

The Best and Worst Place to be a Woman in Canada

An Index of Gender Equality in Canada's
Twenty Largest Metropolitan Areas

Kate McInturff





CCPA

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The Best and Worst Place to be a Woman in Canada

An Index of Gender Equality in Canada's Twenty Largest Metropolitan Areas

Introduction: All Equality Is Local

Broad economic measures like Gross Domestic Product (GDP) tell us something about the sum total of economic activity in the country. However, GDP tells us very little about how individuals and communities are faring and even less about how different forms of inequality are experienced.

This report examines one social division that is correlated to inequality: gender. It provides a picture of where gender makes the greatest difference in the lives of Canadians and where it makes the least difference. Understanding where our greatest gender gaps are to be found is the first step to closing those gaps, in order to ensure that no one in Canada is denied the opportunity to thrive simply because they are born female.

A closer look at how women are faring in their communities can tell us where women can expect to earn the most (Ottawa-Gatineau) and where they experience the lowest levels of poverty (Calgary). It can tell us if the country's highest earning women are also the most educated (they are) or

where women are closing the gap in trades and apprenticeships (Montreal). Finally, economic measures leave out important indicators of well-being. They don't tell us which city records the highest stress levels (Kitchener - Cambridge - Waterloo), for example, or where women can expect to live the longest (Vancouver).

This report examines Canada's twenty largest metropolitan areas. Each city is ranked based on a comparison of how men and women are faring in five different areas: economic security, leadership, health, personal security, and education. In each area several different things are measured. For example, in the area of economic security the report measures the gap between men's and women's levels of employment, income, and poverty. By definition, the report does not address the conditions of women and men in small, rural or remote areas, nor does it address differences between populations of women. These differences are important, but there is simply not enough data collected at the municipal level to make comparisons between, for example, women with and without disabilities or between Aboriginal, immigrant and racialized women.

The report focuses on the gap *between* men and women, rather than overall levels of well-being. It does so in order to measure the difference between the access women and men have to the public goods available in their community – not the overall wealth of a community. This means that a community with a higher average wage, for example, will not necessarily score better than a community with a lower average wage. Thus, while Edmonton has the highest median employment income of all the cities examined, it also has the biggest gap between the paychecks of men and women and therefore receives the lowest score for this indicator.

The report uses quantitative measures to stand in for quality of life. Each indicator has been chosen based on a demonstrated link to the well-being of individuals and their communities. For example, there is a large body of evidence that demonstrates that educational attainment is strongly correlated to better health and greater economic security (itself linked to lower levels of stress and better health outcomes).

The scores are determined by calculating the ratio of female-to-male achievements or attainment for each indicator (where possible). This generates a score out of 1.0 (with a ratio of 1.0 representing equality). Those ratios are averaged to produce a numerical score in each area of attainment (i.e. health, education, leadership, security, economic well-being). Each city then receives a ranking for that area. The rankings are then averaged across the five areas to produce the overall rankings.

The Results: Don't Everyone Move to Québec City at Once

Québec City comes in first place out of Canada's twenty most populous cities. Canada's big three cities fall in the middle as a group — with Montreal in 4th place, Toronto following in 6th place, and Vancouver in 13th place. Cities from Quebec do better than cities in the rest of Canada, with Québec City, Montreal and Sherbrook all falling in the top 10. Alberta fairs the worst, with Calgary and Edmonton coming in at 17th and 20th place respectively.

Overall, the gap between women and men in Canada is smallest in the area of educational attainment. Women are slightly more likely than men to have completed high school, college and university. The exception to the rule is in trades and apprenticeships, where men are twice as likely to have completed this type of training.

In the area of health, women and men typically have high healthy life expectancies and are equally likely to assess their own health as good or excellent. The ratio of men and women who describe their stress levels as “high” varies across the country. Kitchener-Cambridge-Waterloo has the most stressed population overall, with 35% of women and 21% of men identifying high levels of stress in their lives. Oshawa has the greatest gap between women's and men's levels of stress, with women reporting more than twice the level of stress in their lives as do men. Access to stand-alone sexual and reproductive health care clinics is uneven across the top twenty cities.

Women continue to be disproportionately subject to intimate partner violence, sexual assault and criminal harassment across the country. Regina has the highest per capita rate of police-reported intimate partner violence against women and Winnipeg has the highest rate of police-reported sexual assaults. Québec City has the lowest rates of both crimes. However, only a fraction of incidents of gender-based violence are ever reported to police. As a result, these numbers reflect rates of reporting, not the actual crime rates.

Women's increased levels of employment over the past two decades have made a crucial contribution to Canada's economic growth and the economic security of Canadian women. However, women continue to have lower rates of employment and lower wages than do men. They are three times as likely to hold part-time jobs, and nearly twice as likely to work for minimum wage. Halifax has the smallest gap in employment overall and in levels of full-time work for women. However, it has one of the biggest wage gaps and has far more women living in poverty than men.

The Rankings

1. Québec City	8. Sherbrooke	15. London
2. Saskatoon	9. Halifax	16. Kitchener-Cambridge-Waterloo
3. St. John's	10. Hamilton	17. Calgary
4. Montreal	11. Regina	18. Windsor
5. Victoria	12. Winnipeg	19. Oshawa
6. Toronto	13. Vancouver	20. Edmonton
7. Ottawa-Gatineau	14. St. Catharines	

Capital cities Ottawa-Gatineau and Québec City do the most to close the wage gap. The high levels of public sector workers and the pro-active measures taken by public sector unions to ensure pay equity evidently make a significant contribution to the strong performance of these cities. At the other end of the scale: Calgary and Edmonton have relatively low levels of poverty, but also the highest gaps in pay and employment. Men and women across Canada tend to work in different sectors. The concentration of higher-paying, male-dominated industries, such as mining and construction, and low-paying, female-dominated service sector jobs in Alberta contribute to the gap in wages and employment in cities in that province.

In spite of the presence of women in a handful of high-profile political positions, the level of women's participation in politics at the national and local level remains low — one in four members of the federal and provincial parliaments are women. The picture is no better at the municipal level — with three men for every one woman on city council. Among the cities examined here, St. John's sits at the bottom of the list, with no female council members at all. Waterloo and Victoria are the only two cities where female city councilors outnumber their male colleagues and Québec City follows close behind, with near parity in male to female council members.

Formal political participation is the most often cited indication of women's public leadership. However, there are a much wider variety of venues through which women and men in Canada provide leadership. Many of these are difficult to measure because they involve informal and/or voluntary roles, which aren't captured by most surveys of public life. That said, labour force surveys and census data do track the numbers of women and men in senior

professional roles. Here again, as with pay equity, cities with large public sector employers perform well. Ottawa-Gatineau and Victoria place second and third respectively in closing the gender gap in senior management, with Regina placing first. The bottom half of the list is spread relatively evenly across regions, with Sherbrooke placing last, preceded by Hamilton and Calgary in nineteenth and eighteenth place respectively. Overall, men outnumber women in senior management at the same rate as they do in the political arena — with three men for every one woman, on average.

Moving to Québec City is not the way to close Canada's gender gap. Even in Québec City women face significant risks of experiencing a sexual assault or intimate partner violence. They also experience the same low rates of promotion into leadership roles. It is in these two areas that Canada has the furthest to go. The progress that has been achieved across Canada in increasing women's access to education and health care is laudable. However, the continuing disparity between high levels of health and education and low levels of promotion, political representation and personal security demonstrates that the gender gap cannot be closed in one step.

Closing the gap is a matter of working on many fronts at once. Economic security is linked to personal security and vice versa. Women cannot escape domestic violence if they do not have sufficient means to pay for food and shelter, for example. Both economic and personal security are determinants of health. Long-term health problems and disability are, in turn, linked to lower levels of economic well-being and an increased level of vulnerability to violence. Women with disabilities have among the lowest employment levels and experience among the highest rates of violence. Education brings greater economic opportunities at the beginning of young Canadians' careers, but mid-life still brings a growing wage gap and slower rates of promotion for educated women.

This report is aimed at mapping the gaps in gender equality in Canadian cities, not mapping efforts to close those gaps. There are many remarkable and innovative projects underway in these same cities — a very small sample of which are included here. The challenge for policy-makers working at the provincial and national level is not a lack of successful efforts being made to close the gap between women's and men's well-being. The challenge is that these local efforts are increasingly becoming invisible at the provincial and national level as the organizations that used to provide a venue for communities to share their experiences and learn from one another are disappearing. With them, these local solutions to common problems are disappearing from national view.

Canadian communities have much to learn from one another. Federal and provincial governments also have much to learn from the local picture — about which policies are working and what strategies can be scaled up so that every community in Canada can lay equal claim to being the best place in Canada to be a woman.

Calgary

Overall Rank: 17

Levels of employment in Calgary are higher than the national average. However, the gap between men's and women's employment is 50% bigger than average, with 77% of men working and 65% of women working. The same is true of the gap in full-time employment, where women's levels of full-time employment (at 50%) fall slightly below the national average and men's full time employment (at 71%) is above average. The gap in employment carries over into employment incomes, with women in Calgary experiencing one of the largest pay gaps among the top twenty cities — earning \$17,000 less per year than their male colleagues.

Calgary also has one of the worst records among the top twenty cities for promoting women into senior management positions, with women holding only 22% of those jobs. Women fare equally poorly in political representation, with only two out of 15 elected municipal seats held by women.

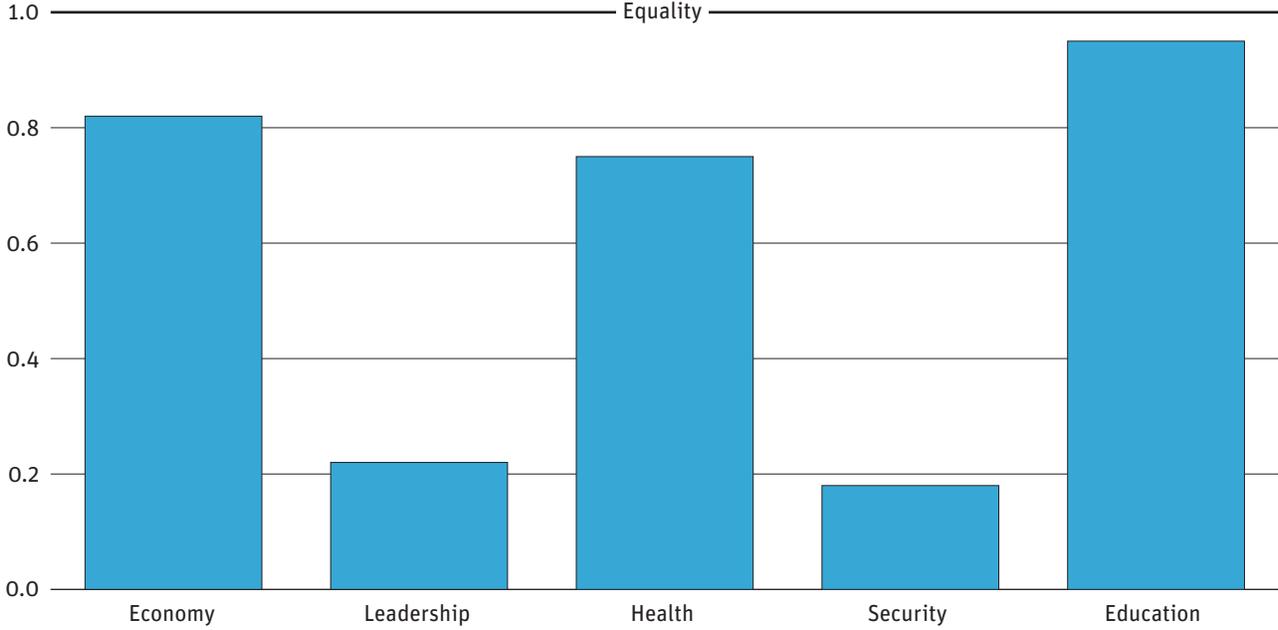
Men and women are nearly equally likely to perceive their health as good or excellent. Women are slightly more likely than men to identify high levels of stress in their lives, with 23% of women and 20% of men doing so. Calgary has eight sexual and reproductive health clinics.

The rates of sexual assault and intimate partner violence reported to the police in Calgary are lower than average. Nearly 3000 incidents of sexual and domestic violence are reported annually in Calgary. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police reported levels of violence are also influenced by municipal police practices with regard to recording incidents (or not) and categorizing incidents (as unsolved versus as unfounded, for example).

Women are slightly more likely than men in Calgary to hold a high school or college degree. Men and women hold university degrees in equal numbers. However, men outnumber women amongst trades and apprenticeships at a rate of more than two to one.

