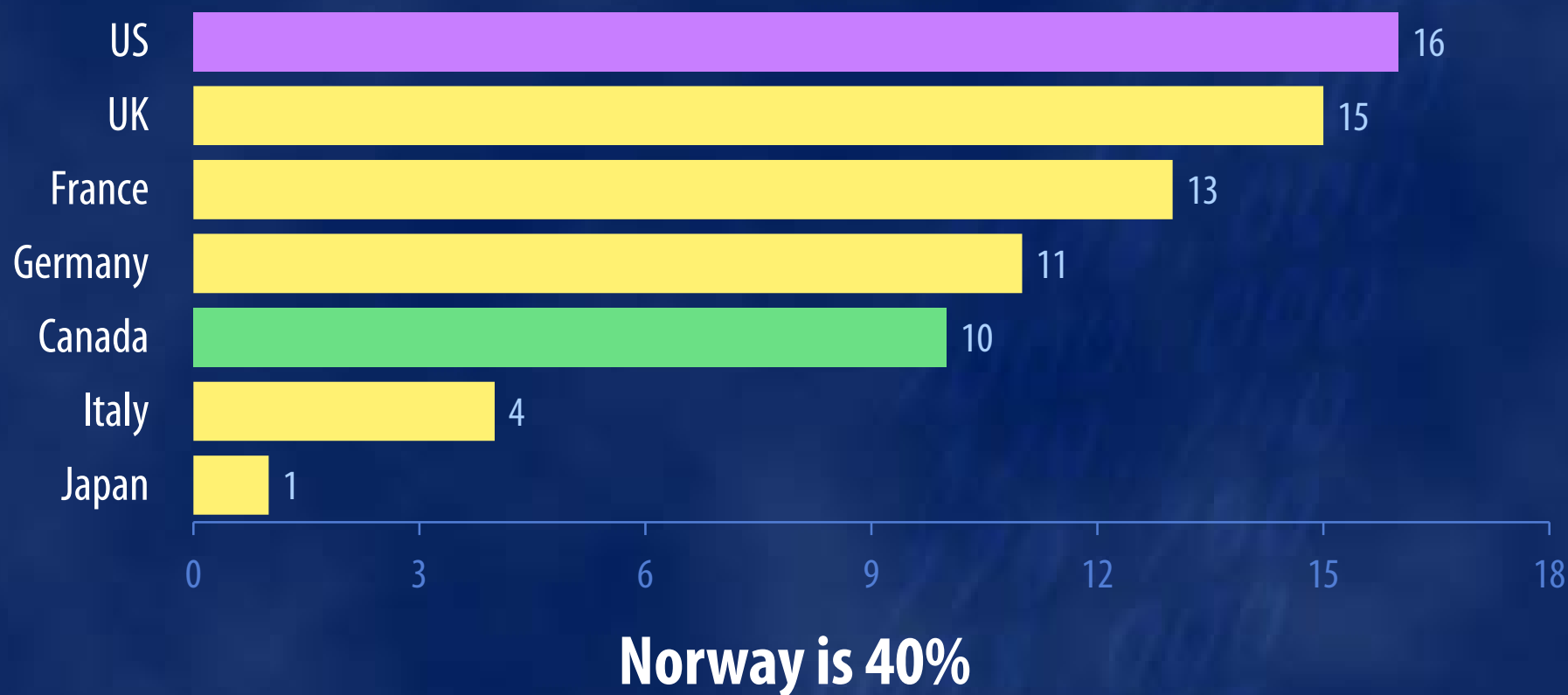
France	40% quota
Iceland	
Netherlands	
Norway	
Spain	
Belgium	Discussing
Germany	
Sweden	

EU proposes 40% as a minimum

G7... Female Public Board Members

(% of public board members that are women)

Women Board Members



Source: Catalyst, Inc.

Women Are:



51% of managers and professionals

54% of accountants

60% of pharmacists

33% of physicians

45% of lawyers

Both rising fast

But only 3% of Fortune 500 CEOs

Source: Pew Research Center, January 19, 2010

Female Entrepreneurs... A Powerful Force



Canada has the largest share of women entrepreneurs (33%)

5.3% average annual growth rate since 1976
(men 2.2%)

Earn less than employed women

Rapid growth for women > 55 years of age

Source: Women's Enterprise Centre

National Share of Female Executives Still Low



	Canada (percent)	US
Women in workforce	47	47
Executives	18	14
CEOs	5	3*

Far from parity with men

Source: Catalyst, Inc.

