

# The Status of **WOMEN** in Manitoba

A MANITOBA WOMEN'S  
ADVISORY COUNCIL PUBLICATION  
ISSUED MARCH 2018

MANITOBA WOMEN'S  
ADVISORY  
COUNCIL



Manitoba 

## Message from the Manitoba Women's Advisory Council Chair

As chair of the Manitoba Women's Advisory Council, it is my pleasure to share with you *The Status of Women in Manitoba*.

The Manitoba Women's Advisory Council pays close attention to the experiences of women who face barriers to full equality because of race, age, language, class, ethnicity, religion, disability, sexual orientation or family status. We are committed to voicing women's concerns to government and the community through policy research, information services and community liaison. As such, we have developed this publication to highlight Manitoba's progress in women's equality — it also shows areas where opportunities remain for advancing positive change in the future.

The selected topics were identified as issues of concern by the Manitoba Women's Advisory Council. Topics were also inspired by global priorities for women's equality identified in international agreements, and include education, employment, health and violence against women.

This report is intended to be used as a valuable source of gender-disaggregated data that will help all Manitobans explore issues and trends related to gender equality in our province. Governments, civil society, the private sector and institutions can use this information to advance gender equity in Manitoba. We hope the publication will aid the continuing discussion and evaluation of the changing roles and social characteristics of women in Manitoba, as well as contribute to the development of policies improving the status of women in our province.

We thank everyone who assisted with the development of this publication. This project would not be possible without the assistance of other provincial departments and organizations. These include: the Manitoba Status of Women Secretariat; Manitoba Health, Seniors and Active Living; Manitoba Education and Training; and CancerCare Manitoba.

Dr. Jeannette Montufar, P. Eng  
Chairperson | Manitoba Women's Advisory Council



*Dr. Jeannette Montufar, P. Eng | Chairperson  
Manitoba Women's Advisory Council*

## Message from the Minister responsible for the Status of Women

As Minister responsible for the Status of Women, I congratulate the Manitoba Women's Advisory Council on releasing their The Status of Women in Manitoba report.



*Honourable Rochelle Squires  
Minister responsible for the Status of Women*

Our council is committed to voicing women's concerns to government and the community through policy research, information services and outreach. The council's work touches on all areas of women's lives, including education, economics, employment, health and violence against women.

Working co-operatively with women and equality-seeking organizations, the council's mission is to advance equality, fairness and dignity for all women in our province and to advise the Minister responsible for the Status of Women. As such, they have developed this publication to showcase the status of Manitoba women. Topics were selected by council and I believe it will serve as a valuable source of gender-disaggregated data for all Manitobans to use in pursuing gender equality.

I commend the council for their vision in supporting the development of this publication. I trust that its development will spur action and foster opportunities for networking, sharing information and raising awareness, while also helping guide all sectors of society in the development of policies and programs that affect women in Manitoba.

Honourable Rochelle Squires  
Minister responsible for the Status of Women

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## The Status of Women in Manitoba Executive Summary

This report looks at the current status of women living in Manitoba in four critical areas: education, employment, health and violence against women. The report's purpose is to provide the public with accurate information on how women are fairing in these critical areas.

The report was written based on current and readily available Manitoba published data. For each area, the report attempts to provide disaggregated data (data that shows a break down of information based on sex or gender) and how particular groups of women are affected (Indigenous women, newcomer women, visible minority women, women living with disabilities and senior women). Throughout the report, "no data available" is used to refer to data that is not collected, data that has not been published, or data was not readily available at the time of writing. The report does not provide an analysis of the possible reasons for the observed trends in the data. However, the Manitoba Women's Advisory Council acknowledges the existing research that supports gender inequality is related to long-term, ongoing societal and historical reasons.

One important report finding is the ongoing need for more data, in particular, disaggregated data. This finding is consistent with global and national discussions regarding data. These discussions are taking place from international tables to Canadian federal-provincial-territorial meetings. As UN Women point out "to accurately measure gender inequality, we need to collect, understand and track gender data."<sup>1</sup>

In Manitoba, there is some data disaggregated by sex or gender. However, there is a great deal of data that is not currently collected or publicly available. There is also a lack of data that shows different outcomes for different population groups, including Indigenous women, women living with disabilities, visible minority women, women who are newcomers to Canada, and senior women.

Additional important findings from the data are that women in Manitoba are:

- more likely to hold a high school diploma
- less likely to be employed full-time, and more likely to be employed part-time
- earning a lower median income than men
- under-represented in the science, technology, engineering and math sectors
- significantly under-represented across all trade occupations
- under-represented in leadership roles as elected officials, and within senior rankings of law enforcement, the military, and in the private sector

- hospitalized 15 times more often due to an eating disorder
- over-represented as being hospitalized due to suicide attempts in northern Manitoba
- over-represented as victims and survivors of sexual violence, and interpersonal and spousal violence

Should there be interest in using the data within the document for other purposes, it is advised that future authors also verify data sources and use caution in citing this document as a data source. As referenced, gender-based data is a growing field and at times, current available data should be used with caution.

The Manitoba Women's Advisory Council wishes to acknowledge the numerous initiatives, actions and strategies underway across Manitoba that are being implemented by all levels of government, civil society and institutions to address gender equality. This document supports the importance of that work continuing.

# Education

Education is a universal human right and is particularly important for securing positive future outcomes for women.

Graduating from high school and pursuing post-secondary education are important predictors of social and economic well-being. High school graduates have a better opportunity to pursue post-secondary education, which leads to higher paying jobs that can provide an income to support their families and provide a good quality of life. Conversely, the lack of a high school diploma is a significant predictor of poorer outcomes later in life, including lower income earnings, higher rates of unemployment, poorer health, higher rates of reliance on social assistance and higher rates of teen motherhood and fatherhood.<sup>2</sup>

The data confirms women are more likely to hold a high school diploma and a post-secondary certificate, diploma or degree. However, Indigenous women are less likely to hold a high school diploma and are also less likely to complete high school than non-Indigenous women. From the data available, it is observed that newcomer women are more likely than people who were born in Canada to hold a degree.

There is some research on educational outcomes amongst women living with disabilities. This data indicates a smaller proportion of women living with disabilities hold high school diplomas, compared to women without disabilities.

There is currently no data available on recent high school graduation rates for newcomer students or students living with disabilities.

In this section, the Manitoba Women's Advisory Council chose to apply a specific focus on the important issue of women's under-representation in the fields of science, technology, engineering and math (STEM) and trades. National and local discussions have highlighted the serious lack of women advancing in these important areas. Overall, there is a significantly low number of women in STEM. These are often fields with higher paying, higher status jobs. In the trades, women tend to gravitate to lower paying fields and very few women have certificates in those higher paying trades where women are traditionally under-represented.

Unless otherwise indicated, provincial statistics noted in this section are from Statistics Canada.

## High school education

### MANITOBANS WITH A HIGH SCHOOL DIPLOMA

In 2016, 88 per cent of women aged 25 to 64 held a high school diploma<sup>a</sup>, compared to 83.1 per cent of men of the same age in Manitoba.<sup>3</sup>

#### **Indigenous women**

In 2016, 72.2 per cent of Indigenous women aged 25 to 64 held a high school diploma, compared to 62.9 per cent of Indigenous men. This compares to 91.1 per cent of non-Indigenous women who held a high school diploma in the same year.<sup>4</sup>

#### **Newcomer women**

In 2016, 96.1 per cent of newcomer women aged 25 to 64 held a high school diploma, compared to 93.7 per cent of newcomer men. This compares to 93.7 per cent of non-Immigrant women in the province, who held a high school diploma in the same year.<sup>5</sup>

#### **Visible minority women**

In 2016, 91.2 per cent of visible minority women aged 25 to 64 held a high school diploma, compared to 92.1 per cent of visible minority men. This compares to 87.2 per cent of non-visible minority women in the province, who held a high school diploma in the same year.<sup>6</sup>

#### **Women with disabilities**

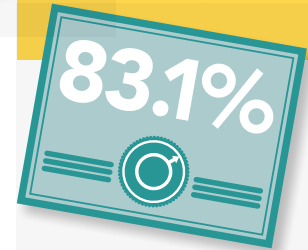
In 2012 (most recent data available), 67.6 per cent of women with disabilities, aged 15 and over, held a high school diploma, compared to 65.7 per cent of men with disabilities. At the time of writing this report, no comparison data for women without disabilities was available.<sup>7</sup>

#### **Senior women<sup>b</sup>**

In 2016, 74.2 per cent of women aged 65 to 74 held a high school diploma, compared to 73.3 per cent of men.<sup>8</sup>



**88% OF WOMEN  
IN MANITOBA  
HOLD A  
HIGH SCHOOL  
DIPLOMA vs.  
83.1% OF MEN**



<sup>a</sup> This means 88 per cent of women aged 25 to 64 in Manitoba held at least a high school diploma and 12 per cent of women aged 25 to 64 did not.

<sup>b</sup> 65 years and older.



## RECENT HIGH SCHOOL GRADUATION DATA

Manitoba's student-tracked method allows us to accurately understand how long it takes for individual students to graduate and to help us better identify certain achievement gaps, such as those between male and female students and between Indigenous and non-Indigenous students.<sup>9</sup>

High school graduation typically occurs within four years of beginning Grade 9. This is referred to as "on-time" graduation. For some students, and for a variety of reasons, taking more time to obtain their credits for graduation could make the difference between successfully completing high school or not. This persistence to graduation is referred to as "extended-time" graduation.<sup>10</sup>

According to Manitoba Education and Training in 2016, 78.3 per cent of Manitoba students graduated high school in four years. Female students were more likely to graduate in four years than male students were. In 2016, 81 per cent of female Manitoba students graduated in four years, compared to 76 per cent of male students.<sup>11</sup>


Considering students who graduated within six years of starting Grade 9, the percentage of female students increased from 81 per cent to 85 per cent and the percentage of male students increased from 76 per cent to 81 per cent.<sup>12</sup>

### ***Female Indigenous students***

According to Manitoba Education and Training in 2016, 47.6 per cent of Indigenous students graduated high school in four years, compared to 86.2 per cent of non-Indigenous students. Female Indigenous students were more likely to graduate in four years than male students were.<sup>13</sup>

While the graduation rates in general are much lower for Indigenous students, there was a narrower gender gap between Indigenous female students and Indigenous male students. In 2016, 49.9 per cent of female Indigenous students graduated in four years, compared to 45.3 per cent of male Indigenous students.<sup>14</sup>

Expanding the data to include students who took a bit longer to finish high school shows that extra time improves graduation rates for all students, but more so for male students in particular (both Indigenous and non-Indigenous). As the rates improved for both groups of male students, the rate for Indigenous male students improved at a faster pace, narrowing the gap between the groups. In 2016, 55.5 per cent of Indigenous students had graduated within six years of starting Grade 9. That year, 57.2 per cent of female Indigenous students and 53.8 per cent of male Indigenous students graduated in six years after starting Grade 9.<sup>15</sup>



Research has identified a number of reasons for the lower graduation rates among Indigenous students. Please visit the Manitoba Education and Training website for more information ([www.edu.gov.mb.ca](http://www.edu.gov.mb.ca)).