The Women's Centre in Calgary provides a safe place for women to get assistance, connect with others and work for change. In support of this work the Centre has published analysis of the impact of both Alberta's and Calgary's poverty reduction strategies on women. www.womenscentrecalgary.org

FIGURE 1 Calgary



Edmonton

Overall Rank: 20

Edmonton has higher than average levels of employment, with 75% of men and 65% of women employed. The gap in access to full-time employment is the largest of the top twenty cities, with 68% of working men holding full-time jobs compared to 48% of women. As a result, Edmonton also has the largest gap in employment incomes, with women earning nearly \$21,000 less per year than their male peers (or 60% of male wages). Poverty rates, on the other hand, are the same for men and women, with 10% of the population living below the Low Income Measure.

Edmonton falls in second to last place in the area of women's political representation with one woman holding elected municipal office. The city performs slightly better in the area of women's professional representation, with 29% of senior management positions held by women.

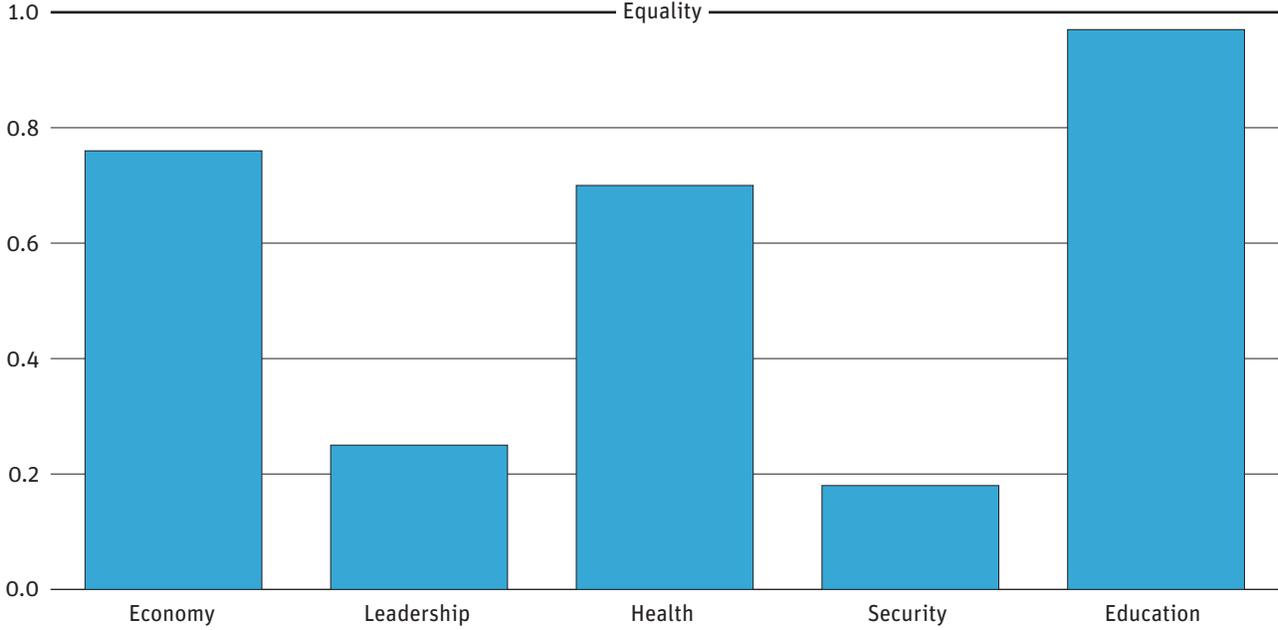
Women are more likely to perceive their health as good or excellent than are men. Women are also more likely than men to identify high levels of stress in their lives, with 30% of women and 21% of men doing so. Edmonton has three sexual and reproductive health clinics — or one clinic per 202,000 women.

Sexual Assault Voices of Edmonton created the “Don’t be that guy” campaign in an effort to change the behaviors and attitudes that lead to sexual assault. The campaign has since been adopted by several other Canadian cities. www.savedmonton.com

Edmonton has higher than average rates of intimate partner violence reported to the police. Rates of police-reported sexual assault are among the highest of the top twenty cities. Over 4000 incidents of sexual and domestic violence are reported annually in Edmonton. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police reported levels of violence are also influenced by municipal police practices with regard to recording incidents (or not) and categorizing incidents (as unsolved versus as unfounded, for example).

Women are more likely than men in Edmonton to hold high school, college or university degrees. However, men outnumber women amongst trades and apprenticeships at a rate of three to one — the biggest gap among the top twenty cities.

FIGURE 2 Edmonton



Halifax

Overall Rank: 9

Halifax has the smallest gap between men's and women's employment overall out of all twenty cities: employment rates stand at 68% for men and 64% for women. The gap between rates of full-time employment is slightly bigger than the national average, with 58% of working men holding full-time jobs and 48% of working women holding full-time jobs. Relatively equal access to employment appears to translate into lower rates of poverty overall and a smaller gap between men's and women's poverty rates. However, women's access to full-time employment does not translate into equal rates of pay, with women in Halifax making \$11,000 less than their male peers (with median employment incomes at \$38,950 for men and \$27,710 for women).

Halifax falls in the middle of the pack in the area of women's representation in leadership roles. Men outnumber women on city council at a rate of three to one. Men occupy 69% and women hold 31% of senior management positions in Halifax.

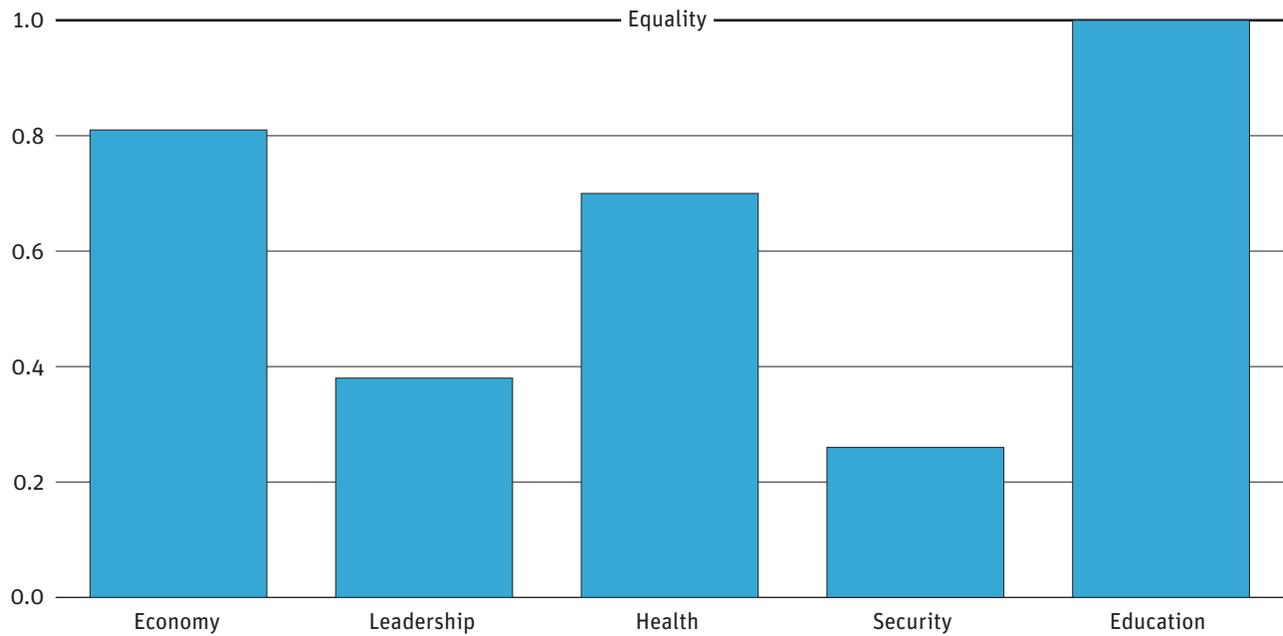
Men and women in Halifax have equally high healthy life expectancies and are nearly equally likely to perceive their health as good or excellent. When it comes to identifying life stress, however, 22% of women compared to 13% of men identify high levels of stress in their lives. Women

in Halifax have a slightly higher than average level of access to sexual and reproductive health care clinics, with six clinics.

Halifax has higher than average rates of police reported sexual violence and slightly lower than average rates of intimate partner violence than Canada overall – with over 1400 incidents of sexual and domestic violence reported annually. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police reported levels of violence are also influenced by municipal police practices with regard to recording inci-

The Alternative Municipal Budget for Halifax: The Canadian Centre for Policy Alternatives-Nova Scotia collaborates with individuals from academia, the non-profit sector and labour organizations to provide concrete recommendations on how to create a community that is socially and economically just, as well as environmentally sustainable. **The Alternative Municipal Budget** outlines specific policies that would promote gender equality in Halifax and create a more woman-friendly city.

FIGURE 3 Halifax



dents (or not) and categorizing incidents (as unsolved versus as unfounded, for example).

Women and men in Halifax are equally likely to hold a high school degree. Slightly more women than men hold college and university degrees. However, men outnumber women amongst trades and apprenticeships at a rate of nearly two to one.

Hamilton

Overall Rank: 10

Hamilton's employment levels are on par with the national average, as is the gap between men's employment rates (65%) and women's employment rates (57%). The smaller gap between men's and women's full-time employment levels is due in large part to male full-time employment falling well below the national average (56% for Hamilton, compared to 67% nationally) rather than women's full-time employment levels (42%). The wage gap is slightly smaller in Hamilton than elsewhere, with women earning 77 cents on the male dollar. Hamilton has higher than average rates of poverty overall. Hamilton is one of a handful of cities where more men than women live in poverty, with 14% of men and 13% of women living below the Low Income Measure.

Hamilton has one of the worst levels of representation of women in senior management, with men holding 79% of those jobs. Women fare equally badly in political leadership, holding only three out of 16 spots on city council.

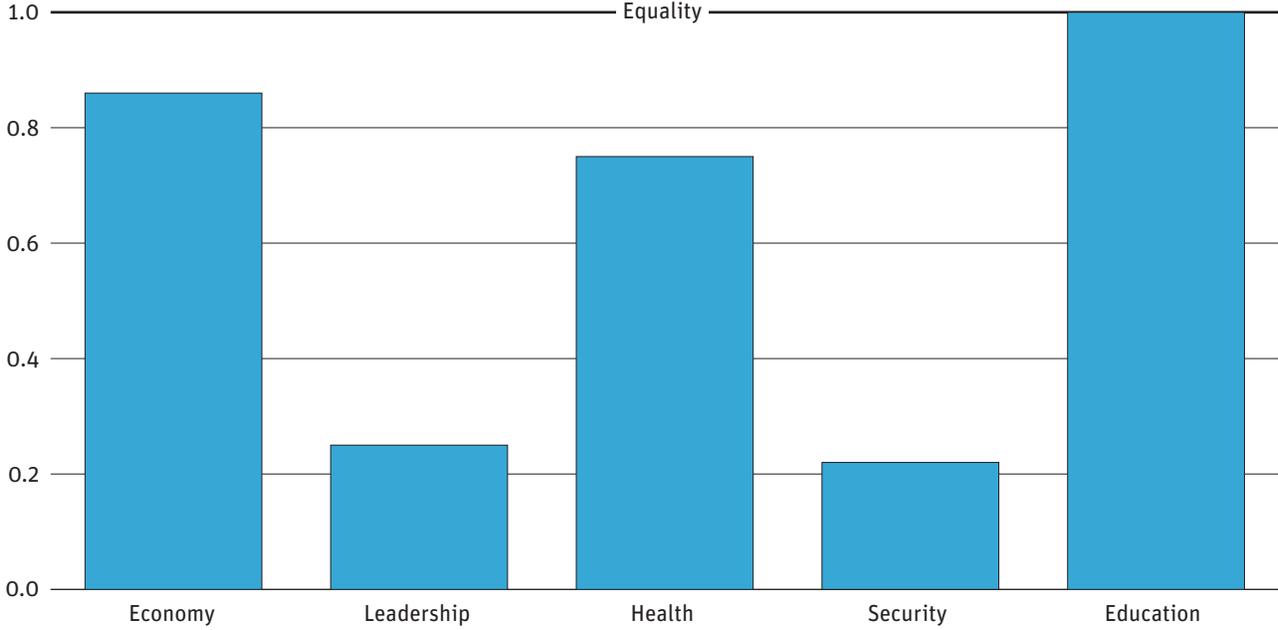
Elect More Women Hamilton is a grassroots, non-partisan movement to get more women to run for political office.

Women in Hamilton are more likely than men to perceive their health as good or excellent. More than a quarter of all women in Hamilton (28%) identify their lives as highly stressful. There are four stand-alone sexual and reproductive health care clinics in Hamilton.

Hamilton has higher than average rates of police reported sexual violence and slightly lower than average rates of intimate partner violence than Canada overall — with over 1500 incidents of sexual and domestic violence reported annually. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police reported levels of violence are also influenced by municipal police practices with regard to recording incidents (or not) and categorizing incidents (as unsolved versus as unfounded, for example).

Women and men in Hamilton are equally likely to hold a high school degree or a university degree. More women than men hold college degrees or diplomas. However, men outnumber women amongst trades and apprenticeships at a rate of more than two to one.