* CEOs of S&P 500 companies

Low Gender Gap Directly Correlates to Economic Competitiveness



Global Gender Gap Index – 2010 [#1 has lowest gender gap]

1	Iceland	11	Spain
2	Norway	12	South Africa
3	Finland	13	Germany
4	Sweden	14	Belgium
5	New Zealand	15	United Kingdom
6	Ireland	16	Sri Lanka
7	Denmark	17	Netherlands
8	Lesotho	18	Latvia
9	Philippines	19	United States
10	Switzerland	20	Canada

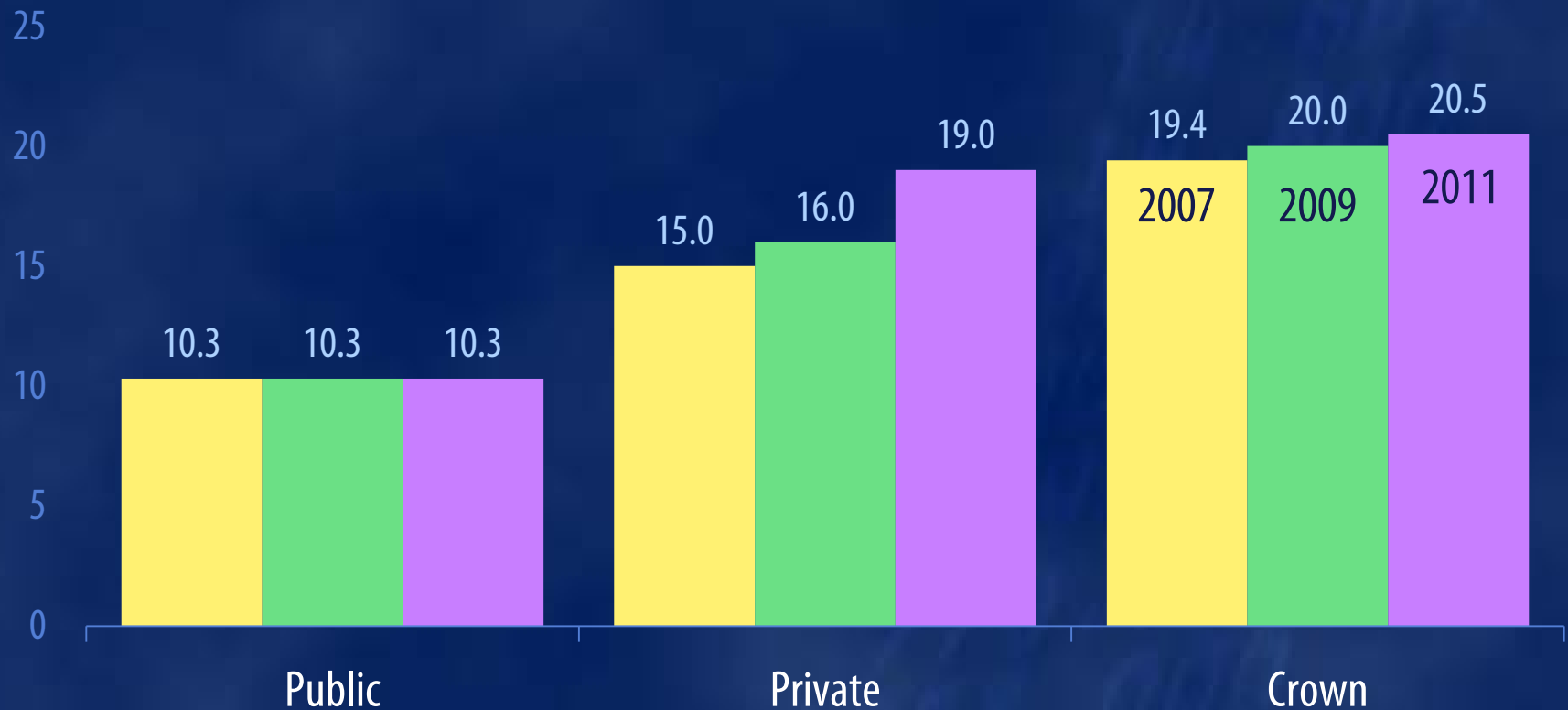
US and Canada squeak into Top 20

Source: World Economic Forum

Large Corporations Still Discriminate Most

Canada (% of executives)

