



## The Canadian Labour Force

In 2011:

Women ages 15 and older made up 47.3% of the labour force.1

- 62.3% of all women 16 years and over were in the labor force compared to 71.5% of all men.2
- 56.2% of visible minority women aged 15 and over reported being part of the paid workforce in the 2006 Census.3

In January 2012, women comprised 35.4% of all management positions and 22.9% of all senior management positions.4

- In 2006, visible minority women made up 7% of management positions.5

Employment rates for mothers with children under the age of 6 have more than doubled since 1976, from 31.5% to 68.1% in 2007.6

- In 2007, 79.5% of mothers with school age children worked outside the home--approaching the employment rate for women with no children at home (80.9%).7

*Source: <http://www.catalyst.org/knowledge/statistical-overview-women-workplace>*

## 10 Surprising Statistics on Women in the Workplace

### College Times 2010



1. Women comprise 46% of the total U.S. labor force.
2. Women make only 77.5 cents for every dollar that men earn.
3. The more education a woman has, the greater the disparity in her wages.
4. Women may work longer to receive the promotions that provide access to higher pay.
5. Women business owners employ 35% more people than all the Fortune 500 companies combined.
6. Women account for 46% of the labor force, but 59% of workers making less than \$8 an hour.
7. Only 53% of employers provide at least some replacement pay during periods of maternity leave.
8. Four in ten businesses worldwide have no women in senior management.
9. Women earned less than men in 99% of all occupations.
10. Minority women fare the worst when it comes to equal pay

<http://www.collegetimes.tv/10-surprising-statistics-on-women-in-the-workplace/>



THE GLOBE AND MAIL -- April 24, 2013

**Report shows closing of gender gap in Canada is at a snail's pace**

By JANET McFARLAND

*Canadian Centre for Policy Alternatives says data reveal that based on past changes, it will take 228 years to attain complete parity between men and women*

... The biggest drag for women's scores in the economic category is in the proportion of women filling roles as managers, senior officials and legislators, where the score of 0.522 in 1993 is almost unchanged at 0.56 in 2012.

Ms. McInturff [report author] concludes that the closer women get to the top, the greater the barriers to equality.



# LEAN IN

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WOMEN, WORK, AND  
THE WILL TO LEAD

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SHERYL SANDBERG

COO of FACEBOOK

"The business manual of the year" *The Times*





Can “insufficient commitment” even plausibly explain these numbers? To be sure, the women who do make it to the top are highly committed to their profession. On closer examination, however, it turns out that most of them have something else in common: they are genuine superwomen.

Consider the number of women recently in the top ranks in Washington—Susan Rice, Elizabeth Sherwood-Randall, Michelle Gavin, Nancy-Ann Min DeParle—who are Rhodes Scholars. Samantha Power, another senior White House official, won a Pulitzer Prize at age 32.

Or consider Sandberg herself, who graduated with the prize given to Harvard’s top student of economics. These women cannot possibly be the standard against which even very talented professional women should measure themselves. Such a standard sets up most women for a sense of failure.

JULY/AUGUST 2012

## Why Women Still Can't Have It All

It's time to stop fooling ourselves, says a woman who left a position of power: the women who have managed to be both mothers and top professionals are superhuman, rich, or self-employed. If we truly believe in equal opportunity for all women, here's what has to change.

ANNE-MARIE SLAUGHTER | JUN 13 2012, 10:15 AM ET

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Philip Toledano

EIGHTEEN MONTHS INTO my job as the first woman director of policy planning at the State Department, a foreign-policy dream job that traces its origins back to George Kennan, I found myself in New York, at the United Nations' annual assemblage of every foreign minister and head of state in the world. On a Wednesday evening, President and Mrs. Obama hosted a glamorous reception at the American Museum of Natural History. I sipped champagne, greeted foreign dignitaries, and mingled. But I could not stop thinking about my 14-year-old son, who had started eighth grade three weeks earlier and was already resuming what had become his pattern of skipping homework, disrupting classes, failing math, and tuning out any adult who tried to reach him. Over the summer, we had barely spoken to each other—or, more accurately, he had barely spoken to me. And the previous spring I had received several urgent phone calls—invariably on the day of an important meeting—that required me to take the first train from Washington, D.C., where I worked, back to Princeton, New Jersey, where he lived. My husband, who has always done everything possible to support my career, took care of him and his 12-year-old brother during the week; outside of those midweek emergencies, I came home only on weekends.

As the evening wore on, I ran into a colleague who held a senior position in the White House. She has two sons exactly my sons' ages, but she had chosen to move them from California to D.C. when she got her job, which meant her husband commuted back to California regularly. I told her how difficult I was finding it to be away from my son when he clearly needed me. Then I said, "When this is over, I'm going to write an op-ed titled 'Women Can't Have It All.'"