FIGURE 4 Hamilton



Kitchener-Cambridge-Waterloo

Overall Rank: 16

The gap in women's and men's employment in Kitchener-Cambridge-Waterloo is slightly smaller than the national average, with a 70% employment rate for men and a 64% employment rate for women. Access to full-time employment is a different story. Women in Kitchener-Cambridge-Waterloo are far less likely than men to have access to full-time work, with only 45% of women workers holding full-time jobs. Kitchener-Cambridge-Waterloo also has one of the biggest wage gaps among the top twenty cities. Women make \$14,400 less than men on average. Women's poverty levels are also higher than those of men, with 12% of women compared to 9% of men living below the Low Income Measure.

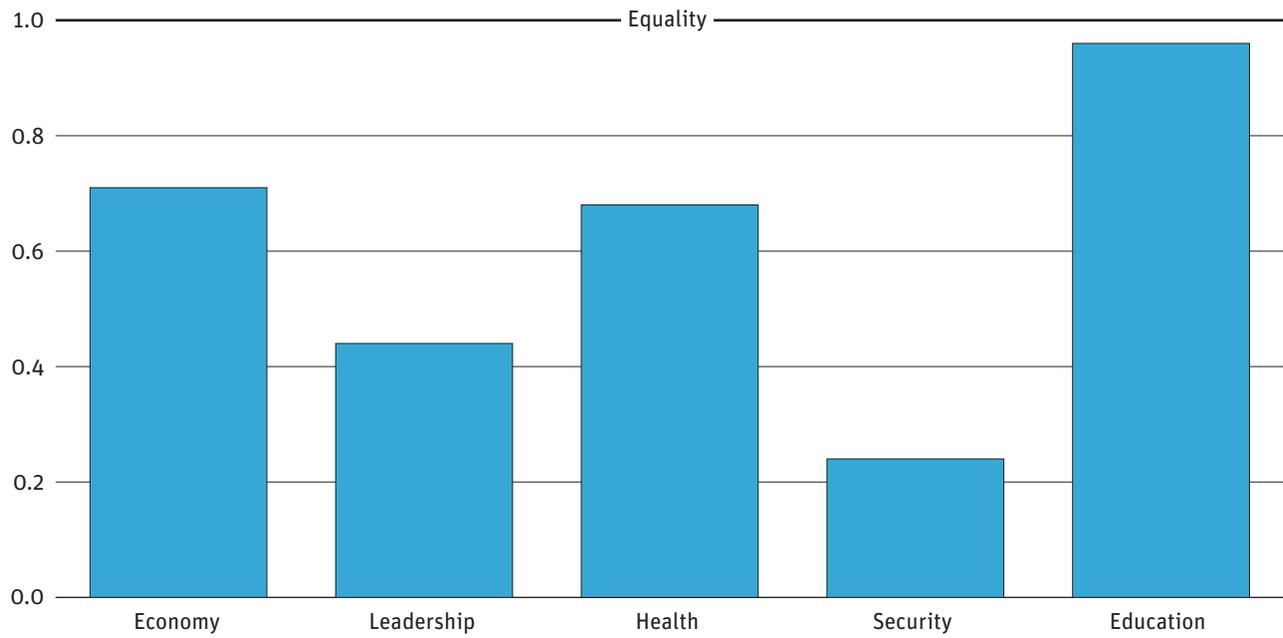
Kitchener-Cambridge-Waterloo falls near the bottom of the ranks when it comes to promoting women to senior management positions — with only 26% of those positions held by women. When it comes to elected positions, the three amalgamated cities have very different records. Waterloo is one of the only municipal governments where women outnumber men (five to three) in elected office. Cambridge has three female councilors out of a total of ten, and Kitchener fares the worst, with only two out of eleven elected positions held by women.

Men and women are nearly equally likely to perceive their health as good or excellent. However, more women than men identify high levels of stress in their lives. With 35% of women identifying high levels of stress in their lives, Kitchener-Cambridge-Waterloo has the most highly stressed female population of the top twenty cities. Kitchener-Cambridge-Waterloo has four sexual and reproductive health clinics.

The rates of sexual assaults reported to the police in Kitchener-Cambridge-Waterloo are slightly higher than average. Rates of intimate partner violence reported to the police are slightly lower than average. More than 1500 incidents of sexual and domestic violence are reported annually in Kitchener-Cambridge-Waterloo. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police reported levels of violence are also influenced by municipal police practices with regard to recording incidents (or not) and categorizing incidents (as unsolved versus as unfounded, for example).

Women and men in Kitchener-Cambridge-Waterloo are nearly equally likely to hold a high school degree or a university degree. More women

FIGURE 5 Kitchener-Cambridge-Waterloo



than men (4%) hold college degrees or diplomas. However, men outnumber women amongst trades and apprenticeships at a rate of more than two to one.

London

Overall Rank: 15

The gap between men's and women's levels of employment in London is slightly smaller than average as a result of lower than average levels of male employment: 54% of working men in London hold full-time jobs, compared to 40% of women in London and 67% of men nationally. Employment incomes are also below average, and here again the lower than average levels of male earnings contributes to the lessening of the wage gap, such that women earn 76% as much as their male peers. London, along with Windsor, has the highest rate of women living in poverty among the top twenty cities, with 20% of women living below the Low Income Measure.

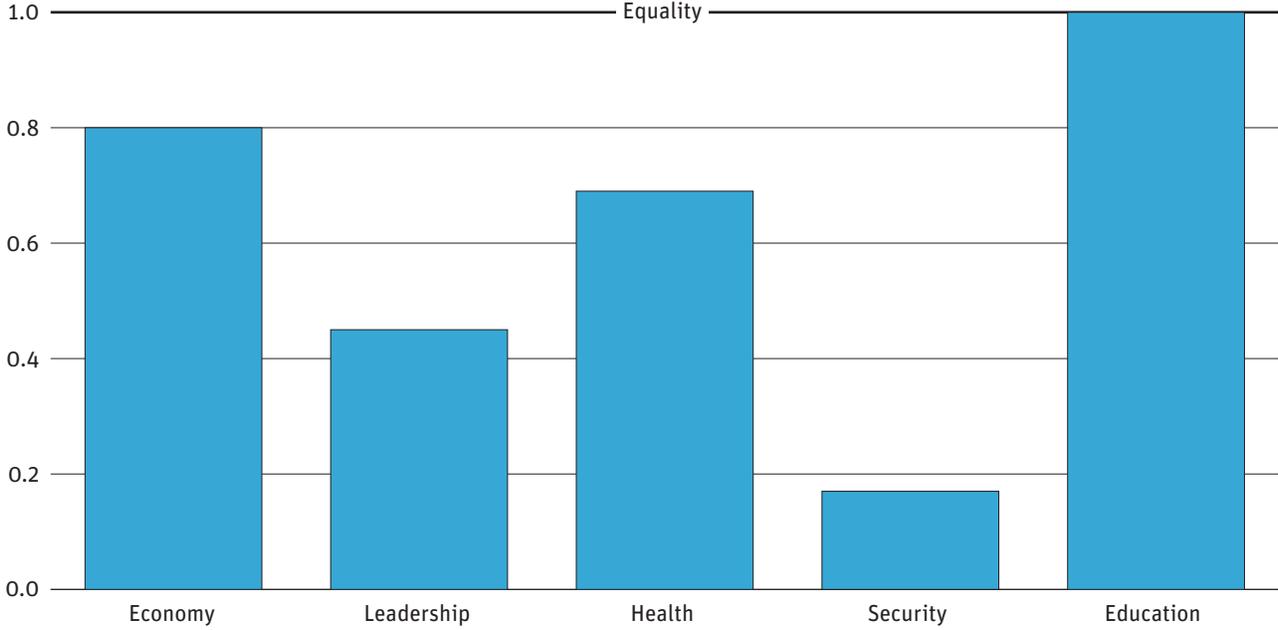
London falls squarely in the middle of the pack in the area of women's representation in leadership roles. Men make up 72% of senior managers in London. Women fare slightly better in the political arena, with five out of 15 elected municipal offices held by women.

London has relatively high levels of perceived good health, with 66% of men and 62% of women identifying their health as good or excellent. Women are more likely than men to identify high levels of stress in their life, with 22% of women and 17% of men doing so. London has two sexual and reproductive health clinics.

The rates of sexual assaults reported to the police in London are higher than average. Rates of intimate partner violence reported to the police are slightly lower than average. More than 1500 incidents of sexual and domestic violence reported annually. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police reported levels of violence are also influenced by municipal police practices with regard to recording incidents (or not) and categorizing incidents (as unsolved versus as unfounded, for example).

Women and men in London are equally likely to hold a high school degree or a university degree. More women than men hold college degrees or diplomas. However, men outnumber women amongst trades and apprenticeships at a rate of two to one.

FIGURE 6 London



Montreal

Overall Rank: 4

Employment rates for men and women in Montreal are in keeping with the national average – at 64% for men and 57% for women. Women’s access to full-time employment is significantly lower than men’s, with 56% of working men and 43% of working women holding full-time jobs. Wages are slightly lower than average overall in Montreal, but the wage gap is also smaller than average, with women earning 77 cents on the male dollar. Women in Montreal are slightly more likely to live in poverty, with 13% of men and 15% of women living below the Low-Income Measure.

Montreal makes an average showing in the area of women’s leadership. Women are outnumbered amongst professionals, where three out of four senior management positions are held by men. Women achieve only slightly better representation in municipal politics, where one-third of elected city councilors are women.

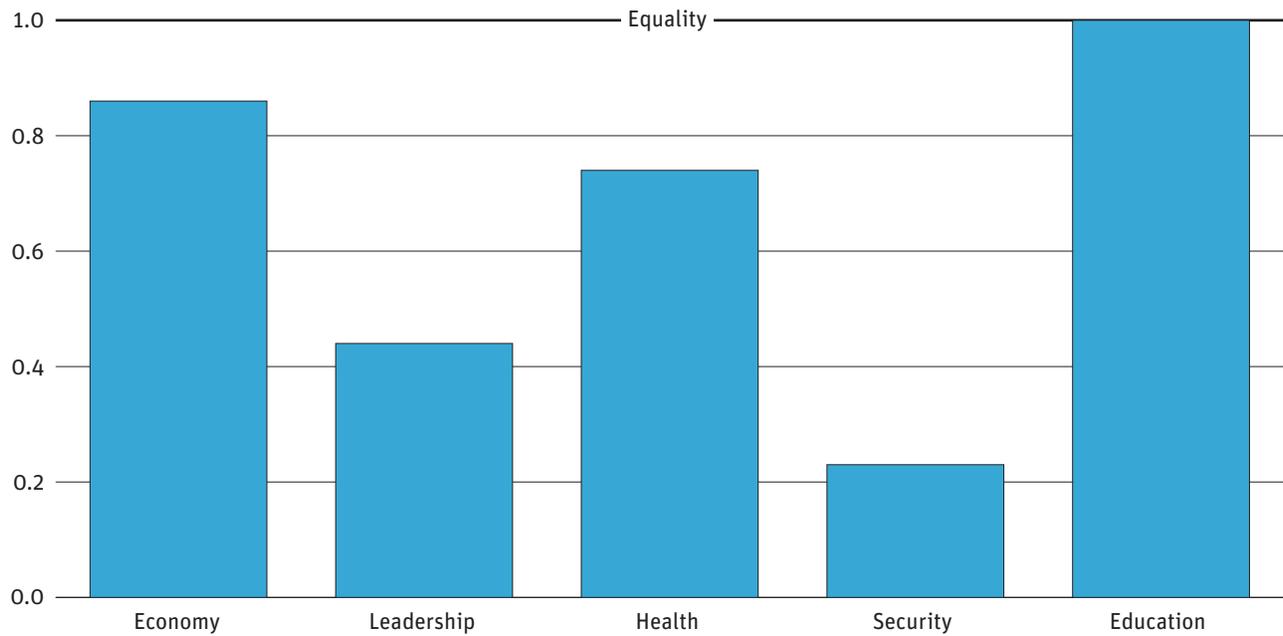
Men are more likely to perceive their health as good or excellent – with 61% of men and 55% of women doing so. Men and women in Montreal register higher levels of stress in their lives than the national average: 25% of men and 27% of women perceive their lives as quite stressful. Montreal scores below average for its level of access to reproductive and sexual health clinics, with six clinics.

Montreal has lower than average rates of police reported sexual and domestic violence than Canada overall – with over 11,500 incidents of sexual and domestic violence reported annually. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police reported levels of violence are also influenced by municipal police practices with regard to recording incidents (or not) and categorizing incidents (as unsolved versus as unfounded, for example).

Women are slightly more likely to hold high school, college and university diplomas than men in Montreal. The gap between men and women in

Montreal is home to **Women in Cities International/femmes et villes**. WICI works to increase gender equality and the participation of women in urban development. WICI grew out of work undertaken in Canadian cities on women’s safety in urban settings, and the participatory potential of women’s safety audits to empower women and create dialogue and change within city governments. www.femmesetvilles.org

FIGURE 7 Montreal



trades and apprenticeships is smaller than average — with 16% of men and 11% of women completing this kind of training.