***Female newcomer students***

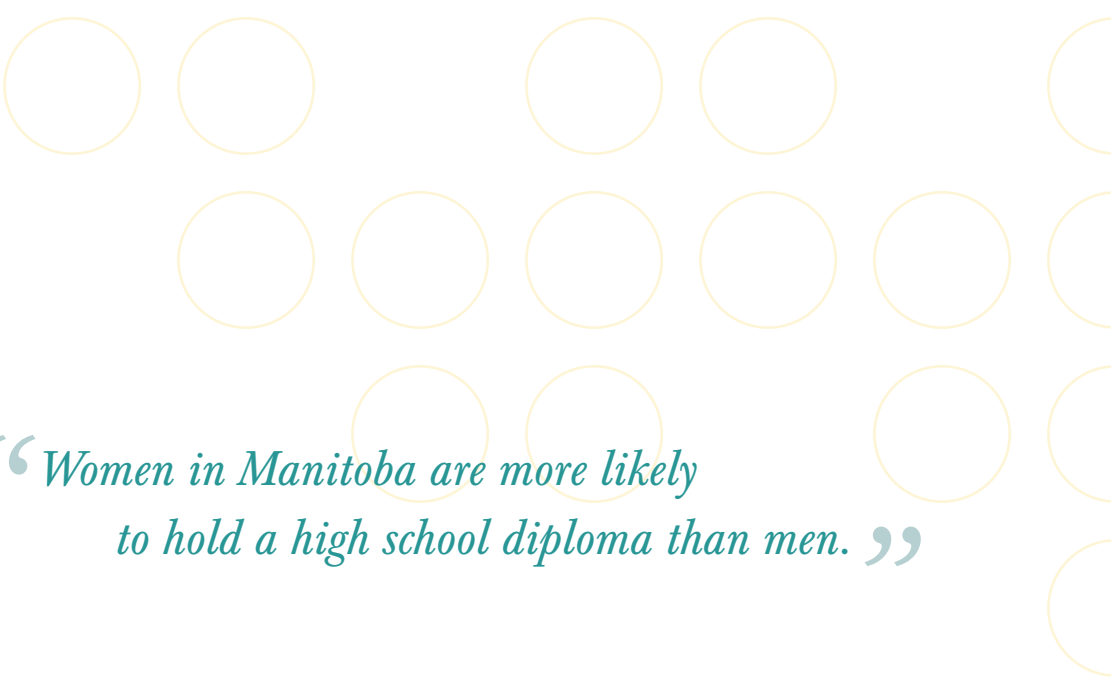
At the time of writing this report, no data was available.

***Female visible minority students***

At the time of writing this report, no data was available.

***Female students with disabilities***

At the time of writing this report, no data was available.



*“Women in Manitoba are more likely to hold a high school diploma than men.”*

## Post-secondary education

### ADULTS WITH A POST-SECONDARY CERTIFICATE, DIPLOMA OR DEGREE

In 2016, 61 per cent of women aged 25 to 64 held a postsecondary certificate, diploma or degree<sup>c</sup>, compared to 54.3 per cent of men of the same age.<sup>16</sup>

#### **Indigenous women**

In 2016, 45.3 per cent of Indigenous women aged 25 to 64 held a post-secondary certificate, diploma or degree, compared to 35.4 per cent of Indigenous men. This compares to 46.1 per cent of non-Indigenous women in the province, who held a post-secondary certificate, diploma or degree in the same year.<sup>17</sup>

#### **Newcomer women**

In 2016, 83.7 per cent of newcomer women aged 25 to 64 held a post-secondary certificate, diploma or degree, compared to 76.4 per cent of newcomer men. This compares to 66.3 per cent of non-Immigrant women who held a post-secondary certificate, diploma or degree in the same year.<sup>18</sup>

#### **Visible minority women**

In 2016, 71.6 per cent of visible minority women aged 25 to 64 held a post-secondary certificate, degree or diploma, compared to 67.5 per cent of visible minority men. This compares to 58.8 per cent of non-visible minority women in the province, who held a post-secondary certificate in the same year.<sup>19</sup>

#### **Women with disabilities**

In 2012 (most recent data available), 36.8 per cent of women aged 25 to 64, with disabilities, held a post-secondary certificate, diploma or degree, compared to 36.5 per cent of men, with disabilities. This compares to 48.2 per cent of all women who held a post-secondary certificate, diploma or degree in the same year.<sup>20</sup>

#### **Senior women**

In 2016, 47.3 per cent of women aged 65 to 74 held a post-secondary certificate, diploma or degree, compared to 51.1 per cent of men.<sup>21</sup>

<sup>c</sup> This includes any type of post-secondary degree, certificate or diploma from a college or university (e.g., bachelor degree, apprenticeship or trades certificate, graduate degrees, doctorates).



## RECENT POST-SECONDARY GRADUATION DATA

According to Manitoba Education and Training in 2016/17, female students represented 56 per cent of college and university graduates in the province that year, compared to the proportion of male graduates (42.6 per cent) and those who identified as other (1.4 per cent).<sup>22</sup>

### ***Indigenous women***

At the time of writing this report, no data was available.

### ***Newcomer women***

At the time of writing this report, no data was available.

### ***Visible minority women***

At the time of writing this report, no data was available.

### ***Women with disabilities***

At the time of writing this report, no data was available.

### ***Senior women***

At the time of writing this report, no data was available.

# Graduation from science, technology, engineering and math (STEM)

## ADULTS WITH A STEM DEGREE

In 2016, of all the women (aged 25 to 64) that went to a post-secondary institution and achieved a bachelor's degree or higher, 13.1 per cent of women studied in STEM fields and 86.9 per cent of women studied in non-STEM fields of study, such as business, humanities, health, arts, social sciences and education.<sup>23</sup> This compares to 30.5 per cent of men who studied in STEM and 69.5 per cent of men who studied in non-STEM fields.<sup>24</sup>

Of the 13.1 per cent of women in STEM, they were most represented in science fields (eight per cent) followed by math, computer and information science (2.8 per cent) and engineering and engineering technology (2.3 per cent).<sup>25</sup>

In 2016, there were 33,940 women and men aged 25 to 64 with a bachelor's degree or higher that studied in STEM fields. Of these, 36.2 per cent were women and 63.8 per cent were men.<sup>26</sup>

### **Indigenous women**

At the time of writing this report, no data was available.

### **Newcomer women**

In 2016, 17.3 per cent of newcomer women aged 25 to 64 with a bachelor's degree or higher, held a degree in STEM, compared with 40 per cent of newcomer men. This compares to 8.5 per cent of non-immigrant women with a bachelor's degree or higher.<sup>27</sup>

### **Visible minority women**

In 2016, 20.4 per cent of visible minority women aged 25 to 64 with a bachelor's degree or higher, held a degree in STEM, compared with 41.4 per cent of visible minority men. This compares to 10.0 per cent of non visible-minority women with a bachelor's degree or higher.<sup>28</sup>

### **Women with disabilities**

At the time of writing this report, no data was available.

### **Senior women**

In 2016, 5.9 per cent of women aged 65 to 74 with a bachelor's degree or higher, held a degree in STEM, compared with 23.1 per cent of men.<sup>29</sup>

*“Of all individuals who have a degree in STEM, 36.2 per cent are women and 63.8 are men.”*

# Training in the Trades and related occupations

## APPRENTICESHIP

Apprenticeship is post-secondary training that combines 20 per cent in-school technical training with 80 per cent on-the-job, paid practical experience, leading to journey person certification in a trade. There are 54 designated trades in Manitoba, some of which include:

- automotive service technician
- carpenter
- heavy duty equipment technician
- plumber
- truck and transport mechanic
- refrigeration and air conditioning mechanic
- welder
- water and wastewater technician
- hairstylist
- esthetician
- painter and decorator
- cook

Upon registering as an apprentice, the apprentice has the option to self-declare identifying factors including gender, visible minority, disability and Indigenous ancestry. The data provided below is based on the self-declaration of registered apprentices in Manitoba. As such, the number of female apprentices may be higher than reported.

In 2016/17, women accounted for 12 per cent of all registered apprentices (compared to 14 per cent nationally). As of March 31, 2017, there were 1,327 female apprentices registered (compared to 8,153 male and 1,938 undeclared gender).

The majority (78 per cent) of female apprentices were concentrated in the “traditional trades” of cook, hairstylist, esthetician and electrologist. The percentage of female apprentices in the remaining “non-traditional trades” (i.e. those in the construction, manufacturing and transportation sectors) is three per cent of total registered apprentices. This means that, in 2016/17, men outnumbered women by approximately 30:1 in the non-traditional trades.<sup>30</sup>

### **Indigenous women**

In 2016/17, there were 107 female apprentices who self-identified as Indigenous. This represents 10 per cent of Indigenous apprentices and eight per cent of all female apprentices.<sup>31</sup>

### **Newcomer women**

At the time of writing this report, no data was available.

