

# GENDER RESULTS FRAMEWORK



Canada's economic future depends on people having equal opportunity to reach their full potential, regardless of gender. The framework defines the Government of Canada's gender equality goals and allows us to track how Canada is performing, determine what is needed to advance gender equality and measure progress going forward.

To find out more, visit [www.canada.ca/gender-results-framework](http://www.canada.ca/gender-results-framework)

## Education and Skills Development

### Goal

Equal opportunities and diversified paths in education and skills development

### Objectives & Indicators

#### More diversified educational paths and career choices

- 1.1.1 Proportion of post-secondary qualification holders who are women, by field of study and qualification type
- 1.1.2 Proportion of post-secondary students who are women, by field of study and credential type
- 1.1.3 High school completion rate

#### Reduced gender gaps in reading and numeracy skills among youth, including Indigenous youth

- 1.2.1 High school reading and mathematics test scores

#### Equal lifelong learning opportunities and outcomes for adults

- 1.3.1 Adults' literacy and numeracy test scores

## Economic Participation and Prosperity

### Goal

Equal and full participation in the economy

### Objectives & Indicators

#### Increased labour market opportunities for women, especially women in underrepresented groups

- 2.1.1 Labour force participation rate
- 2.1.2 Employment rate

#### Reduced gender wage gap

- 2.2.1 Gender gap in median hourly wages
- 2.2.2 Gender gap in average hourly wages
- 2.2.3 Gender gap in median annual employment income
- 2.2.4 Gender gap in average annual employment income

#### Increased full-time employment of women

- 2.3.1 Proportion of workers in full-time jobs

#### Equal sharing of parenting roles and family responsibilities

- 2.4.1 Proportion of time spent on unpaid domestic and care work
- 2.4.2 Number of children in regulated child care spaces and/or early learning programs and/or benefitting from subsidies
- 2.4.3 Proportion of annual household income spent on child care, by economic family type

#### Better gender balance across occupations

- 2.5.1 Proportion of occupational group who are women

#### More women in higher-quality jobs, such as permanent and well-paid jobs

- 2.6.1 Proportion of persons employed in temporary, involuntary part-time, or low-wage jobs

## Leadership and Democratic Participation

### Goal

Gender equality in leadership roles and at all levels of decision-making

### Objectives & Indicators

#### More women in senior management positions, and more diversity in senior leadership positions

- 3.1.1 Proportion of employees in management positions who are women, by management level

#### Increased opportunities for women to start and grow their businesses, and succeed on a global scale

- 3.2.1 Proportion of businesses majority-owned by women, by business size

#### More company board seats held by women, and more diversity on company boards

- 3.3.1 Proportion of board members who are women, by type of board

#### Greater representation of women and underrepresented groups in elected office and ministerial positions in national and sub-national governments

- 3.4.1 Proportion of seats held by women in national Parliament
- 3.4.2 Proportion of seats held by women in local governments (provincial, territorial, municipal, First Nations Band Councils)
- 3.4.3 Proportion of ministerial positions held by women in federal-provincial-territorial governments and Chiefs in First Nations communities who are women

#### Increased representation of women and underrepresented groups as administrators of the justice system

- 3.5.1 Proportion of federally appointed judges (federal and provincial courts) who are women
- 3.5.2 Proportion of law enforcement, security and intelligence officers who are women, by rank

## Gender-Based Violence and Access to Justice

### Goal

Eliminating gender-based violence and harassment, and promoting security of the person and access to justice

### Objectives & Indicators

#### Workplaces are harassment-free

- 4.1.1 Proportion of employees who self-report being harassed in the workplace

#### Fewer women are victims of intimate partner violence and sexual assault

- 4.2.1 Proportion of women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner
- 4.2.2 Proportion of population who self-reported being sexually assaulted, since age 15

#### Fewer victims of childhood maltreatment

- 4.3.1 Proportion of population who self-reported childhood maltreatment (before age 15), by type of maltreatment

#### Fewer women killed by an intimate partner

- 4.4.1 Homicide rate, by relationship to the perpetrator

#### Increased police reporting of violent crimes

- 4.5.1 Proportion of self-reported incidents of violent crime reported to police, past 12 months, by type of crime

#### Fewer Indigenous women and girls are victims of violence

- 4.6.1 Proportion of Indigenous women and girls subjected to physical, sexual or psychological violence, by Indigenous identity

#### Increased accountability and responsiveness of the Canadian criminal justice system

- 4.7.1 Proportion of sexual assaults reported to police that are deemed "unfounded"

## Poverty Reduction, Health and Well-Being

### Goal

Reduced poverty and improved health outcomes

### Objectives & Indicators

#### Fewer vulnerable individuals living in poverty

- 5.1.1 Prevalence of low income, by economic family type

#### Fewer women and children living in food-insecure households

- 5.2.1 Proportion of individuals living in households that are moderately or severely food-insecure, by economic family type

#### Fewer vulnerable individuals lacking stable, safe and permanent housing

- 5.3.1 Proportion of the population in core housing need, by economic family type

#### Child and spousal support orders are enforced

- 5.4.1 Collection rate, by type of beneficiary

#### More years in good health

- 5.5.1 Leading causes of death
- 5.5.2 Health-adjusted life expectancy at birth
- 5.5.3 Proportion of population that participated regularly in sport

#### Improved mental health

- 5.6.1 Proportion of adults who have high psychological well-being

#### Improved access to contraception for young people and reduced adolescent birth rate

- 5.7.1 Proportion of population aged 15 to 49 that did not use contraception among sexually active population not trying to conceive
- 5.7.2 Adolescent birth rate (aged 15 to 19) per 1,000 women in that age group

## Gender Equality Around the World

### Goal

Promoting gender equality to build a more peaceful, inclusive, rules-based and prosperous world

### Objectives & Indicators

Feminist international approach to all policies and programs, including diplomacy, trade, security and development:

**Increased and meaningful participation of women in peace and security efforts**

**More women in leadership and decision-making roles, and stronger women's rights organizations**

**More women and girls have access to sexual and reproductive health services and their rights are promoted**

**More of Canada's trade agreements include gender-related provisions**  
**More women have equitable access and control over the resources they need to build their own economic success and the economic success of their communities**

**Fewer people are victims of sexual and gender-based violence and sexual exploitation, including in conflict settings and online**

**More girls and women access quality education and skills training**



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