Oshawa

Overall Rank: 19

The gap in men's and women's levels of employment is smaller than average in Oshawa. Levels of full-time employment are lower overall and the gap between men's and women's access to full-time work is similar to the national average, with 58% of working men holding full-time jobs, compared to 43% of working women. Women earn nearly \$14,000 less per year than do their male peers.

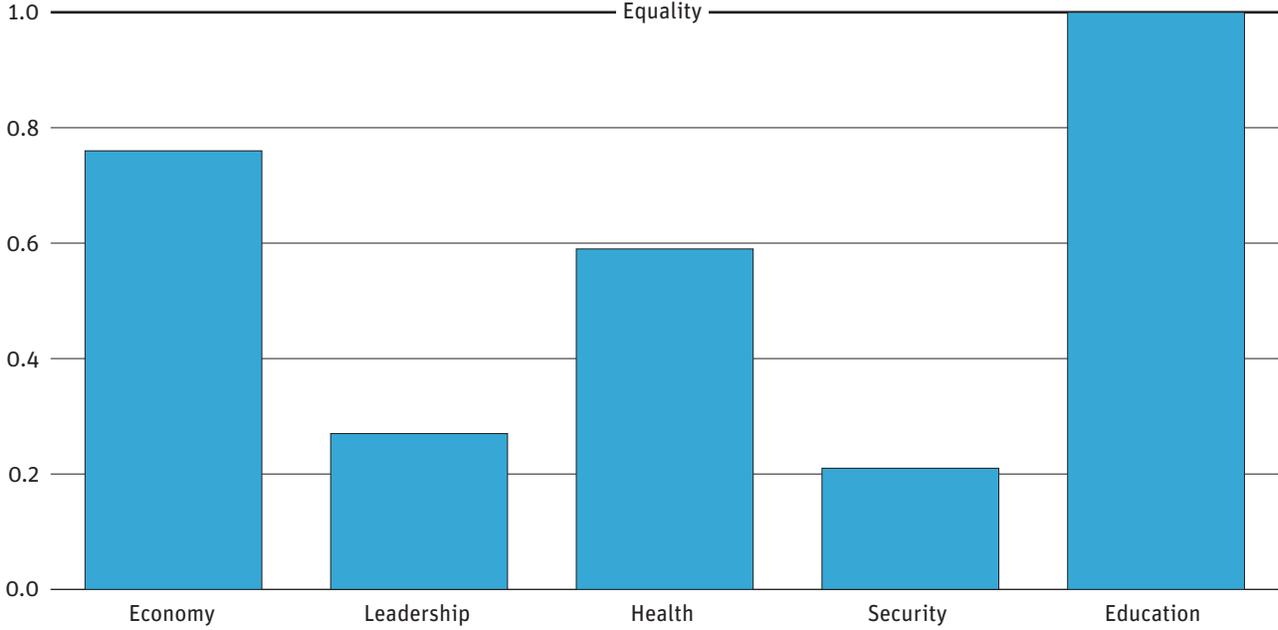
Oshawa falls near the bottom of the list in the area of women's leadership. Men outnumber women in senior management positions at a rate of three to one. Two out of 11 elected municipal officials are women.

Oshawa has higher than average levels of perceived good health, with 71% of men and 66% of women identifying their health as good or excellent. Women in Oshawa are more than twice as likely to identify high levels of stress in their lives, with 30% doing so, compared to 14% of men. Oshawa has one stand-alone sexual health care clinic.

Oshawa has higher than average rates of sexual assault, with 317 incidents reported to the police in a year. There is no data on the level of intimate partner violence in Oshawa.

Women in Oshawa are more likely than men to hold university or college degrees. However, men outnumber women amongst trades and apprenticeships at a rate of more than two to one.

FIGURE 8 Oshawa



Ottawa-Gatineau

Overall Rank: 7

Employment rates for men and women in the Ottawa-Gatineau region are higher than the national average and the gap between men's and women's employment levels is smaller — at 71% for men and 65% for women. Women's access to full-time employment is lower than men's (but higher than the national average), with 61% of working men and 51% of working women holding full-time jobs. Wages are higher overall in the region and the pay gap is the smallest in the country — with women's wages coming to 81% of those of men. Women and men live in poverty in nearly equal numbers.

Gatineau fares slightly better than Ottawa in women's representation on city council — with six women represented out of 19 councilors. In Ottawa's city council men outnumber women three to one. Ottawa-Gatineau ranks near the top of the top twenty cities for representation of women amongst senior managers, although women still only make up 33% of their ranks.

Women are more likely than are men to perceive their health as good or excellent — with 65% of women and 60% of men doing so. Women are slightly more likely to perceive their lives as highly

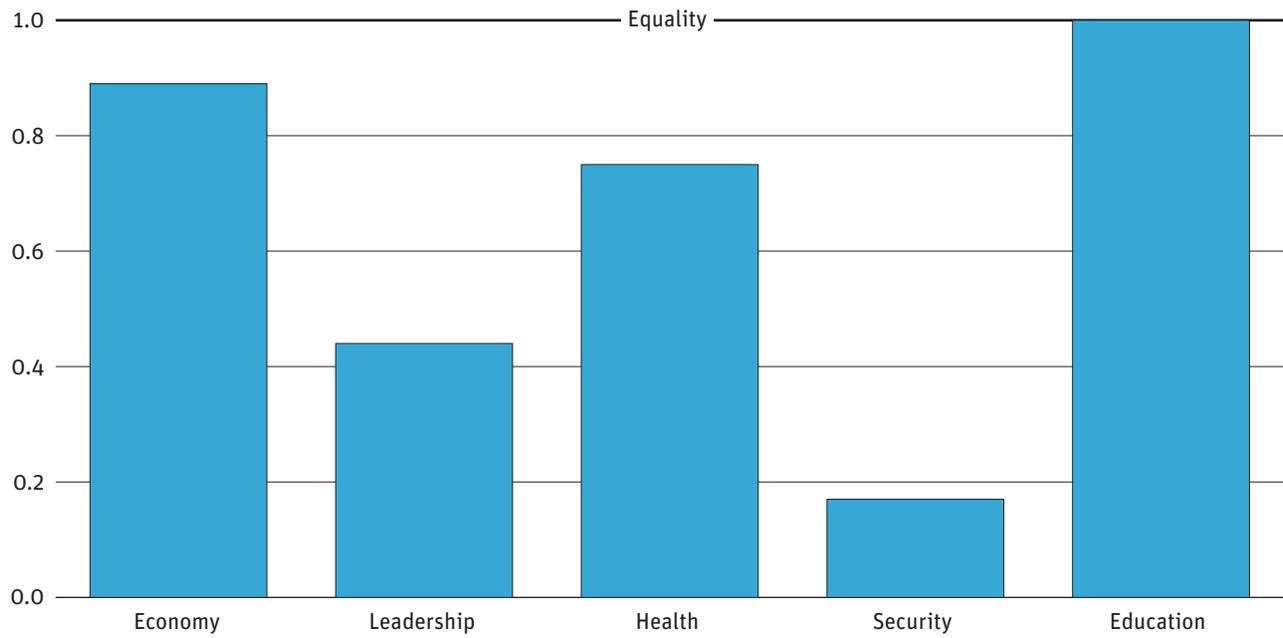
stressful. Ottawa-Gatineau ranks in the middle of the top twenty cities for its level of access to reproductive and sexual health clinics, with three clinics.

More than 2000 women per year report incidents of sexual assault or intimate partner violence to the police in Ottawa and Gatineau. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police reported levels of violence are also influenced by municipal police practices with regard to recording incidents (or not) and categorizing incidents (as unsolved versus as unfounded, for example).

Women and men are equally likely to hold high school and university diplomas in Ottawa-Gatineau. The gap between men and women in trades and apprenticeships is average — with 9% of men and 6% of women completing this kind of training.

The **City for All Women Initiative** is a unique collaborative of women from diverse communities, organizations, and academia working with municipal decision makers to create a more inclusive city and promote gender equality in Ottawa. <http://www.cawi-ivtf.org/>

FIGURE 9 Ottawa-Gatineau



Québec City

Overall Rank: 1

The gap between men's and women's incomes and employment levels are relatively small in Québec City. Women's employment incomes are 78% of those of men, on average. This is significantly better than the national average wage gap, which sees women earning 66% of what men earn. At \$29,080, Québec City women's earnings fall roughly in the middle of the range of salaries earned by women in the top twenty cities. What brings Québec City's score to near the top of the list in economic well-being are the relatively small gaps between men's and women's earnings, employment levels and access to full-time work. Because women have better access to full-time employment, their incomes are relatively closer to those of men and the economic security is greater.

Québec City's high score in the area of women's leadership is the result of the level of representation of women on the city council. Québec City council is one of the few out of the top twenty cities that comes close to gender parity — with 10 women and 12 men. In contrast, women are significantly under-represented amongst professionals: making up only one in four senior managers.

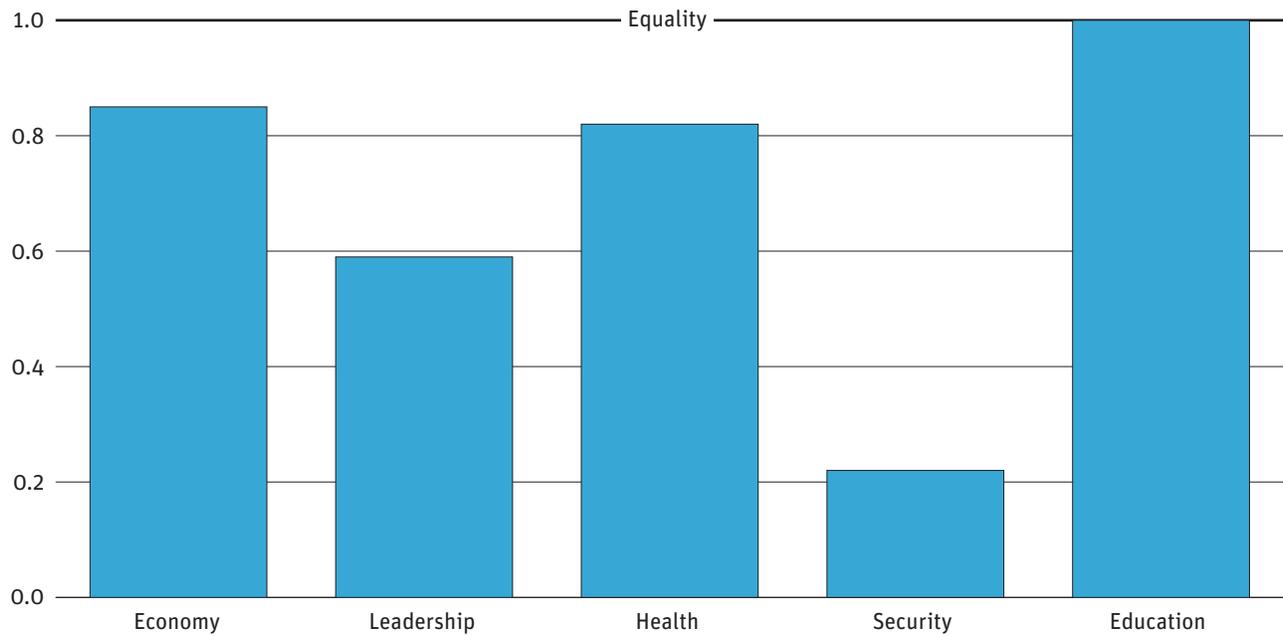
Observatoire sur le développement régional et l'analyse différenciée selon les sexes (ORÉGAND)

brings together local organizations and academic researchers to learn from each other and to develop new research and strategies for more gender-sensitive approaches to local and regional planning. www.oregand.ca/veille

Women and men in Québec City are almost equally likely to rate their health as good or excellent — with 62% of men and 59% of women doing so. Life-expectancy is equally high among men and women. While a larger percentage of the population perceives their life stress as high relative to the top twenty cities, men are more likely to identify high stress levels than women. The only area of health measured here in which Québec City falls to the bottom half of the rankings is in access to sexual and reproductive health care clinics.

Québec City has the lowest rates of police-reported sexual and domestic violence of the top twenty cities, with over 1,600 incidents reported in a year. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers are only a fraction of the actual incidents of violence. Police reported levels of violence

FIGURE 10 Québec City



are also influenced by municipal police practices with regard to recording incidents (or not) and categorizing incidents (as unsolved versus as unfounded, for example).

Women are more likely to have completed high school, CEGEP and university than are men in Québec City. However, in the area of apprenticeships and trades, men still outnumber women by two to one.