### **Visible minority women**

In 2016/17, there were 87 female apprentices who self identified as a visible minority. Of those 87 females, 18 also identified as Indigenous.<sup>32</sup>

### **Women with disabilities**

In 2016/17, there were three female apprentices who self identified as living with a disability.<sup>33</sup>

### **Senior women**

As of March 31, 2017, there were no female registered apprentices aged 65 or older.

## **ADULTS WITH A CERTIFICATE, DIPLOMA OR EQUIVALENT IN THE SKILLED TRADES AND RELATED OCCUPATIONS**

In 2016, according to Statistics Canada, 202,435 women aged 25 to 64 held a certificate, diploma, degree or higher (such as a vocational certificate, university or college diploma or degree, etc). Of these, 15,615 or 7.7 per cent had a certificate, diploma or equivalent award in the skilled trades or in entry-level vocations, career and technical occupations (compared to 21.7 per cent of men).<sup>34</sup>

### **Indigenous women**

In 2016, there were 24,365 Indigenous women aged 25 to 64 who held a certificate, diploma, degree or higher (such as a vocational certificate, university or college diploma or degree, etc). Of these, 2,710 or 11.1 per cent had a certificate, diploma or equivalent award in the skilled trades or in entry-level vocations, career and technical occupations (compared to 35.4 per cent of men).<sup>35</sup>

### **Newcomer women**

In 2016, there were 16,000 newcomer women aged 25 to 64 who held a certificate, diploma, degree or higher (such as a vocational certificate, university or college diploma or degree, etc). Of these, 630 or 3.9 per cent had a certificate, diploma or equivalent award in the skilled trades or in entry-level vocations, career and technical occupations (compared to 7.8 per cent of newcomer men).<sup>36</sup>

### **Visible minority women**

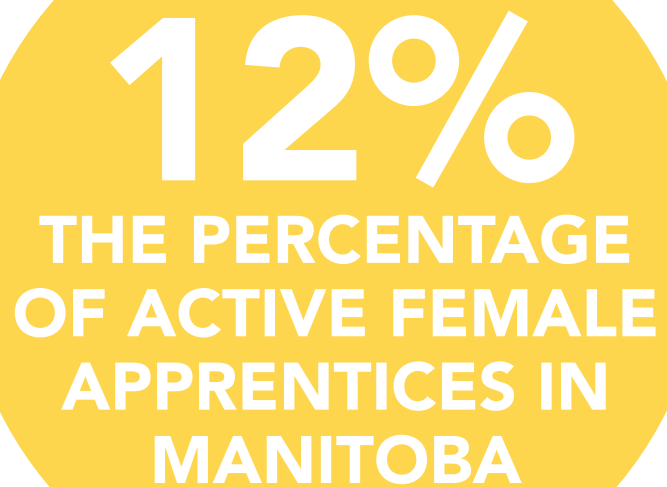
In 2016, there were 34,065 visible minority women aged 25 to 64 who held a certificate, diploma, degree or higher (such as a vocational certificate, university or college diploma or degree, etc). Of these, 2,340 or 5.4 per cent had a certificate, diploma or equivalent award in the skilled trades or in entry-level vocations, career and technical occupations (compared to 7.8 per cent of visible minority men).<sup>37</sup>

### ***Women with disabilities***

At the time of writing this report, no data was available.

### ***Senior women***

In 2016, there were 26,565 women aged 25 to 64 who held a certificate, diploma, degree or higher (such as a vocational certificate, university or college diploma or degree, etc). Of these, 3,690 or 13.9 per cent had a certificate, diploma or equivalent award in the skilled trades or in entry-level vocations, career and technical occupations (compared to 28.6 per cent of men).<sup>38</sup>



**12%**  
**THE PERCENTAGE  
OF ACTIVE FEMALE  
APPRENTICES IN  
MANITOBA**



## Employment

Women's participation in the labour market continues to evolve and data is critical in determining the gains made as well as identifying areas for improvement.

This section starts with an overview of differing labour market trends between men and women. Trends in employment and unemployment, part-time versus full-time employment considered. The data shows the majority of women who were employed, were employed full-time. However, there is a greater number of men working full-time than the number of women working full-time.

As in the previous chapter, there is a focus on the employment of women in STEM and trades. The data shows women continue to be significantly underrepresented across all STEM fields and trade occupations.

This section also highlights that women continue to be underrepresented in law enforcement and military occupations. Over the years, efforts have been made to advance the representation of women in these areas and organizations have adopted diversity strategies. Despite these approaches, gender equality remains an issue.

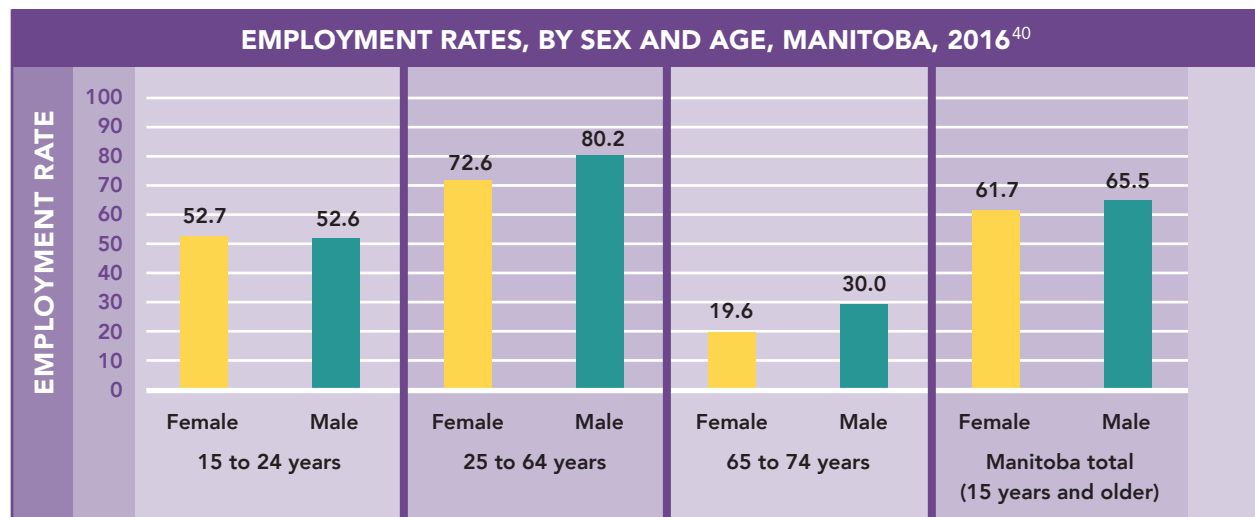
Research supports that when women are represented in leadership roles, improvements in public policy are realized as well as in economic dividends. In Manitoba, the proportion of women in senior positions in both the public and private sector continues to be smaller than men. Women also remain significantly under represented on corporate boards. This section provides a gender breakdown of those senior positions in the public and private sector, and within crown corporations and post-secondary institutions.

Finally, this section highlights that pay equity remains a pervasive issue. When considering women who work full time and who work a full year, women make approximately \$10,000 less than men.

## Employment rates

In 2016, there were 499,870 people aged 25 to 64 employed. Of these, 240,660 or 48.1 per cent were women. The employment rate for women was 72.6 per cent and 80.2 per cent for men.<sup>39</sup>

The gender differences in the employment rate varied across the lifespan.

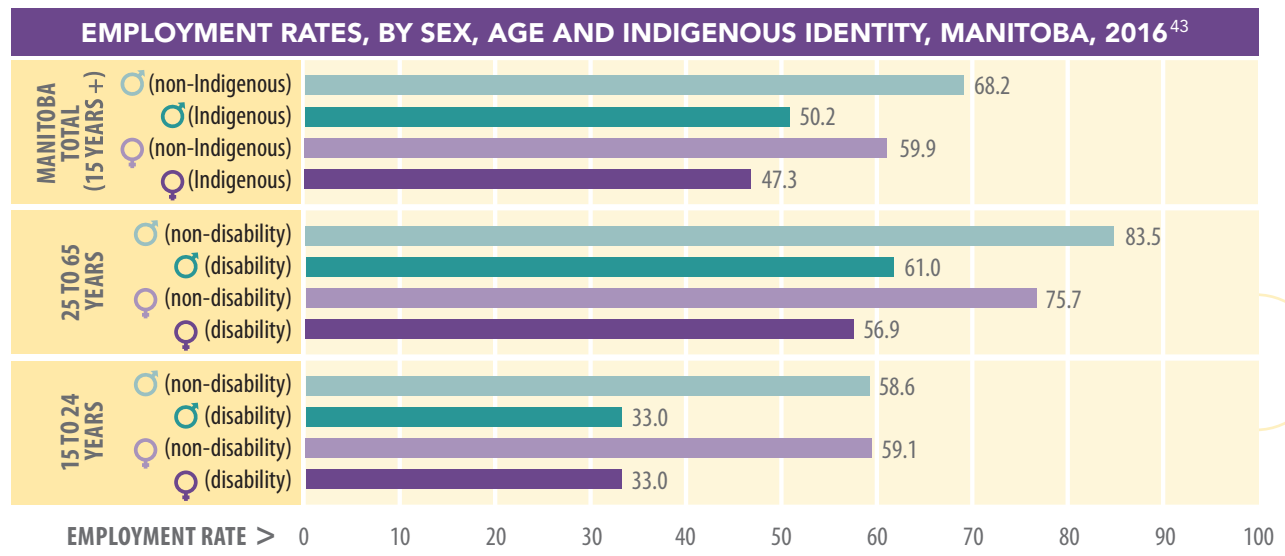


## Indigenous women

In 2016, there were 59,535 Indigenous people aged 25 to 64 employed. Of these, 30,585 or 51.4 per cent were women. The overall employment rate among Indigenous men and women was 58.8 per cent, compared to the overall rate among non-Indigenous men and women of 79.6 per cent.<sup>41</sup>