She was horrified. "You can't write that," she said. "You, of all people." What she meant was that such a statement, coming from a

### THE MYTH OF WORK-LIFE BALANCE

A debate on career and family [See full coverage](#)

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'She's right -- fo him.'

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### WRITERS

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**Jordan Weissmann**

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KNOW  
HOW  
SHE  
DOES IT**

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# What Would *gwyneth* Do

striving for style in the land of sippy cups & see-saws

HOME ABOUT ME CONTACT

## When Moms Need A Business Trip

2 COMMENTS

2013 APRIL 26

by WWGD



Pardon my silence around here the past few days. I just got home from a little business jaunt up to the Bay Area where I had the privilege of working with the fantastic ladies at [Big City Moms](#) on their latest event.

Being in a room full of expecting women brought on a (quick) case of baby fever, but that's for another post altogether...

It turned out to be a timely trip with [this story](#) in the *Wall Street Journal* hitting the very morning I boarded my plane.

I silently watched as online dismay spiraled into serious controversy.

Moms were offended. Moms felt wronged. Moms were mad.

And here I was, a mom who was kind of excited to settle into a hotel room, watch some TV in peace, go out for a nice dinner or two, and maybe sleep in past the crack of dawn for the first time in a while.

I don't blame the women in the article for being angry. I think they were taken out of context and simply pawns in a story that had already been written in the reporter's mind long before she interviewed them.

I don't blame women who travel for business or their blogs or their personal ventures for being offended that the reporter made their trips and hard work seem frivolous. It's certainly not all just wine tastings and group gossip sessions over sushi.

And I certainly don't blame anyone for being offended by that ridiculous "The Mommy Business Trip" infographic they ran alongside the piece.

### WHY ME?



Because I'm a 30-something in Southern California with a darling 6-yr old girl (Little D) and a 2-yr-old baby boy (Kai) who I love more than life itself. Except on that day of the month when *InStyle*, *Vogue* and *Harper's Bazaar* all hit my mailbox at once. Then I love Nick Jr. and its babysitting skills way more. I am PR by day, mama by night, and fashion, design and dessert in between. And here I post about all that and so much more.

### WHY GWYNETH?



Because you may say you hate her, but you love her - GOOP and all. Because she made pin-straight hair, class, and Brad Pitt must-haves in Hollywood. Because she continued her reign as the queen of cool right into motherhood, leaving moms in playgrounds across the country dreaming of macrobiotic, Madonna's trainer, and men from London. Oh, and nowadays, she and her rockstar husband double date with Jay-Z and Beyonce for fun. That's almost as cool as Jack Black on Yo Gabba Gabba.

FOR MORE  
WHATWOULDGWYNETHDO



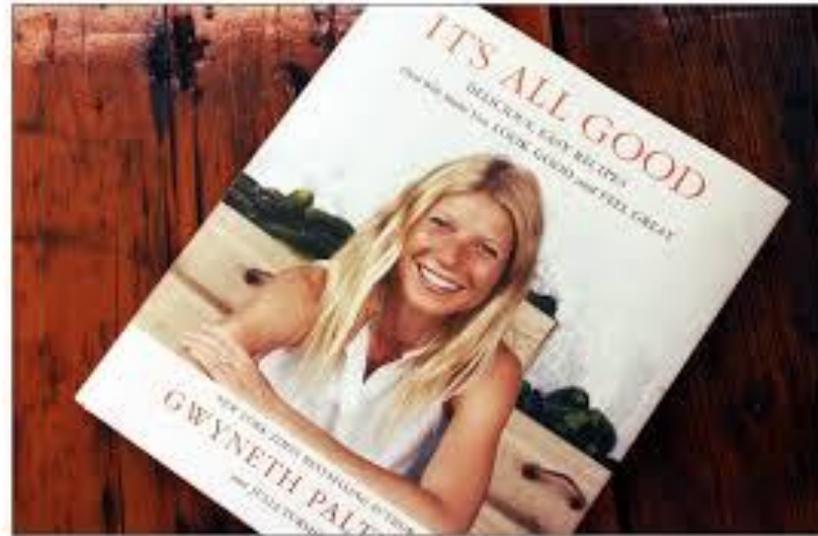
### PAST POSTS

- > [When Moms Need A Business Trip](#)
- > [Giving In](#)