Regina

Overall Rank: 11

Regina has higher than average employment levels overall, but the gap between men's employment rates (75%) and women's employment rates (65%) is also larger than average. Women's median employment incomes are nearly \$12,000 below those of men. Poverty rates are low overall in Regina. It is also one of a handful of cities where more men than women live in poverty, with 8% of men and 6% of women living below the Low Income Measure.

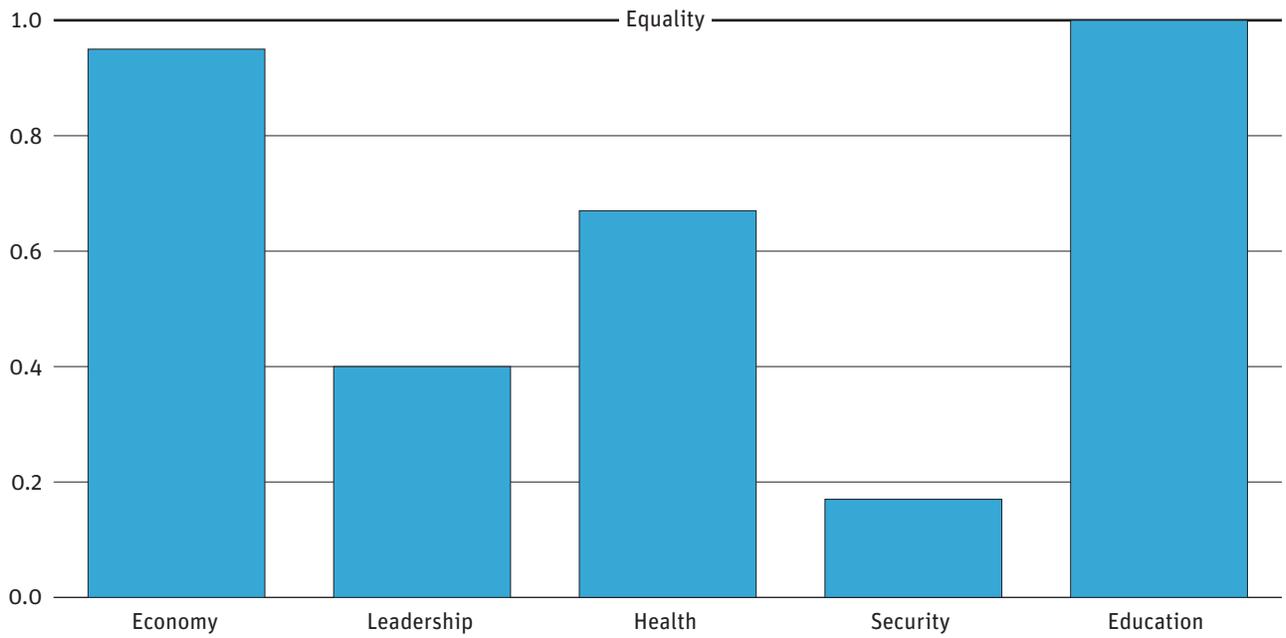
Regina has one of the best records for women's representation in senior management positions, although men still outnumber women — holding 63% of those jobs. In the area of political representation Regina performs less well, with only two women among the 11 elected city representatives.

Women in Regina are less likely than their male peers to perceive their health as good or excellent (with 50% doing so, compared to 60% of men). They are also more likely to identify significant levels of stress in their lives. Regina's small population means that its three sexual and reproductive health clinics serve relatively smaller populations.

Regina has the highest rates of police reported incidents of intimate partner violence among the top twenty cities. Levels police-reported sexual assault are slightly above average. Over a thousand incidents of sexual and domestic violence are reported annually in Regina. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police reported levels of violence are also influenced by municipal police practices with regard to recording incidents (or not) and categorizing incidents (as unsolved versus as unfounded, for example).

Women and men in Regina are equally likely to hold a high school degree or a university degree. More women than men hold college degrees or diplomas. However, men outnumber women amongst trades and apprenticeships at a rate of more than two to one.

FIGURE 11 Regina



Saskatoon

Overall Rank: 2

Saskatoon falls below average in most indicators of economic security for women. Women's access to employment in general, and full-time employment in particular, is lower than that of men in Saskatoon and lower than the national average. Men's employment rates (at 72%) are 10% higher than are women's rates. Women's levels of full-time employment (at 45%) are 20% lower than men's rates. The gap in access to employment amplifies the disparity in employment income, with women's earnings lagging 35% below those of men.

In the area of women's leadership, Saskatoon performs relatively well. Four out of eleven city councilors are women, putting Saskatoon fourth amongst the top twenty cities for formal political representation. Men still significantly outnumber women in senior management, holding 68% of those positions.

Although women in Saskatoon do not have the highest life expectancies compared to other cities (at 83.1 years), they outpace the life expectancies of men, even after they are adjusted for the average gap in men's and women's health life

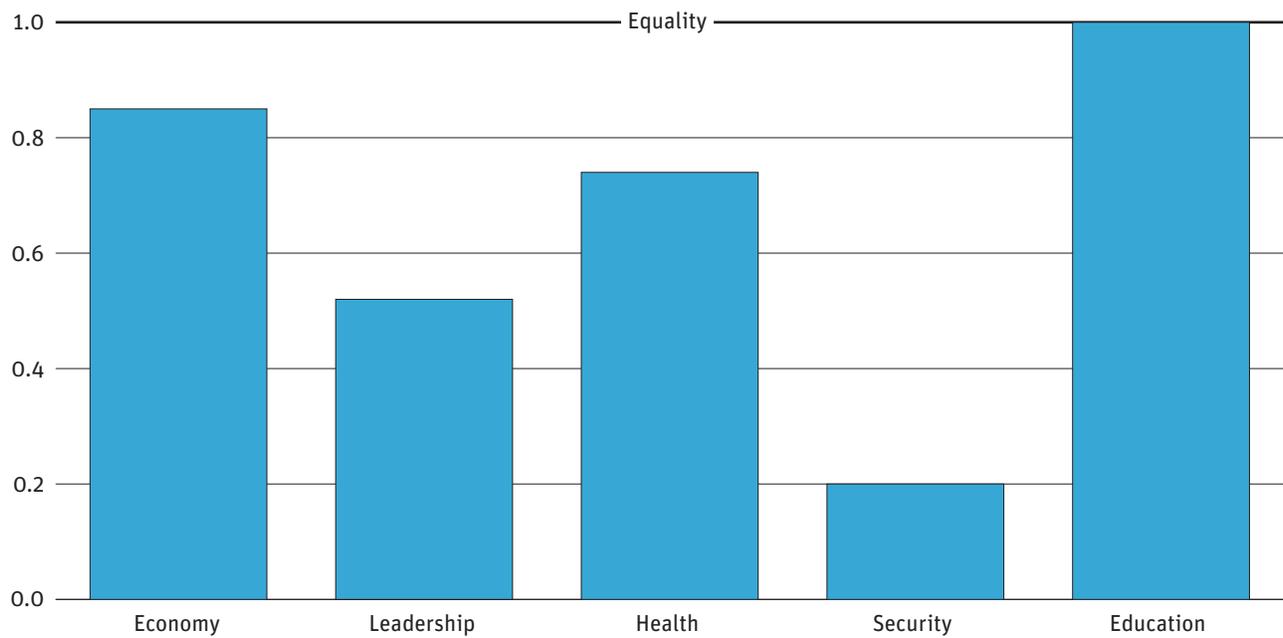
expectancies. Men and women are equally likely to perceive their health as good or excellent, but men are more likely to perceive their health as poor and women are slightly more likely to identify high stress levels. There are three sexual health clinics in Saskatoon.

Rates of gender-based violence reported to the police fall squarely in the middle of the national average — with over 1200 incidents of violence reported in a year. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police reported levels of violence are also influenced by municipal police practices with regard to recording incidents (or not) and categorizing incidents (as unsolved versus as unfounded, for example).

Saskatoon is the only city in Canada where men are more likely than women to have completed only high school. Women are slightly more likely to have completed a university degree than are men, but the number of

International Women of Saskatoon provides support for immigrant and refugee women. IWS works to ensure that the voices of immigrant and refugee women are part of local planning and policy processes. internationalwomenofsaskatoon.org

FIGURE 12 Saskatoon



women holding college or other non-university degrees is nearly double that of men. As with the rest of the country, men outnumber women in apprenticeships and trades by nearly 2 to 1.

Sherbrooke

Overall Rank: 8

Sherbrooke is the only city of the top twenty to have nearly equal levels of employment for women and men. Levels of full-time employment are lower than the national average overall (with 51% of men and 40% of women working full time). The gap between men's and women's access to full-time employment is smaller than it is nationally. The gap between men's and women's employment incomes is smaller than average as well, with women making 75% as much as men (compared to 66% nationally). Sherbrooke's poverty rates are higher than the national average overall but the gap is relatively small, with 13% of men and 15% of women living below the after-tax Low-Income Measure.

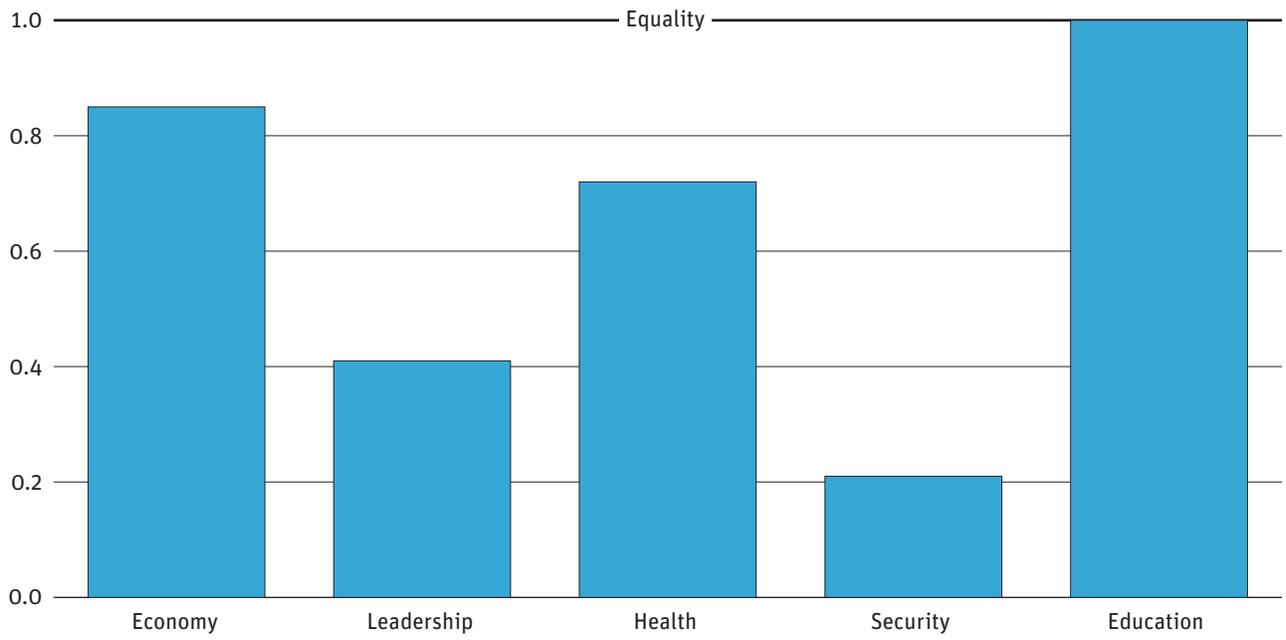
Men outnumber women three to two on city council, bringing Sherbrook in slightly above the national average. However, Sherbrooke scores last among the top twenty cities in women's representation in senior management positions – with 82% of senior management positions held by men and 18% held by women.

Life expectancies are on par with the national average and women and men have relatively similar perceptions of their level of good health (with 59% of women and 62% of men perceiving their health as good or excellent). The city has higher than average stress levels, with 27% of women citing “quite a lot” of stress in their lives, compared to 22% of men.

Sherbrook has average rates of police reported sexual and domestic violence – with over 400 incidents reported annually. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police reported levels of violence are also influenced by municipal police practices with regard to recording incidents (or not) and categorizing incidents (as unsolved versus as unfounded, for example).

Women have greater levels of educational attainment at the high school, college and university level. However, men outnumber women amongst trades and apprenticeships. That said, even in the trades, the gap is smaller than most cities in the top twenty.

FIGURE 13 Sherbrooke



St. Catharines

Overall Rank: 14

The gap in men's and women's access to employment overall and full-time employment in particular is smaller than average in St. Catharines. However, this is due to the lower than average rates of male employment, rather than higher rates of female employment: 53% of working men in St. Catharines hold full-time jobs, compared to 39% of women. Employment incomes are also below average, and here again the lower than average levels of male earnings contributes to the lessening of the wage gap, such that women earn 75% as much as their male peers. Men and women are equally likely to live in poverty.

St. Catharines scores near the bottom of the ranks in the area of women's leadership. Men make up 75% of the ranks of senior managers. Women hold only two of the 13 elected seats in municipal government.