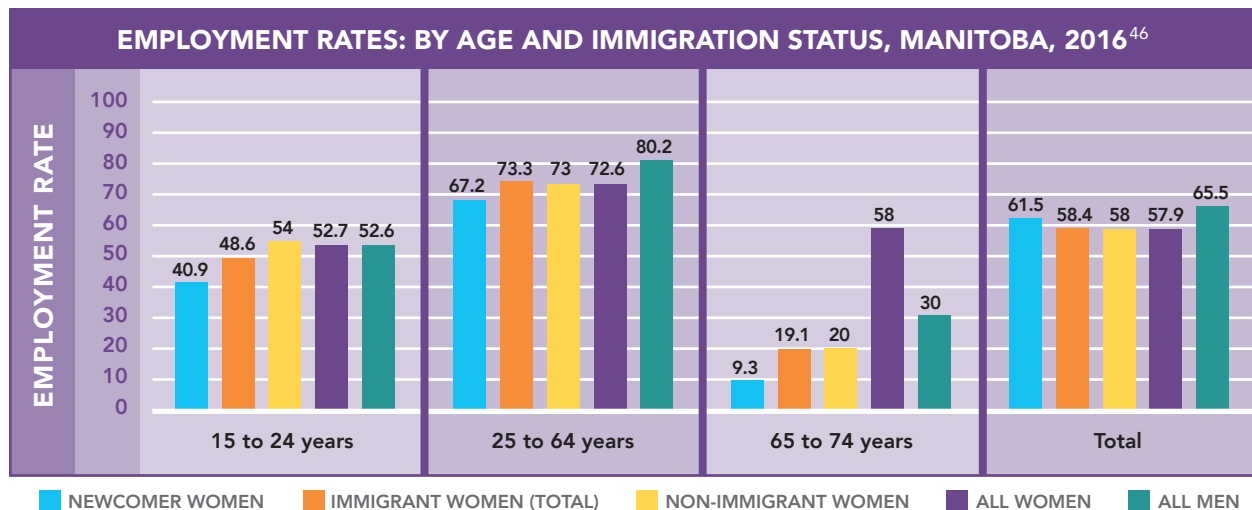
That year, the employment rate among Indigenous women was 56.9 per cent (compared to the employment rate among non-Indigenous women of 75.7 per cent).<sup>42</sup>

The employment rate for Indigenous women was lower than the rates for Indigenous men, as well as non-Indigenous women and men across the lifespan.



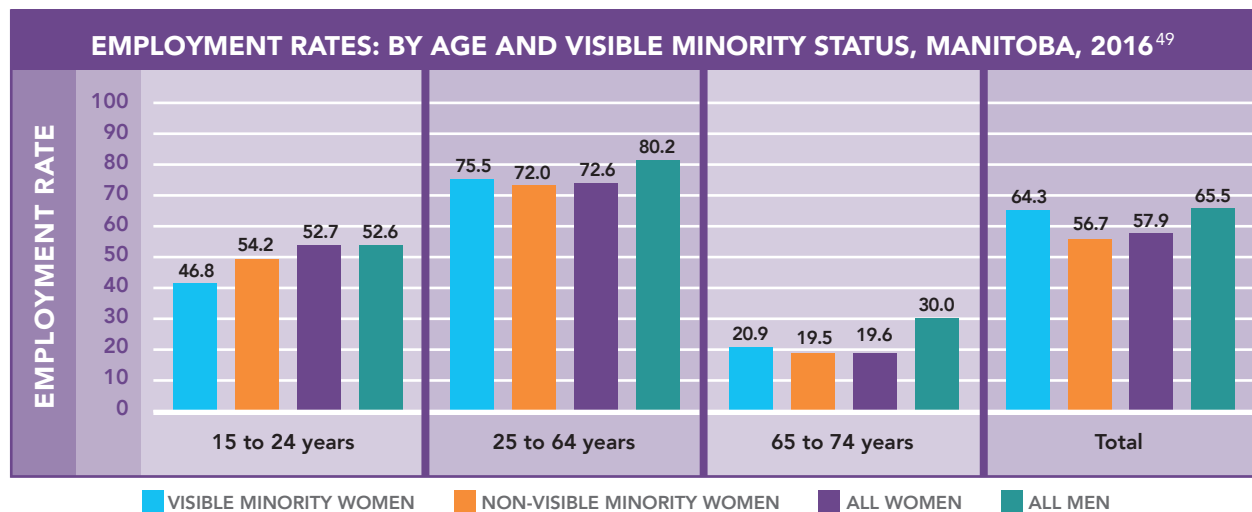
### Newcomer women

In 2016, there were 29,530 newcomer men and women aged 25 to 64 employed; of these, 13,820 or 47.0 per cent were women.<sup>44</sup> The employment rate for newcomer women was 67.2 per cent (compared to the employment rate of 82.9 per cent among newcomer men). This compares to the employment rate of 72.7 per cent among non-immigrant women<sup>d 45</sup>



### Visible minority women

In 2016, there were 94,075 visible minority men and women aged 25 to 64 employed.<sup>47</sup> Of these, 48,310 or 51.4 per cent were women. That year, the employment rate for visible minority women was 72.6 per cent (compared to the employment rate of 80.2 visible minority men). This compares to the employment rate of 72.0 per cent among non-visible minority women.<sup>48</sup>



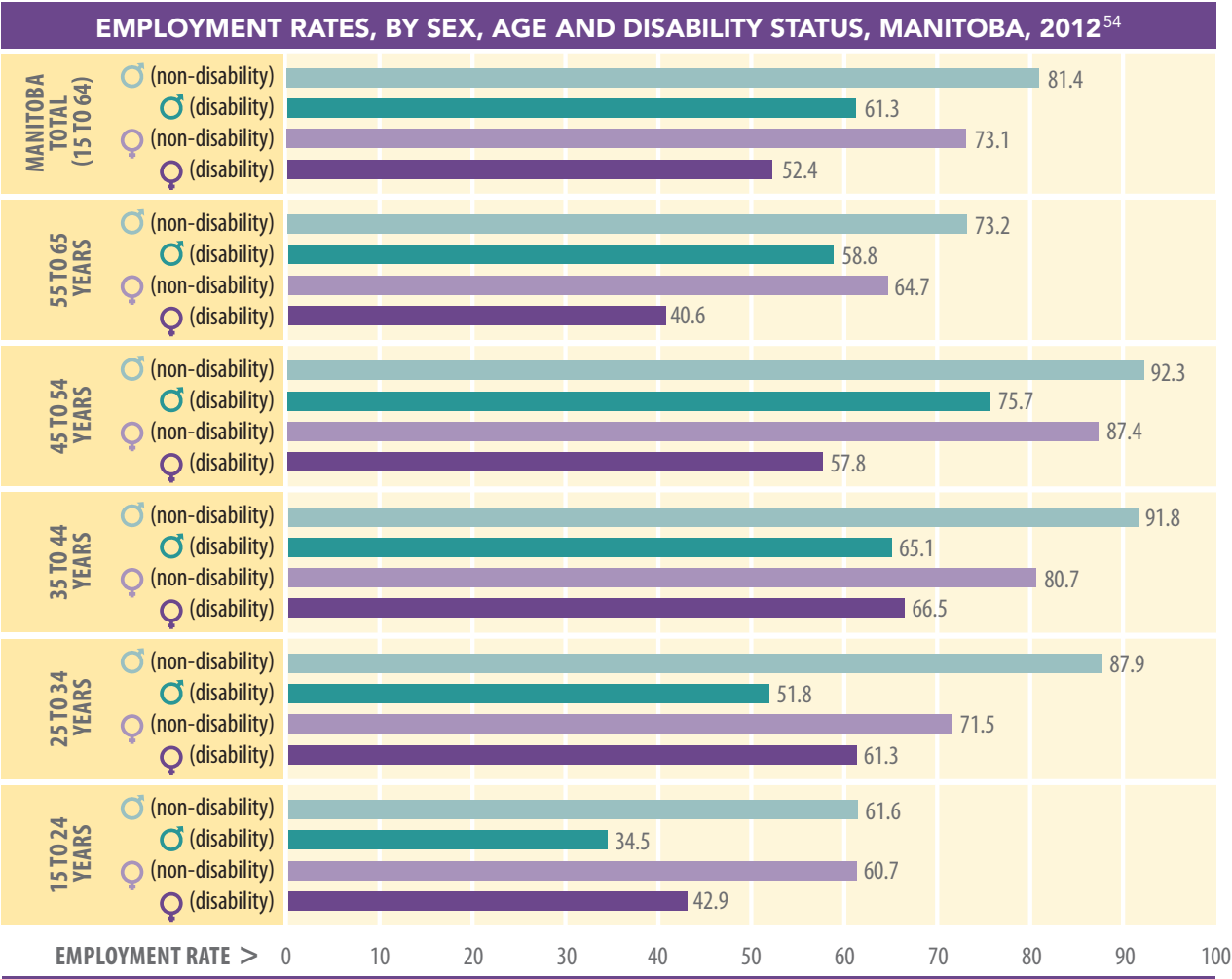
<sup>d</sup> Non-immigrant excludes newcomer women, as well as immigrants who landed in Canada earlier than 2011.

### Women with disabilities

In 2012 (most recent year available), there were 45,900 persons aged 15 to 64, with disabilities, who were employed. Of these, 23,610, or 51.4 per cent were female.<sup>50</sup> The employment rate among persons with disabilities, was 56.4 per cent, compared to the employment rate among persons without disabilities of 77.3 per cent.<sup>51</sup>

That year, the employment rate among women with disabilities, was 52.4 per cent, compared to the employment rate of women without disabilities of 73.1 per cent.<sup>52</sup>

The employment rate among women with disabilities, aged 15 to 44, was higher than men with disabilities of the same age. The employment rate among women with disabilities aged 45 to 65 was lower than men with disabilities of the same age. Across the lifespan, the employment rates for both women and men with disabilities was lower than women and men without disabilities.<sup>53</sup>



### Senior women

In 2016, there were 26,515 men and women aged 65 to 74 employed. Of these, 11,005 or 41.5 per cent were women. That year, the employment rate for women aged 65 to 74 was 19.6 per cent (compared to the employment rate of 30.0 per cent among men).<sup>55</sup>

## Unemployment rates

In 2016, there were 29,125 people aged 25 to 64 unemployed. Of these, 12,440 or 42.7 per cent were women. The unemployment rate for women was 6.1 per cent and the unemployment rate for men was 7.4 per cent.<sup>56</sup>

Women had a lower unemployment rate than men across all age categories.