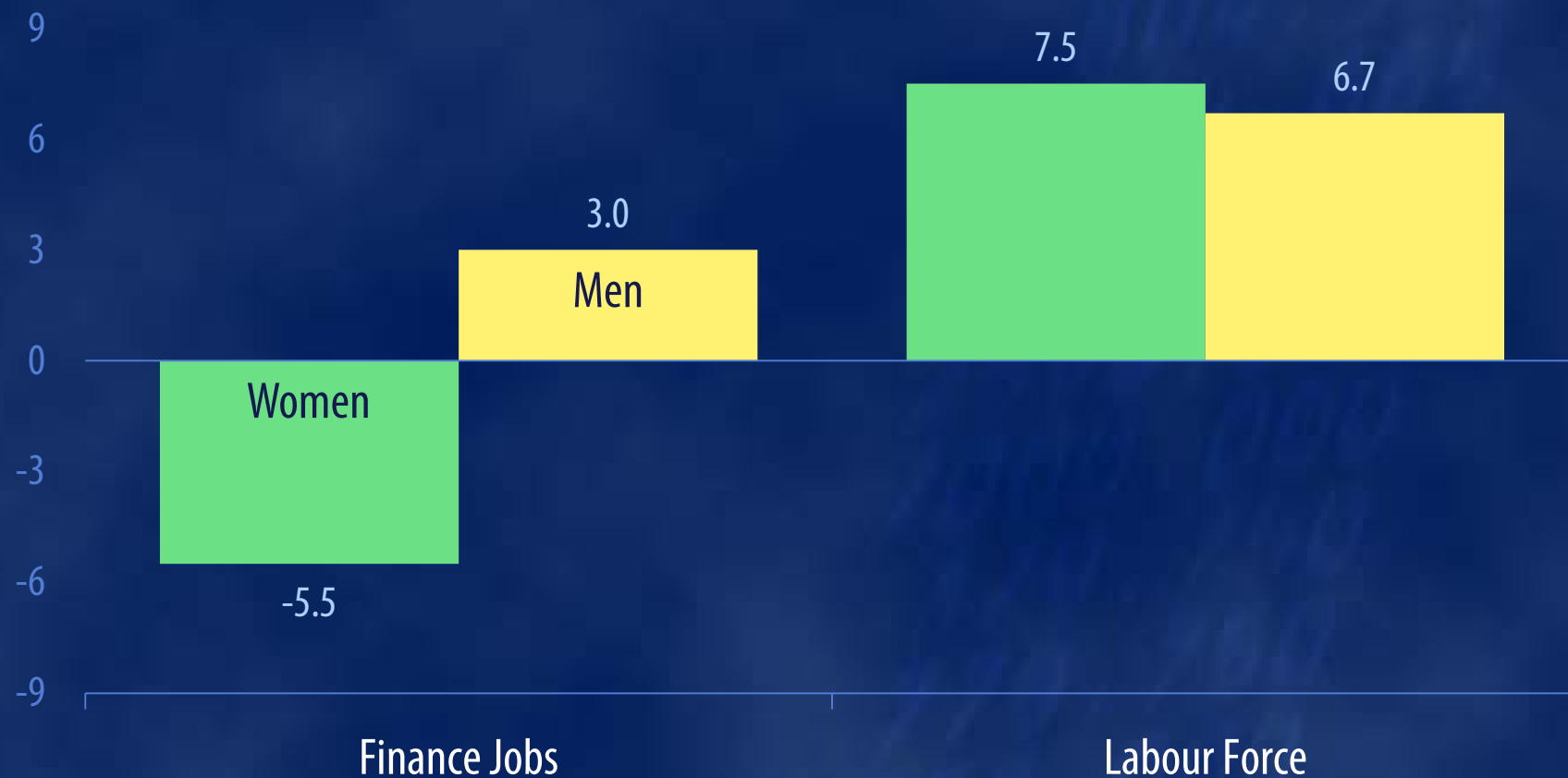
Female Executives, by Type of Firm



Source: Catalyst, Inc.

Fewer Females in Finance

United States (10-yr % chng : ar)



Gender hurdles

Ontario Pushing to Increase Women on Boards



Set targets:

“Comply or explain”

Australian results:

8.3% in 2009 to 15.7%

Canada stuck at 10%

More than 40% of Canadian public companies
have no women on boards

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