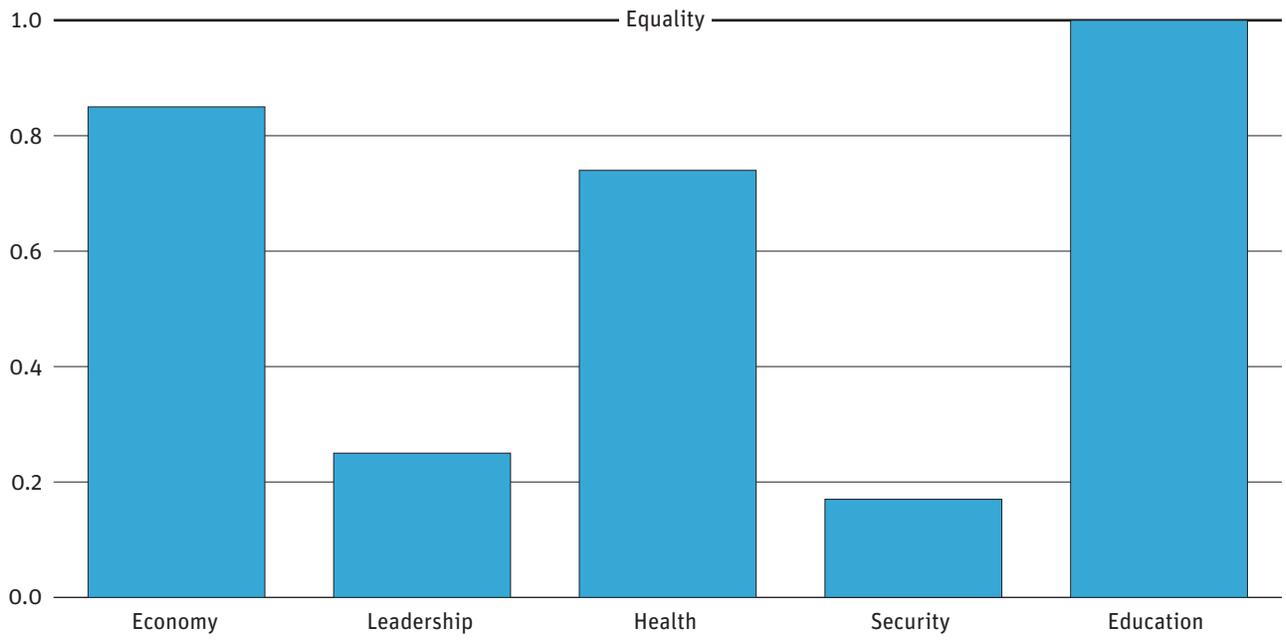
Women are slightly more likely to identify their health as good or excellent in St. Catharines. Both men and women are more likely than their counterparts in other cities to identify high levels of stress in their lives, with 24% of women and 22% of men reporting "quite a lot" of stress. St. Catharines is served by one sexual health centre.

Hollaback is a movement to end street harassment powered by local activists. Hollaback works by using a web-based platform to create a map that tracks incidents of street harassment. Volunteers have brought Hollaback to several Canadian cities and regions, including: Niagara, Hamilton, Montreal, Halifax, Alberta, Ottawa and Winnipeg. www.ihollaback.org

The rates of sexual assaults and intimate partner violence reported to the police in St. Catharines are below average. Over 1000 incidents of sexual and domestic violence were reported annually. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police reported levels of violence are also influenced by municipal police practices with regard to recording incidents (or not) and categorizing incidents (as unsolved versus as unfounded, for example).

Women are more likely than men in St. Catharines to hold a high school, college or university degree. However, men outnumber women amongst trades and apprenticeships at a rate of more than two to one.

FIGURE 14 St. Catharines



St. John's

Overall Rank: 3

Employment levels for both men and women in St. John's are higher than average (with 71% of men and 64% of women employed). The 7% gap between men's and women's access to work is in keeping with the national average. Men in St. John's earn \$11,000 more per year than do women (with average earnings for men at \$40,930 and women at \$29,280). St. John's has among the worst scores on the gap between men's and women's poverty rates — with 12% of women living below the Low Income Measure, compared to 9% of men.

St. John's is the only city of the top twenty with no female city councilors. The city fares better in the area of women's representation in senior management positions, with one woman for every two men in top management jobs.

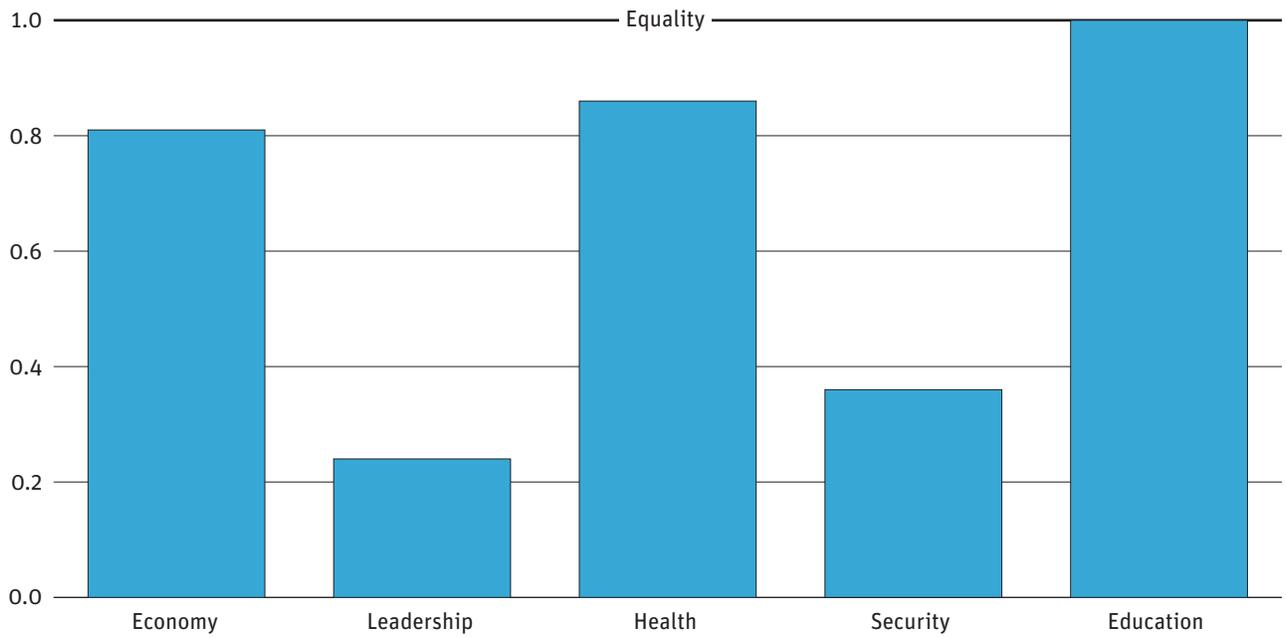
In the area of health, women are more likely than men to perceive their health as good or excellent (with 65% of women and 55% of men identifying their health as such). Men and women are equally likely to perceive high levels of stress, at 13% of the population for both groups. Women in St. John's have better than average access to sexual and reproductive health clinics, with three clinics serving the least populous of the top 20 cities.

St. John's has average rates of police reported sexual and domestic violence — with over 600 incidents reported in the space of year. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police reported levels of violence are also influenced by municipal police practices with regard to recording incidents (or not) and categorizing incidents (as unsolved versus as unfounded, for example).

Women have greater levels of educational attainment at the high school, college and university level. However, men outnumber women amongst trades and apprenticeships at a rate of nearly two to one.

St. John's is home to one of the longest running women's film festivals in the world: the **St. John's International Women's Film Festival**. The festival highlights the work of women filmmakers locally and internationally. www.womensfilmfestival.com

FIGURE 15 St. John's



Toronto

Overall Rank: 6

Employment rates for men and women in Toronto are in keeping with the national average — at 66% for men and 58% for women. Women’s access to full-time employment is significantly lower than men’s, with 58% of working men and 44% of working women holding full-time jobs. The wage gap in Toronto is smaller than average, with women earning 77 cents on the male dollar. Unlike many Canadian cities, in Toronto men and women are equally likely to live in poverty, with 10% of both groups living below the Low-Income Measure.

Toronto falls squarely in the middle of the pack in the area of women’s leadership. Women are typically outnumbered amongst professionals, where three out of four senior management positions are held by men. Women achieve only slightly better representation in municipal politics, where one in three elected city councilors are women.

Both men and women have higher than average life expectancies in Toronto. Men and women are equally likely to perceive their health as good or excellent. Women are only slightly more likely to identify high levels of stress

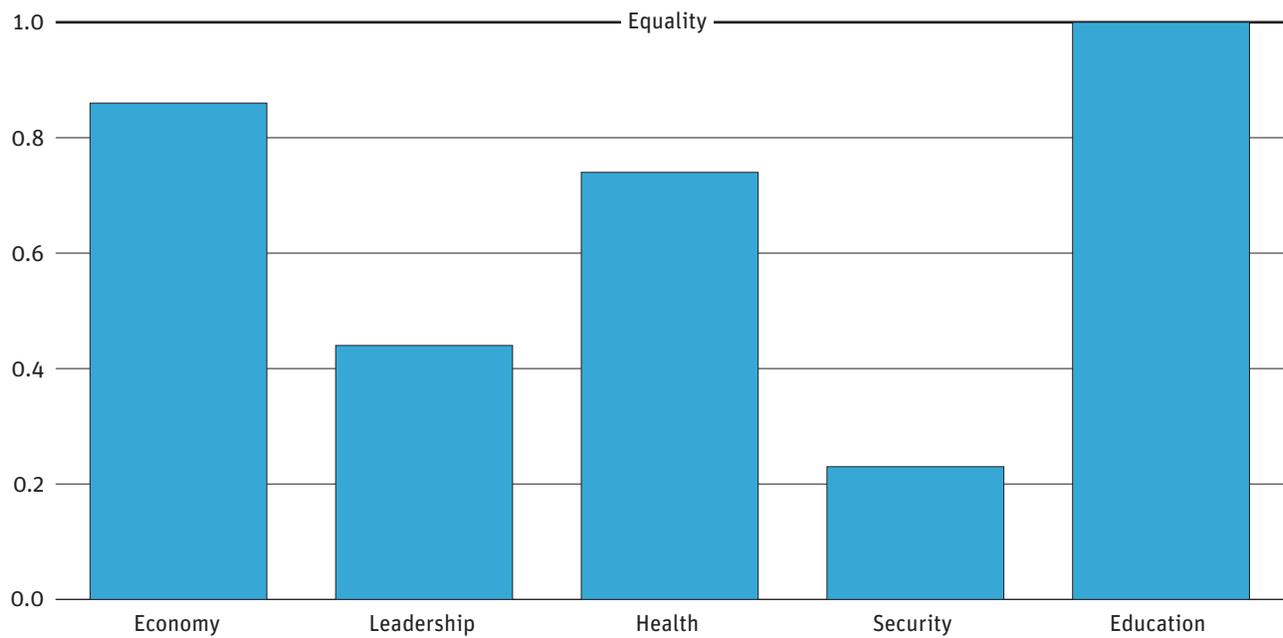
in their lives, with 23% of men and 24% of women doing so. Although Toronto has more sexual and reproductive health clinics than any other city in Canada, except Vancouver, it also has the largest population to serve.

Toronto has lower than average rates of police reported sexual and domestic violence than Canada overall — with over 12,000 incidents of sexual and domestic violence reported in the space of year. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police reported levels of violence are also influenced by municipal police practices with regard to recording incidents (or not) and categorizing incidents (as unsolved versus as unfounded, for example).

Women and men in Toronto are equally likely to hold high school or university degrees. Slightly more women than men hold college degrees. How-

The **Toronto Women’s City Alliance** is a non-profit organization dedicated to removing barriers to the active participation of women in all spheres of public life. TWCA is working to ensure women have access to affordable housing, childcare, public transportation and recreation. <http://www.twca.ca>

FIGURE 16 Toronto



ever, men outnumber women amongst trades and apprenticeships at a rate of nearly two to one.

Vancouver

Overall Rank: 13

Vancouver's employment rates are in keeping with the national average, with 66% of men and 58% of women employed. Women in Vancouver have lower than average levels of full-time work, with 42% of working women holding full-time jobs. Vancouver has one of the biggest wage gaps of the top twenty cities – with women earning 30% less than their male peers. Vancouver has higher than average rates of poverty overall, and women's poverty rates are slightly higher than those of men, with 13% of men and 15% of women living below the Low Income Measure.