Delicious easy recipes that will make you **LOOK GOOD** and **FEEL GREAT**

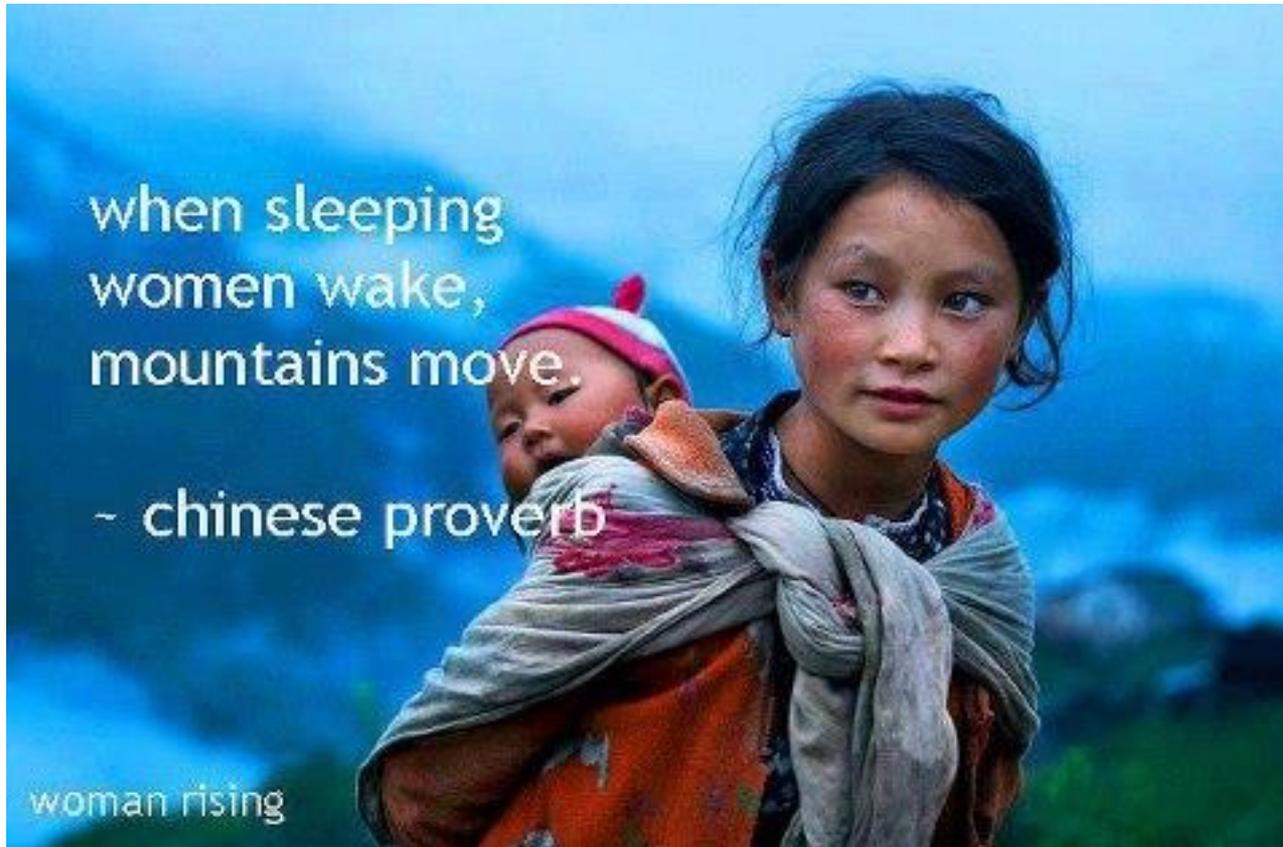




when sleeping  
women wake,  
mountains move.

- chinese proverb

woman rising





Success is liking  
yourself,  
liking what you do,  
and liking how you  
do it.

maya angelou

[www.livin3.com](http://www.livin3.com)

More than a week after Susan Patton's [letter to the editor of \*The Daily Princetonian\*](#) prompted heated criticism, the 1977 Princeton alumna says she still stands by her words.

"I have never had a problem voicing an unpopular opinion if it's heartfelt," Patton tells NPR.

In her letter, Patton wrote to young women attending her alma mater, "Find a husband on campus before you graduate."

Patton is the divorced mother of two sons — both "Princetonians." She says the older already "had the good judgment and great fortune to marry a classmate." She says her younger son is a junior with a limitless universe of women he can marry.

"Men regularly marry women who are younger, less intelligent, less educated," writes Patton. But, she argues, Princeton women should marry a man who is their intellectual equal.

"Simply put, there is a very limited population of men who are as smart or smarter than we are," she writes.

She goes on to argue that the supply of such men dwindles as Princeton women get older. Patton advises young women to look for a husband now because "you will never again have this concentration of men who are worthy of you."

*Source: <http://www.npr.org/2013/04/04/176191335/a-letter-on-finding-a-husband-before-graduation-spurs-debate>*