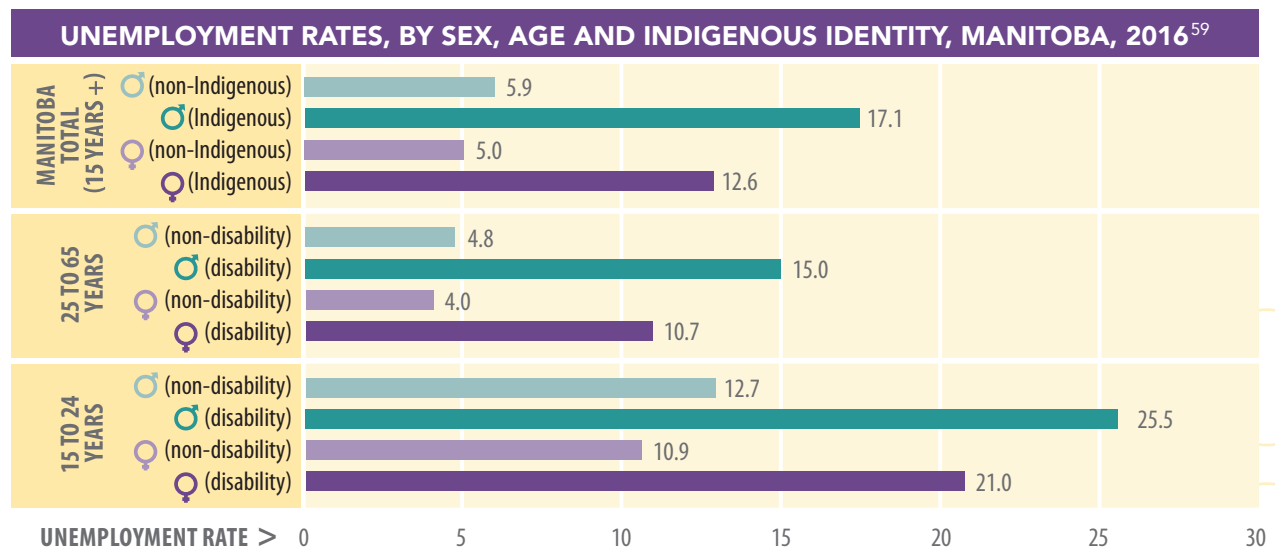


*“In 2016, the unemployment rate for women was 6.1%.”*

## Indigenous women

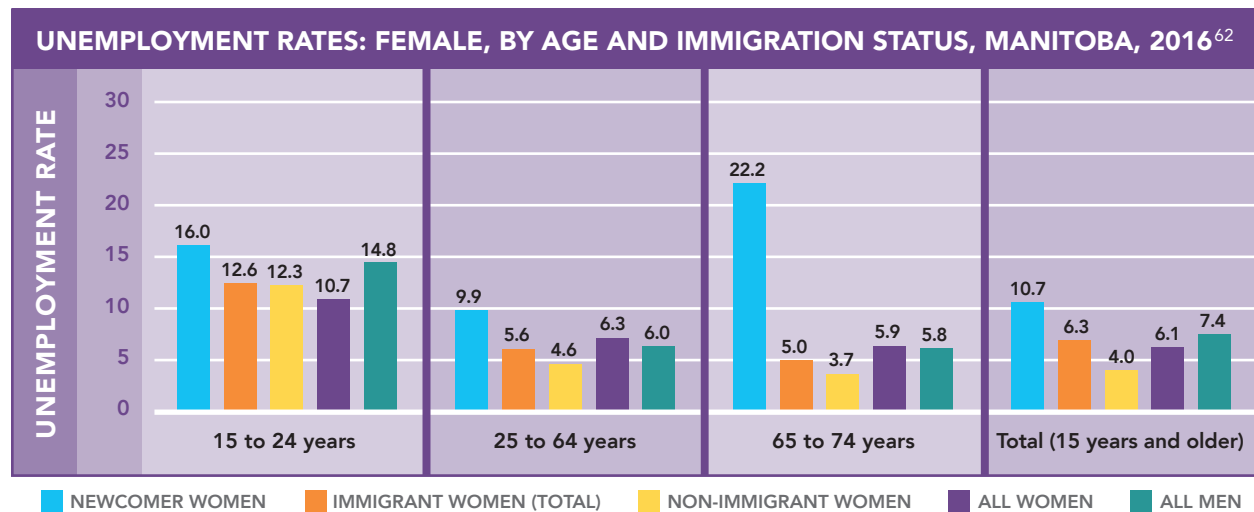
In 2016, there were 8,795 Indigenous men and women aged 25 to 64 unemployed. Of these, 3,670 or 41.7 per cent were women. That year, the unemployment rate among Indigenous men and women was 12.9 per cent (compared to the overall unemployment rate among non-Indigenous men and women of 4.4 per cent). The unemployment rate among Indigenous women was 10.7 per cent (compared to the unemployment rate among non-Indigenous women in Manitoba of 4.0 per cent).<sup>58</sup>

Indigenous women and men aged 15 and older recorded higher unemployment rates than their non-Indigenous counterparts in every age category.



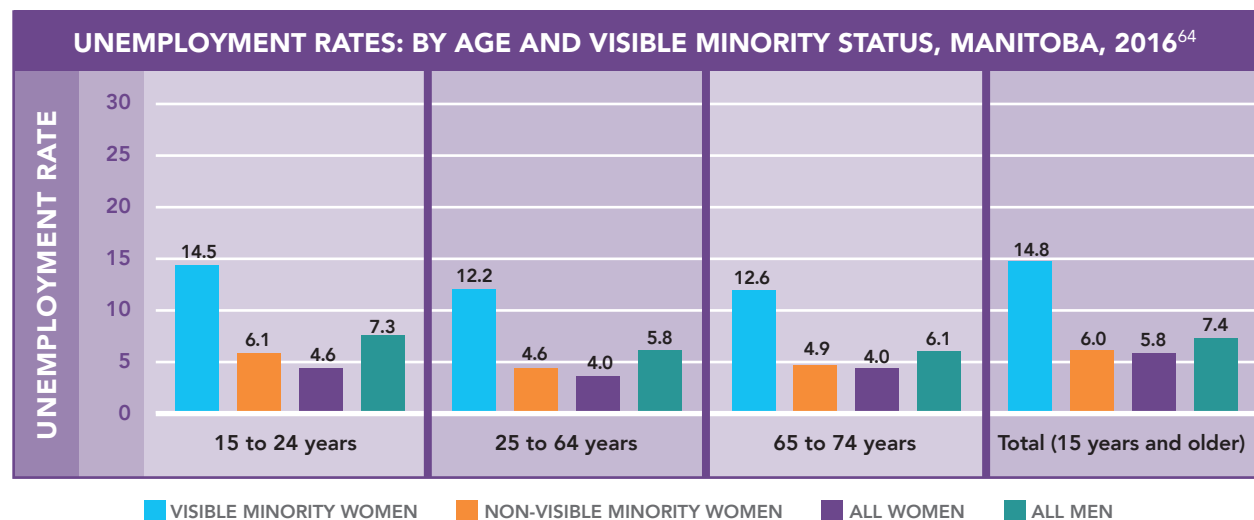
### Newcomer women

In 2016, there were 2,750 newcomers aged 25 to 64 who were unemployed.<sup>60</sup> Of these, 1,525 or 55.4 per cent were women. The unemployment rate among newcomer women was 9.9 per cent (compared to the unemployment rate among non-Immigrant women of 4.6 per cent).<sup>61</sup>



### Visible minority women

In 2016, there were 29,125 visible minority men and women aged 25 to 64 unemployed. Of these, 12,440 or 42.7 per cent were women. That year, the unemployment rate for visible minority was 6.1 per cent (compared to the unemployment rate of 5.3 per cent among visible minority men). This compares to the unemployment rate of 4.6 per cent among non-visible minority women.<sup>63</sup>







### **Women with disabilities**

In 2012, there were 4,300 persons with disabilities, aged 15 to 64, who were unemployed. Of these, 2,110 or 49.1 per cent were female.<sup>65</sup>

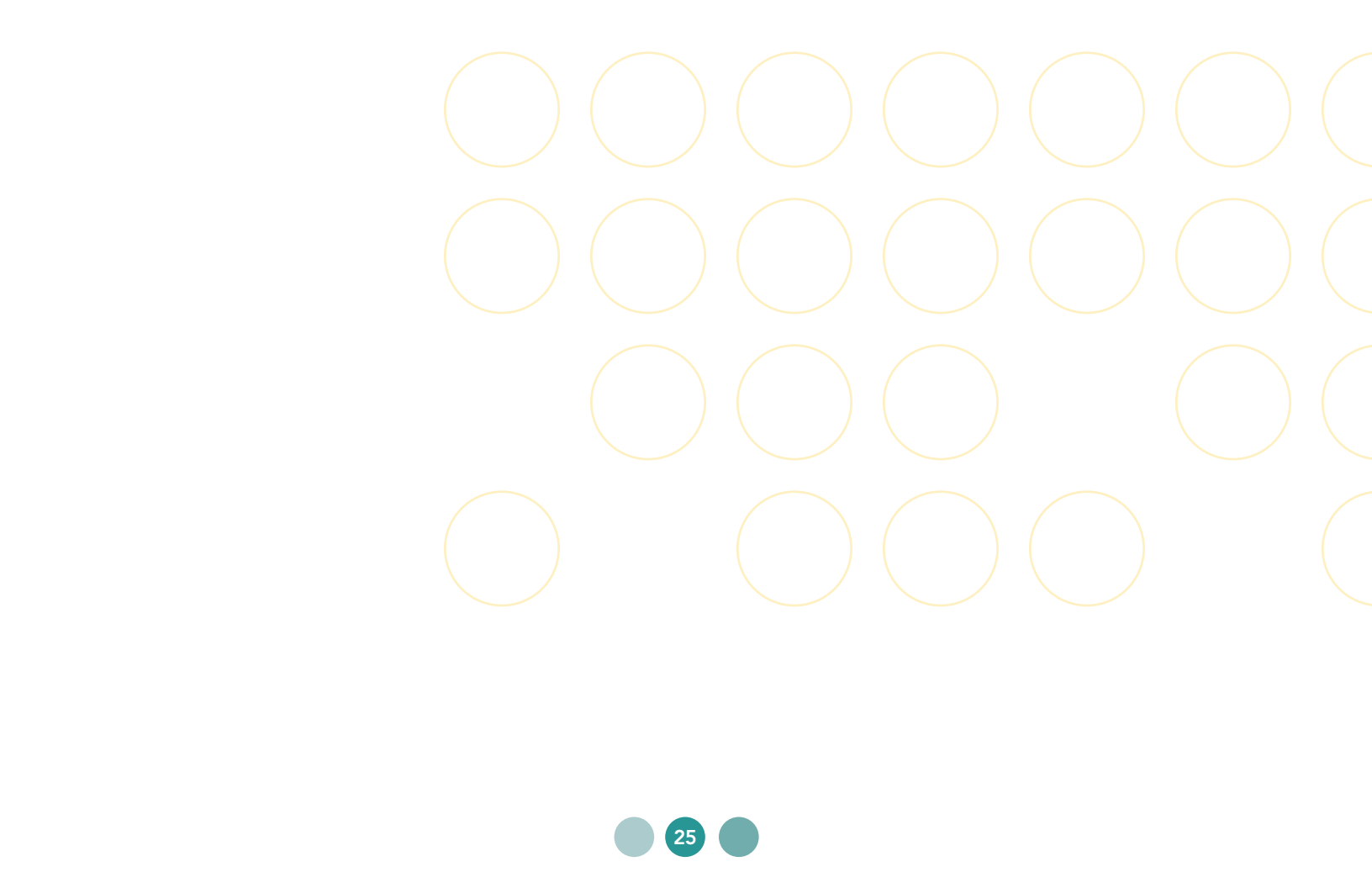
That year, the unemployment rate among persons with disabilities was 8.6 per cent compared to the unemployment rate among persons without disabilities of 4.8 per cent and the overall rate of 5.1 per cent.<sup>66</sup>