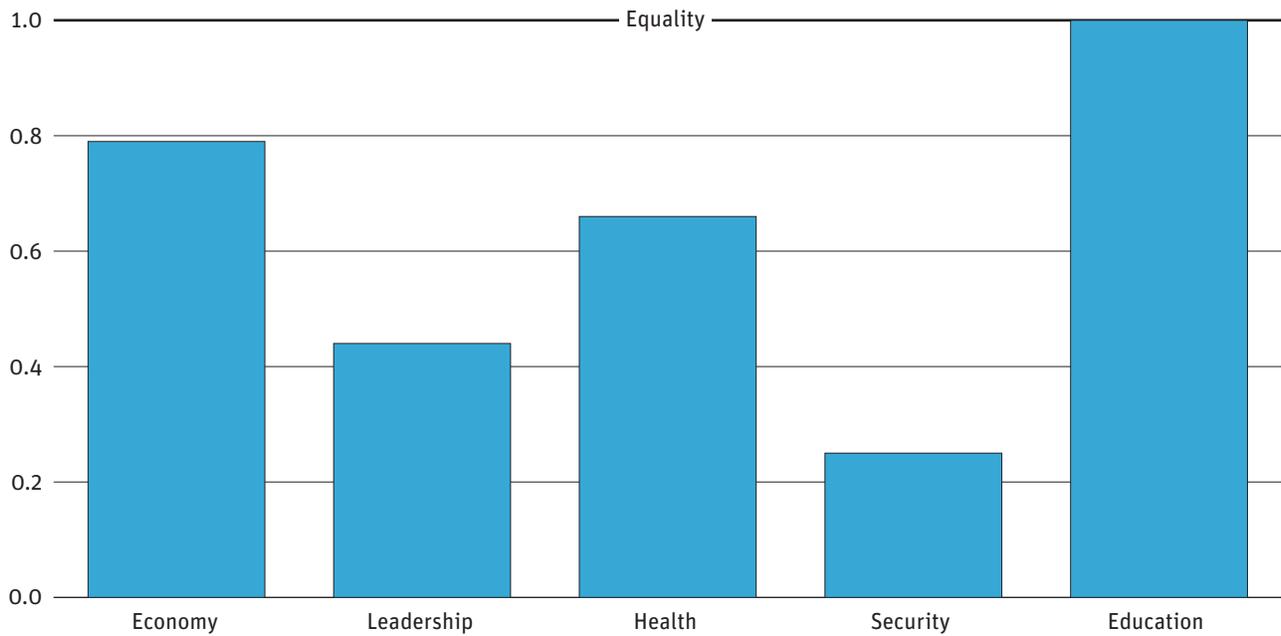
Vancouver falls in the middle of the pack in the area of women's representation in leadership roles. Women hold four out of 11 elected positions at the municipal level. Amongst senior managers men outnumber women three to one.

While men and women in Vancouver have equally high healthy life expectancies, there is a significant gap in their perceptions of their health. The majority of men (68%) perceive their health as good or excellent, but only half (51%) of women do the same. Women are also more likely to identify high levels of stress in their lives, with 27% of women doing so compared to 21% of men. Vancouver has more sexual and reproductive health clinics than any other city in the top twenty.

Women Transforming Cities is a Vancouver based organization that works to put girls' and women's voices and issues on the political agenda. Women Transforming Cities hosts monthly cafés in different neighborhoods throughout the year, featuring grassroots discussion and informed speakers on issues that affect city life for women and girls, including employment, affordable housing, childcare, youth, seniors, safety, leadership, transit, and immigrant experiences. womentransformingcities.org

The rate of sexual assault and intimate partner violence reported to the police in Vancouver is just below average. Nearly 7000 incidents of sexual and domestic violence were reported in the space of year in Vancouver. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police reported levels of violence are also influenced by municipal police practices with regard to recording incidents (or not) and categorizing incidents (as unsolved versus as unfounded, for example).

FIGURE 17 Vancouver



Women and men in Vancouver are equally likely to hold a high school degree or a university degree. More women than men hold college degrees or diplomas. However, men outnumber women amongst trades and apprenticeships at a rate of more than two to one.

Victoria

Overall Rank: 5

The gap in men's and women's access to employment overall and full-time employment in particular is smaller than average in Victoria. However, this is due to the lower than average rates of male employment, rather than higher rates of female employment: 55% of working men in Victoria work full time, compared to 41% of women in Victoria and 67% of men nationally. This clearly contributes to Victoria's higher than average levels of poverty. That said, poverty rates for men and women are nearly identical. The gap between men's and women's employment earnings is smaller than average, with women earning 74% of what men earn.

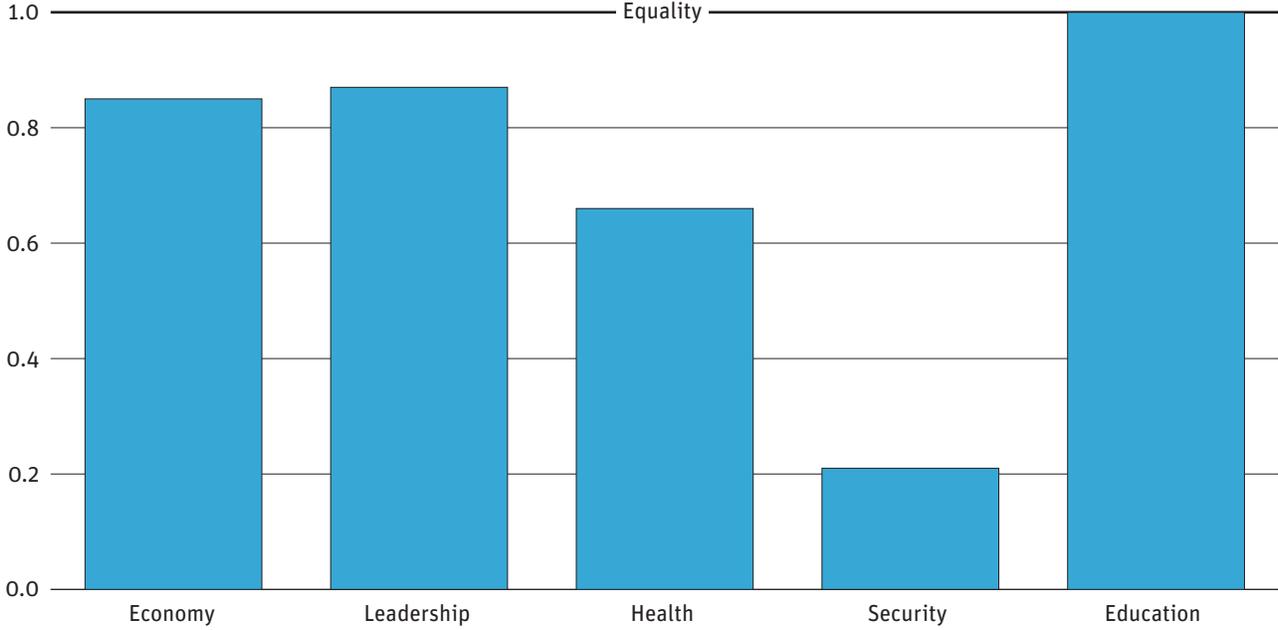
Victoria has one of the highest rates of women holding senior management positions — at 33%. Victoria is one of only two cities with more women than men holding elected seats in municipal government.

Men and women in Victoria both have higher than average life expectancies and high levels of perceived good health. However, women are almost twice as likely to perceive their lives as highly stressful. Victoria has two stand-alone reproductive health care clinics.

Victoria has low rates of police reported intimate partner violence and average levels of police reported sexual assault — with 743 incidents of intimate partner violence and 168 incidents of sexual assault reported in a year. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police reported levels of violence are also influenced by municipal police practices with regard to recording incidents (or not) and categorizing incidents (as unsolved versus as unfounded, for example).

Women and men have nearly equal rates of high school and university completion. However, men outnumber women two to one in trades, and women outnumber men by nearly three to two in holding college and non-university diplomas.

FIGURE 18 Victoria



Windsor

Overall Rank: 18

Employment levels in Windsor are lower than average, with a typical gap between men's and women's access to work. Full-time employment levels for both men and women are well below the national average, and the gender gap is only slightly wider than average, with 53% of working men holding full-time jobs compared to 36% of working women. Wages are lower than average for both women and men in Windsor, but the gap in pay is narrower than the national average, with women earning 77 cents on the male dollar. Poverty rates are equally high for men and women in Windsor, with 20% of the population living below the Low Income Measure.

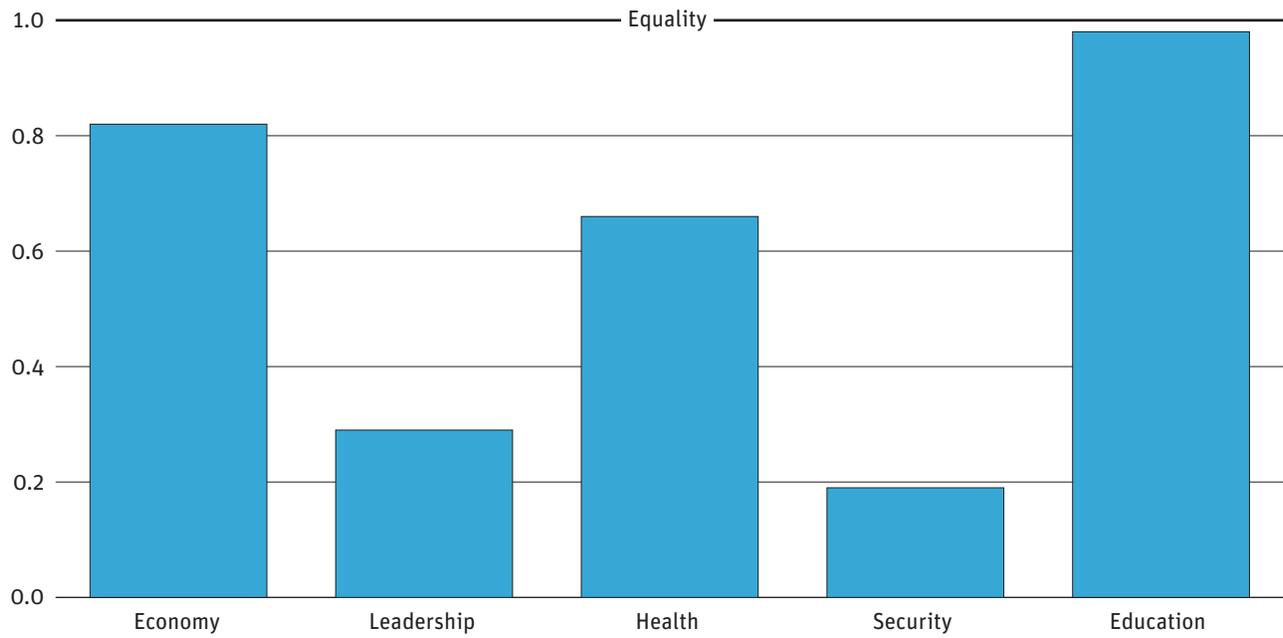
Windsor performs relatively well on the representation of women in senior management positions, with men outnumbering women at two to one rather than three to one. Women do less well in the area of political representation with only one woman holding elected municipal office.

Women and men in Windsor are equally likely to perceive their health as good or excellent, with 60% of the population doing so. However, women are far more likely to identify high levels of stress in their lives, with 28% of women compared to 17% of men doing so. Windsor's population is served by one sexual health clinic.

The rate of sexual assault reported to the police in Windsor is slightly lower than average and the rate of intimate partner violence is slightly higher. Nearly 1000 incidents of sexual and domestic violence were reported in a year in Windsor. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police reported levels of violence are also influenced by municipal police practices with regard to recording incidents (or not) and categorizing incidents (as unsolved versus as unfounded, for example).

Men and women in Windsor are equally likely to hold high school diplomas and women are slightly more likely to hold college or university degrees. However, men outnumber women amongst trades and apprenticeships at a rate of more than two to one.

FIGURE 19 Windsor



Winnipeg

Overall Rank: 12

Winnipeg has higher than average employment levels overall, but the gap between men's employment rates (71%) and women's employment rates (61%) is also larger than average. The wage gap is smaller than average in Winnipeg, but women continue to earn \$10,000 less than their male peers. Women are more likely to live in poverty than are men, with 10% of men and 13% of women living below the Low Income Measure.

Winnipeg falls squarely in the middle of the rankings when it comes to women occupying leadership roles. Men outnumber women in senior management, with men holding 69% of those positions. Women fare even worse in the area of political representation, with only three women among the 16 elected city representatives.

Women in Winnipeg are more likely than their male counterparts to perceive their health as good or excellent, with 65% of women doing so, compared to 56% of men. Women are also less likely to identify high levels of stress in their lives. Winnipeg has five sexual and reproductive health clinics.

