Women and Leadership

Despite ‘comply or explain’ legislation, there has been slow progress for women's representation on boards, and even slower progress for women in executive leadership positions.

In 2018:

- 30.8% reported having more than 1 female executive officer
- 40.1% of TSX-listed firms reported having no female executive officers
- 29.1% reported having only 1 female executive officer
- 4% of firms had a female CEO
- 15% overall board seats held by women
- 29% vacated board seats filled by women
- 30.8% reported having more than 1 female executive officer
- 40.1% of TSX-listed firms reported having no female executive officers
- 29.1% reported having only 1 female executive officer
- 4% of firms had a female CEO
- 15% overall board seats held by women
- 29% vacated board seats filled by women

How to fix the problem of representation:

- Democratize hiring and recruitment by implementing diverse team-based hiring.
- Rewrite job descriptions to reduce biased language and eliminate associations with gender stereotypes.
- Implement quotas or hard targets to ensure that boardroom dynamics change substantially.
- Promote sponsorship and mentorship to increase female leadership.
- Diversity training can help when implemented with buy-in from management and alongside other efforts to reduce gender inequality.
- Solutions aimed at addressing leaky pipelines must involve training for educators of every age group, from preschool to university to onsite job learning.

To learn more and read the whole research brief:
https://www.gendereconomy.org/women-and-leadership/

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