The unemployment rate among women with disabilities was 8.2 per cent compared to the unemployment rate among women without disabilities of 4.9 per cent and the overall rate among women 5.2 per cent.<sup>67</sup>

Most of the data regarding the unemployment rate across the lifespan among women and men with disabilities is not available.

### **Senior women**

In 2016, there were 1,410 men and women aged 65 to 74 unemployed. Of these, 460 or 32.6 per cent were women. That year, the unemployment rate for women aged 65 to 74 was 4.0 per cent (compared to the unemployment rate of 5.8 per cent among senior men).<sup>68</sup>



## Full-time and part-time employment

In 2016, 328,830 or 64.5 per cent of women in Manitoba aged 15 and older worked. Of these, 224,250 or 68.2 per cent were employed full-time and 104,580 or 31.8 per cent were employed part-time<sup>e</sup>.<sup>69</sup>

The majority of employed female workers worked full-time. However, a greater percentage of men were employed full-time than women overall. That year, 42.6 per cent of all people employed full-time were female. More women were employed part-time than men. In 2016, 64.6 per cent of all people employed part-time were female.<sup>70</sup>

### **Indigenous women**

At the time of writing this report, no data was available.

### **Newcomer women**

At the time of writing this report, no data was available.

### **Visible minority women**

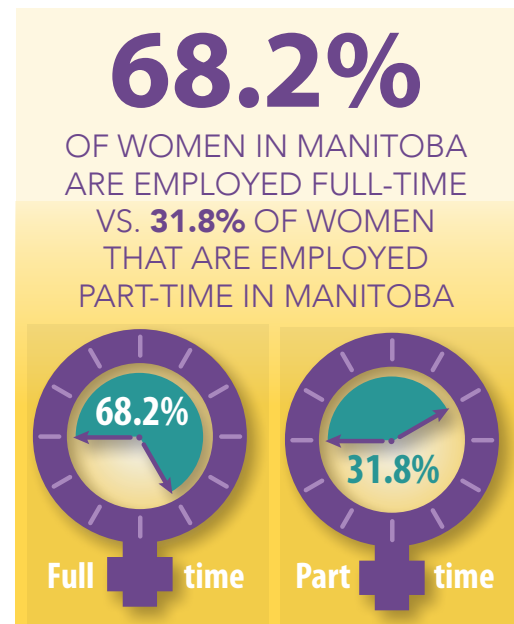
At the time of writing this report, no data was available.

### **Women with disabilities**

At the time of writing this report, no data was available.

### **Senior women**

At the time of writing this report, no data was available.



<sup>e</sup> Part-time employment consists of persons who usually work less than 30 hours per week at their main or only job. Estimates in thousands, rounded to the nearest hundred.

## Pay equity

In 2016, the median income for women who worked full time over the full year was \$44,818. The median income for men who worked full time over the full year was \$54,580.<sup>71</sup>

PERCENTAGE DIFFERENCE IN MEDIAN INCOME FOR WOMEN AND MEN ACROSS OCCUPATIONS IN MANITOBA			
OCCUPATION	♂	♀	DIFFERENCE
Management	\$ 64,331	\$ 54,479	-15%
Business, finance and administration	\$ 53,875	\$ 45,006	-16%
Natural and applied sciences and related	\$ 70,390	\$ 63,355	-10%
Health	\$ 54,580	\$ 56,587	-21%
Education, law and social, community and government services	\$ 64,331	\$ 55,304	-24%
Art, culture, recreation and sport	\$ 70,390	\$ 30,937	-22%
Sales and service	\$ 54,580	\$ 38,123	-27%
Trades, transport and equipment operators and related occupations	\$ 64,331	\$ 28,734	-36%
Natural resources, agriculture and related production occupations	\$ 53,875	\$ 34,872	-26%
Manufacturing and utilities	\$ 70,390	\$ 44,818	-18%
All occupations	\$ 54,580	\$ 44,818	-18%

## Employment in science, technology, engineering and math (STEM)

Women continue to be significantly under-represented in STEM fields. In 2016, women comprised 23.5 per cent of professional occupations in natural and applied sciences and related occupations.<sup>72</sup>

### *Indigenous women*

At the time of writing this report, no data was available.

### *Newcomer women*

At the time of writing this report, no data was available.

### *Visible minority women*

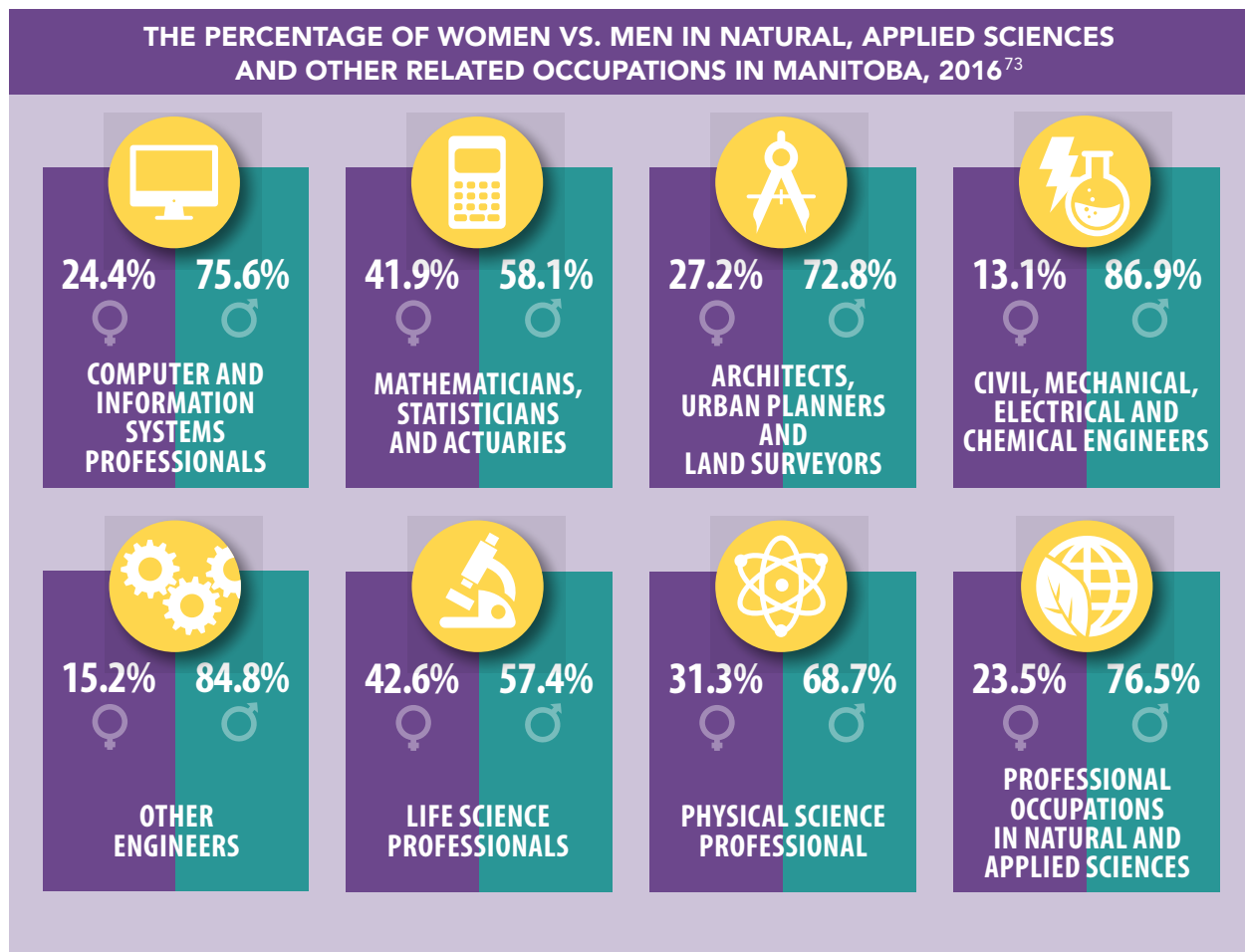
At the time of writing this report, no data was available.

### Women with disabilities

At the time of writing this report, no data was available.