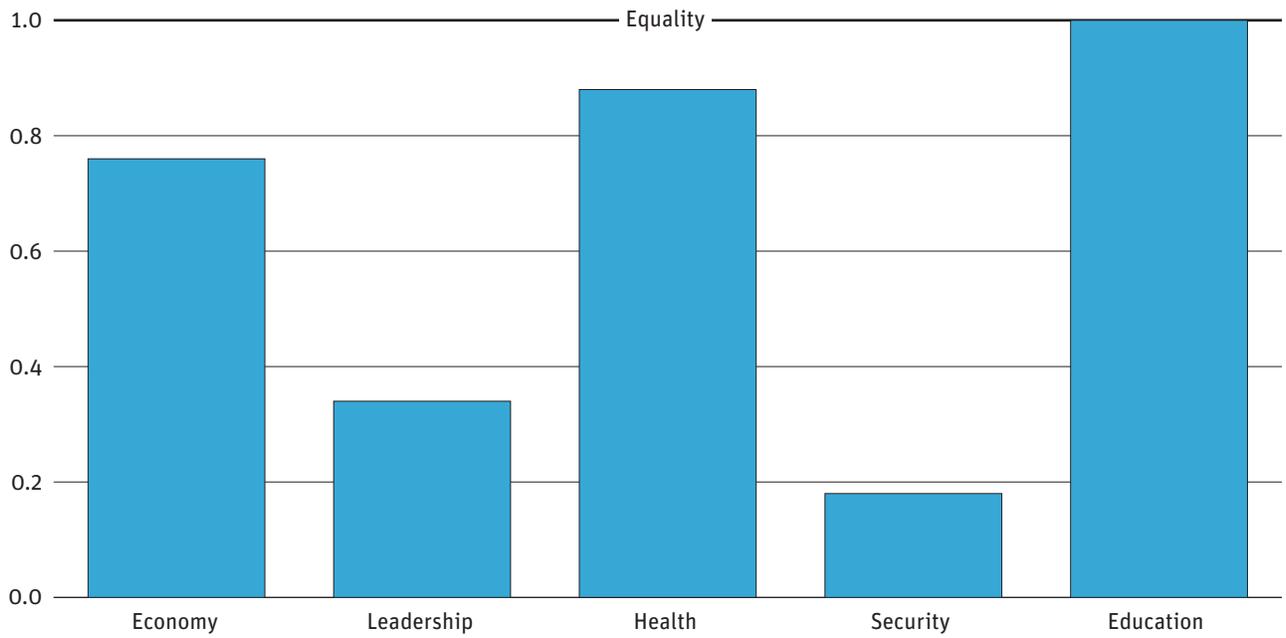
Winnipeg has the highest rates of police reported incidents of sexual assault among the top twenty cities.

Levels police-reported intimate partner violence are also significantly higher than average. Nearly 500 incidents of sexual and domestic violence are reported in the space of year in Winnipeg. However, because 90% and 70% of all incidents of sexual and domestic violence respectively go unreported, these numbers do not reflect actual levels of violence. Police reported levels of violence are also influenced by municipal police practices with regard to recording incidents (or not) and categorizing incidents (as unsolved versus as unfounded, for example).

Women are slightly more likely than men in Winnipeg to hold a high school, college or university degree. However, men outnumber women amongst trades and apprenticeships at a rate of more than two to one.

The **Native Women's Transition Centre** provides safe housing and support for Aboriginal women and their children who are struggling to make life changes and escape violence. Programs include the **Ka-Keskimowin Mentorship Program** which supports Aboriginal leadership, through promoting and nurturing strong and capable women. www.native-womens.mb.ca

FIGURE 20 Winnipeg



Appendix A

Methodology

THIS RESEARCH DRAWS on existing indices of gender equality developed by the United Nations Development Program (the *Gender Inequality Index*), the World Economic Forum (the *Global Gender Gap*), and SocialWatch (the *Gender Equity Index*). Like these indices, this report uses indicators of health, education, political participation, and economic security. Unlike these indices, it includes indicators of personal security. This index follows the *Global Gender Gap* model in that it measures the gap between the access of men and women to these public goods, rather than measuring overall achievement.

In the area of economic security, the index includes as indicators: median employment income, employment rates (ages 15 years or older), rates of full-time employment (ages 15 years and older), and rates of poverty (using the after-tax Low Income Measure).

Political participation includes both an indicator of formal political participation (the ratio of men and women holding elected municipal office) and professional leadership (the ratio of men and women holding senior management positions).

Health is measured using healthy life expectancy (adjusted for the healthy life expectancy benchmark). To this indicator, the report adds two perceptual measure — perceived health and perceived life stress. The relevance of these indicators is well-supported by medical research which demonstrates both a correlation between perception of health and health outcomes and

between high levels of stress and poor health outcomes. Finally, an indicator for sexual and reproductive health access is included. The World Health Organization and the UNFPA have both demonstrated that access to sexual and reproductive health are essential to lowering maternal mortality and increasing the health outcomes of women and girls.

Most existing gender equality indices do not measure levels of gender-based violence. The exception is the Office for Economic Cooperation and Development's *Social Institutions and Gender Index* (SIGI), which measures legal and institutional recognition of gender-based violence.

Gender-based violence is difficult to measure because such a significant portion of these crimes go unrecorded. The best data available in Canada comes from the *General Social Survey on Victimization*, which is conducted by Statistics Canada once every five years. However, this survey does not capture a large enough sample of the population to measure rates of self-reported victimization at the municipal level. This report, therefore, uses police-reported rates of three forms of violence to which women are disproportionately subject: sexual assault, intimate partner violence and criminal harassment.

In the area of educational attainment, the index focuses on tertiary educational achievement, measuring the ratio of men's and women's completion of high school, trade or apprenticeship training, college or CEGEP, and university.

Wherever possible, the index provides a score for each indicator based on the ratio of male to female achievement. The data used for each indicator is taken from the most recent year available, using data provided by Statistics Canada whenever possible. The scores for the indicators in each category (i.e. health, education) are averaged to produce a final score for that category. Each indicator is given equal statistical weight in the calculation of the score for each category. The cities are then ranked according to their score. The overall ranking of the cities is produced by averaging their ranks in each category.

There are a number of indicators that ought to be included but are not, simply because the data is not available. There is extensive evidence demonstrating that women perform more hours of unpaid work than do men, and that childcare, in particular, is a major barrier to women's economic security. However, Statistics Canada has not collected data on hours of unpaid work since 2006 and there is no nationally comparable data on access to childcare, number of childcare spaces available per child, or cost of childcare relative to median incomes. As noted above, annual municipal level

data on self-reported rates of gender-based violence is needed to provide a meaningful assessment of those levels of violence.

There is no annual municipal data on the gaps between different groups of women in any of the categories measured here. The *2010 National Household Survey* provided some data on the differences in employment and income for Aboriginal and non-Aboriginal women and for immigrant and racialized women. But there is no data on the differences between women with disabilities and women without disabilities in these areas at the municipal level. Nor are there any reliable statistics measuring differing levels of violence for these groups — although the national data suggests that there are quite significant differences.

Finally, this report is subject to the same flaws that the existing international indices exhibit. Notably, the averaging of scores can obscure significant differences in the level of achievement in different categories. For example, at the national and international level, scores in the area of health tend to be quite high (with women and men having near parity in many countries, including Canada) and scores in the area of political participation tend to be quite low. Averaging those two scores to produce a final ranking can flatten out those differences.

This report is also subject to the broader criticism that quantitative measures mask important qualitative differences. As such, the index should be taken as one part of a more complicated picture — a picture that requires qualitative data to bring it fully into focus.

Appendix B

The Numbers

	Economy		Leadership		Health		Security		Education	
	Score	Rank	Score	Rank	Score	Rank	Score	Rank	Score	Rank
Toronto, Ontario	0.86	5	0.44	8	0.74	9	0.23	5	1.00	16
Montréal, Quebec	0.84	11	0.41	9	0.72	11	0.22	6	1.04	7
Vancouver, British Columbia	0.82	14	0.44	5	0.66	19	0.25	3	1.00	15
Ottawa-Gatineau, Ontario/Quebec	0.90	2	0.44	6	0.75	5	0.17	18	1.02	12
Calgary, Alberta	0.83	13	0.22	20	0.75	6	0.18	16	0.95	20
Edmonton, Alberta	0.79	17	0.25	17	0.70	12	0.18	15	0.97	18
Québec, Quebec	0.85	6	0.59	2	0.82	3	0.22	7	1.03	8
Winnipeg, Manitoba	0.78	18	0.34	13	0.88	1	0.18	14	1.03	9
Hamilton, Ontario	0.87	4	0.25	18	0.75	4	0.22	8	1.01	14
Kitchener-Cambridge-Waterloo, Ontario	0.76	20	0.44	7	0.68	15	0.24	4	0.96	19
London, Ontario	0.82	15	0.45	4	0.69	14	0.17	17	1.02	11
St. Catharines-Niagara, Ontario	0.87	3	0.25	16	0.74	8	0.17	20	1.03	10
Halifax, Nova Scotia	0.85	9	0.38	12	0.70	13	0.26	2	1.05	6
Oshawa, Ontario	0.77	19	0.27	15	0.59	20	0.21	10	1.01	13
Victoria, British Columbia	0.85	8	0.87	1	0.66	17	0.21	9	1.06	5
Windsor, Ontario	0.83	12	0.29	14	0.66	18	0.19	13	0.98	17
Saskatoon, Saskatchewan	0.85	10	0.52	3	0.74	7	0.20	12	1.10	1
Regina, Saskatchewan	0.93	1	0.40	11	0.67	16	0.17	19	1.06	4
Sherbrooke, Quebec	0.85	7	0.41	10	0.72	10	0.21	11	1.09	2
St. John's, Newfoundland and Labrador	0.81	16	0.24	19	0.86	2	0.36	1	1.08	3

Appendix C

Indicators and Sources

Economic Security

Percentage in full-time work (female to male ratio): “CAN SIM *Table 282-0110: Labour force survey estimates (LFS), by census metropolitan area based on 2006 census boundaries, sex and age group, annual.*” Ottawa: Statistics Canada.

Employment rate (female to male ratio): “CAN SIM *Table 282-0110: Labour force survey estimates (LFS), by census metropolitan area based on 2006 census boundaries, sex and age group, annual.*” Ottawa: Statistics Canada.

Percentage in Low-Income Measure after tax (female to male ratio): “CAN SIM *Table 202-0802: Persons in Low Income, annual.*” Ottawa: Statistics Canada.

Median earned income (female to male ratio): “CAN SIM: *Table 111-0024: Labour income profile of taxfilers, by sex, annual.*” Ottawa: Statistics Canada.

Leadership

Senior managers (female to male ratio): *2011 National Household Survey.* Ottawa: Statistics Canada.

Elected municipal officials (female to male ratio): individual municipal city records.

Health and Well-Being

Healthy life expectancy at birth (adjusted for health life expectancy) (female to male ratio): “CAN SIM *Table 102-4307*: Life expectancy, at birth and at age 65, by sex, three-year average, Canada, provinces, territories, health regions and peer groups occasional (years).” Ottawa: Statistics Canada.

Perceived health good or excellent (female to male ratio): “CAN SIM *Table 105 0501*: Health indicator profile, annual estimates, by age group and sex, Canada, provinces, territories, health regions (2012 boundaries) and peer groups.” Ottawa: Statistics Canada.

Perceived life stress high (female to male ratio): “CAN SIM *Table 105 0501*: Health indicator profile, annual estimates, by age group and sex, Canada, provinces, territories, health regions (2012 boundaries) and peer groups.” Ottawa: Statistics Canada.

Abortion and sexual health services (clinics per 10,000 population): “Directory of Sexual Health Services.” Canadians for Choice. Online at: <http://www.canadiansforchoice.ca> ; “List of Abortion Clinics in Canada.” ARCC. Online at: <http://www.arcc-cdac.ca/list-abortion-clinics-canada.pdf>

Security

Police reported intimate partner violence (male to female ratio): Sinha, Maire (2013). *Measuring Violence Against Women: Statistical Trends*. Ottawa: Statistics Canada; “CAN-SIM *Table 252-0051*: Incident-Based Crime Statistics, by Detailed Violations.” Ottawa: Statistics Canada.

Police reported sexual assault (male to female ratio): Sinha, Maire (2013). *Measuring Violence Against Women: Statistical Trends*. Ottawa: Statistics Canada; “CAN-SIM *Table 252-0051*: Incident-Based Crime Statistics, by Detailed Violations.” Ottawa: Statistics Canada.

Police reported criminal harassment (male to female ratio): Sinha, Maire (2013). *Measuring Violence Against Women: Statistical Trends*. Ottawa: Sta-

tistics Canada; “CAN-SIM Table 252-0051: Incident-Based Crime Statistics, by Detailed Violations.” Ottawa: Statistics Canada.

Education

High school diploma or equivalent (female to male ratio): *2011 National Household Survey*. Ottawa: Statistics Canada.

Apprenticeship or trades certificate or diploma (female to male ratio): *2011 National Household Survey*. Ottawa: Statistics Canada.

College, CEGEP or other non-university certificate or diploma (female to male ratio): *2011 National Household Survey*. Ottawa: Statistics Canada.

University certificate, diploma or degree at bachelor level or above (female to male ratio): *2011 National Household Survey*. Ottawa: Statistics Canada.



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