### Senior women

At the time of writing this report, no data was available.



## Employment in the Trades and related occupations

According to Statistics Canada, in 2015, women comprised 5.3 per cent of all employed persons in the National Occupation Classification, comprised of the trades, transport and equipment operators and related occupations in Manitoba.<sup>74</sup> There is no provincial data on the number of women employed specifically in the trades.

### **Indigenous women**

At the time of writing this report, no data was available.

### **Newcomer women**

At the time of writing this report, no data was available.

### **Visible minority women**

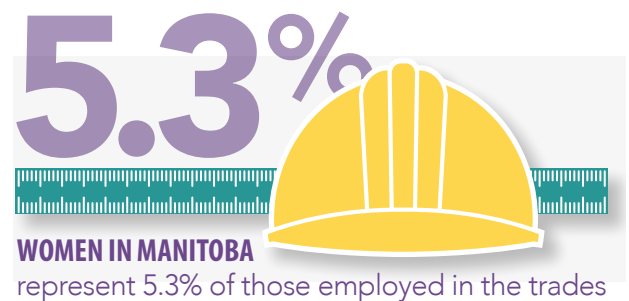
At the time of writing this report, no data was available.

### **Women with disabilities**

At the time of writing this report, no data was available.

### **Senior women**

At the time of writing this report, no data was available.



## Law enforcement and the military

### PERCENTAGE OF WOMEN IN LAW ENFORCEMENT OCCUPATIONS

According to Statistics Canada, in 2016, women comprised 15.2 per cent of all police officers in Manitoba across all positions and ranks. That year, women made up 14.1 per cent of senior officers (lieutenant or higher, including chiefs), 14 per cent of non-commissioned officers (staff sergeants, sergeants, detective-sergeants, corporals) and 15.7 per cent of constables (general patrol) in police agencies.<sup>75</sup>

### **Indigenous women**

At the time of writing this report, no province-wide data was published. Some police forces have released disaggregated data. For instance, according to the Winnipeg Police Service 2016 Annual Statistical Report, 25 of 1,447 sworn police officers were Indigenous women.<sup>76</sup>

### **Newcomer women**

At the time of writing this report, no data was available.

### Visible minority women

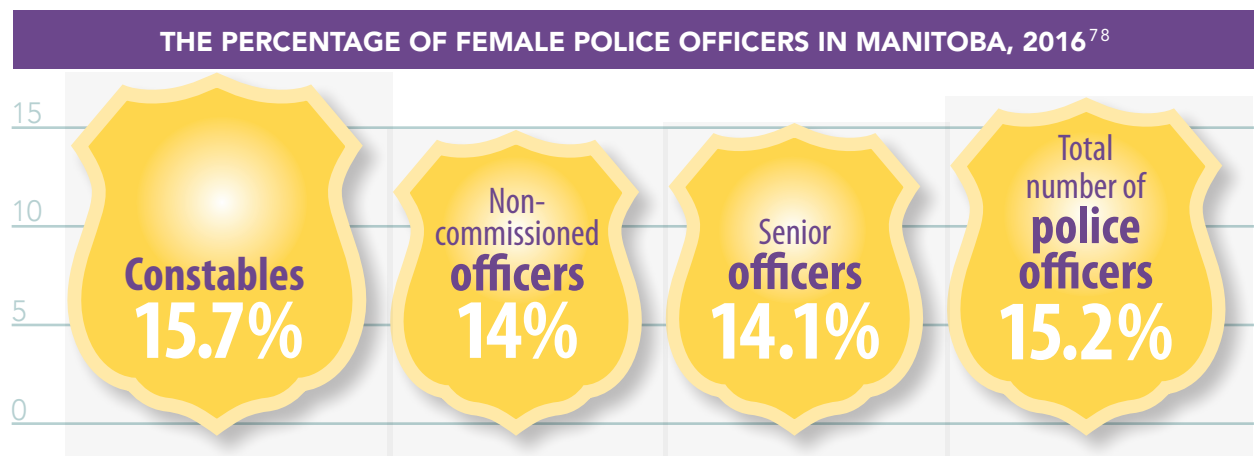
At the time of writing this report, no province-wide data was published. Some police forces have released disaggregated data. For instance, according to the Winnipeg Police Service 2016 Annual Statistical Report, 14 of 1,447 sworn police officers were visible minority women.<sup>77</sup>

### Women with disabilities

At the time of writing this report, no data was available

### Senior women

At the time of writing this report, no data was available



### PERCENTAGE OF WOMEN IN THE CANADIAN ARMED FORCES

According to the National Defence and the Canadian Armed Forces website, there are approximately 10,000 women serving in both the Regular and Reserve Forces of the Canadian Armed Forces in Canada. This represents 14.8 per cent of the forces.<sup>79</sup>

Statistics Canada does not compile data on the number of women that make up both the active Regular Force and Reserve members in Manitoba that are part of the Canadian Armed Forces.

There is also no data available on the percentage of officers (general, senior, junior, warrant, and both senior and junior non-commissioned) who are women and are part of the Canadian Armed Forces in Manitoba.

### ***Indigenous women***

At the time of writing this report, no data was available.

### ***Newcomer women***

At the time of writing this report, no data was available.

### ***Visible minority women***


At the time of writing this report, no data was available.

### ***Women with disabilities***

At the time of writing this report, no data was available.

### ***Senior women***

At the time of writing this report, no data was available.



**WOMEN  
REPRESENT  
14.8%  
OF THOSE SERVING  
IN THE CANADIAN  
ARMED FORCES.**

## **Senior management (public sector)**

### **PROVINCIALY ELECTED OFFICIALS**

Slightly less than one-third of candidates who ran in the 2016 provincial election were female (32 per cent). As of December 2017, there were 14 female members of the 57-seat Legislative Assembly of Manitoba (25 per cent).

The Manitoba Executive Council, also known as the Manitoba cabinet, is comprised of 13 cabinet ministers. Cabinet is the political structure that makes decisions on the policies and directions of the government and oversees its daily operation. As of December 2017, four of the 13 cabinet ministers were women (31 per cent).

Female members of the Manitoba Legislative Assembly include Indigenous women and visible minority women. At the time of writing this report, there was no published data confirming numbers of Indigenous women, newcomer women, visible minority women, women with disabilities or senior women.

## MUNICIPALLY ELECTED OFFICIALS

Slightly less than one-fifth of candidates who ran for municipal office during the 2014 municipal election were women (18 per cent) and slightly less than one-fifth of those elected to office<sup>f</sup> were women (17 per cent).<sup>80</sup>

### **Indigenous women**

At the time of writing this report, no data was available.

### **Newcomer women**

At the time of writing this report, no data was available.

### **Visible minority women**

At the time of writing this report, no data was available.

### **Women with disabilities**

At the time of writing this report, no data was available.

### **Senior women**

At the time of writing this report, no data was available.

## NON-ELECTED PROVINCIAL OFFICIALS

Those who work for the provincial government in non-elected roles comprise the civil service. In 2016/17, 54.2 per cent of all employees of the civil service were women. Women comprised 46 per cent of senior managers (including deputy ministers, assistant deputy ministers and equivalents).<sup>81</sup>

### **Indigenous women**

In 2016/17, 14.3 per cent of all employees of the civil service were Indigenous. Indigenous women and men comprised 8.9 per cent of senior managers (including deputy ministers, assistant deputy ministers and equivalents).<sup>82</sup> At time of writing this report, a gender breakdown of this data was not available.

### **Newcomer women**

At the time of writing this report, no data was available.

<sup>f</sup> Includes those elected as councillors of wards and heads of council, e.g., reeves and mayors.



### **Visible minority women**

In 2016/17, 11.5 per cent of all employees of the civil service were persons who identified as belonging to a visible minority group. Women and men who identified as belonging to a visible minority group comprised 4.5 per cent of senior managers (including deputy ministers, assistant deputy ministers and equivalents).<sup>83</sup> A gender breakdown of this data is not currently available.

### **Women with disabilities**

In 2016/17, 5.6 per cent of all employees of the civil service were persons who identified as living with a disability. Women and men with disabilities comprised 6.1 per cent of senior managers (including deputy ministers, assistant deputy ministers and equivalents).<sup>84</sup> A gender breakdown of this data is not currently available.

### **Senior women**

At the time of writing this report, no data was available.

## **NON-ELECTED MUNICIPAL OFFICIALS**

According to the Department of Municipal Relations, in 2016, approximately 61 per cent of chief administrative officers and city managers of all municipalities were women.<sup>85</sup> There are 137 Manitoba municipalities.

### **Indigenous women**

At the time of writing this report, no data was available.

### **Newcomer women**

At the time of writing this report, no data was available.

### **Visible minority women**

At the time of writing this report, no data was available.

### **Women with disabilities**

At the time of writing this report, no data was available.

### **Senior women**

At the time of writing this report, no data was available.

**WOMEN  
COMPRISE 61%**



**OF CHIEF ADMINISTRATIVE  
OFFICERS (CAO)  
AND CITY MANAGERS IN  
MANITOBA MUNICIPALITIES**



## Post-secondary institutions

According to post-secondary institutions' websites in 2017, 27 per cent of the top positions of universities (chancellor or president) were women (three out of 11 positions). According to these websites, 32 per cent of all senior management positions (including presidents, vice presidents, associate vice presidents, deans of faculties) were women.<sup>86</sup>

### ***Indigenous women***

At the time of writing this report, no data was available.

### ***Newcomer women***

At the time of writing this report, no data was available.

### ***Visible minority women***

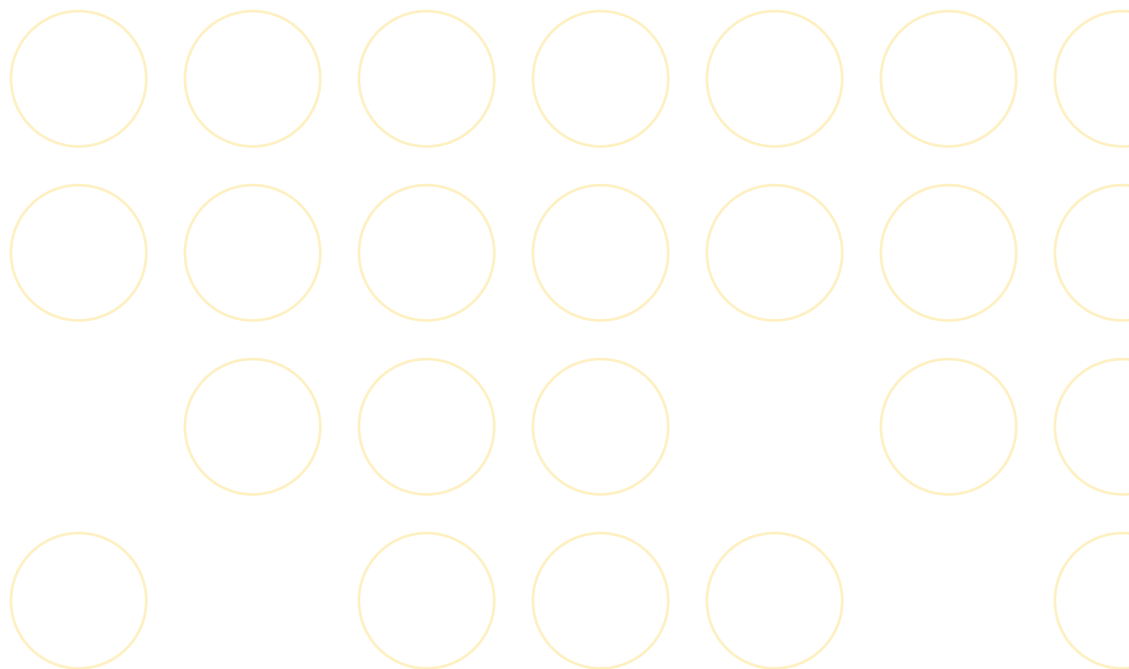
At the time of writing this report, no data was available.

### ***Women with disabilities***

At the time of writing this report, no data was available.

### ***Senior women***

At the time of writing this report, no data was available.



## Crown Corporations

At the time of writing this report, forty per cent of board members of the four Crown Corporations<sup>9</sup> under The Crown Corporations Governance and Accountability Act, were female (14 out of 35 board seats), including one female board chair and one female vice-chair.<sup>87</sup>

### **Indigenous women**

At the time of writing this report, no data was available.

### **Newcomer women**

At the time of writing this report, no data was available.

### **Visible minority women**

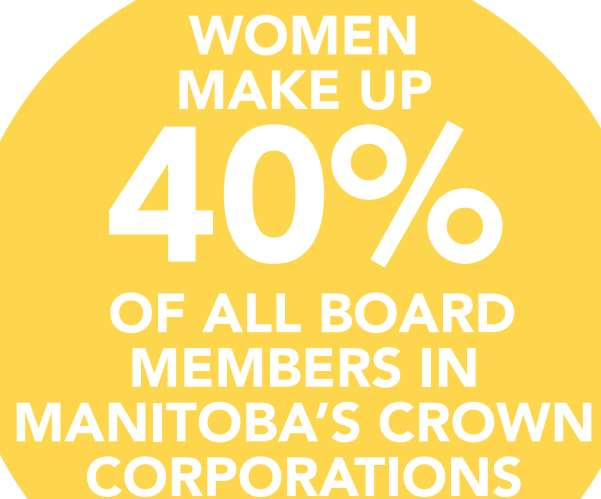
At the time of writing this report, no data was available.

### **Women with disabilities**

At the time of writing this report, no data was available.

### **Senior women**

At the time of writing this report, no data was available.

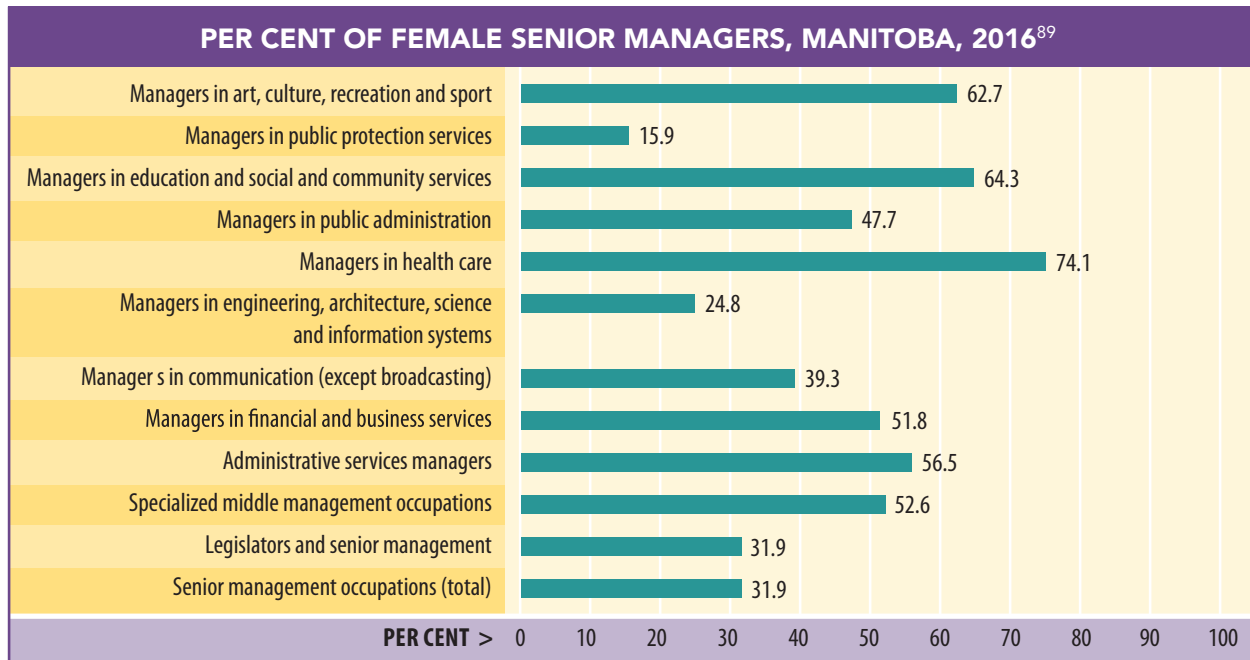


WOMEN  
MAKE UP  
**40%**  
OF ALL BOARD  
MEMBERS IN  
MANITOBA'S CROWN  
CORPORATIONS

<sup>9</sup> Manitoba Hydro, Manitoba Centennial Corporation, Manitoba Liquor and Lotteries, Manitoba Public Insurance

## Private sector

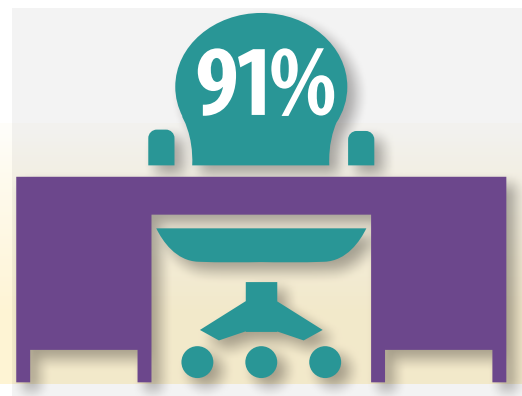
According to Statistics Canada, in 2016, women comprised 31.9 per cent of senior management positions.<sup>88</sup>



## WOMEN ON CORPORATE BOARDS

In 2016, the top 25 publically-traded companies in Manitoba released their number of female directors for their companies. The average percentage of female directors on the boards of the top 25 companies was nine per cent. One company had over 30 per cent of their board seats occupied by women. Fourteen companies had no female board members.<sup>90</sup>

Women represent 9% of directors in Manitoba's top 25 companies vs. men who represent 91% of directors in those same companies



## Health

It is well understood that the health needs of women and men differ. “A full and healthy life for women involves emotional, social, cultural, spiritual and physical well-being.”<sup>91</sup>

This section looks at some select indicators based on available data for women’s health. It is interesting to note that women generally perceive their health to be very good or excellent. With respect to heart health – specifically ischemic heart disease (the restriction of blood flow to coronary arteries) which is the most common form of heart disease, the rate for women was slightly lower than for men. However, when one considers the prevalence of hypertension, the rate for women was slightly higher than for men. For the purposes of this document we will refer to ischemic heart disease as heart disease.

Another finding is the difference in the prevalence of hypertension for women depending on the Manitoba region where they reside. For example, women in the Interlake-Eastern region have a higher prevalence of hypertension compared to women in northern Manitoba. Regional differences are also apparent for women living with diabetes and invasive cancers.

With respect to mental health, while this document primarily focused on available Manitoba data, the Manitoba Women’s Advisory Council made an exception to include national data on eating disorders. Eating disorders, in particular anorexia nervosa, have the highest overall mortality rate of any mental illness and a high rate of women who are hospitalized. The research supports the link between depression, anxiety and stress diagnosed among women and girls with eating disorders.

Women also have a greater tendency to seek help when diagnosed with a mental health problem. With respect to mood and anxiety disorders, the regional difference for women is once again noted.

There are concerning findings when considering the high rate of suicide deaths and suicide attempts by women. Women in northern Manitoba have a higher rate of attempted suicide. They are also more likely to be hospitalized because of suicide attempts.

The final data set looks at teen pregnancy. The teen pregnancy rate also varied across the different regions of Manitoba, with a lower rate in Winnipeg and a higher rate in the north.

## Self-perceived health

Self-perceived health is an indicator of overall health. Self-perceived health “can reflect aspects of health not captured in other measures, such as incipient disease, disease severity, physiological and psychological reserves, and social and mental function.”<sup>92</sup> Research has shown that women consider a wide range of factors (e.g., psychological factors and non-threatening illnesses), when assessing their overall health.<sup>93</sup>

According to Statistics Canada’s Canadian Community Health Survey in 2015/16, 61.9 per cent of female Manitoba residents aged 12 and older perceived their health as very good or excellent,<sup>h</sup> compared to 58.6 per cent of male residents. At the other end of the spectrum, 11.9 per cent of female residents perceived their health as fair or poor (compared to 11.4 per cent of male residents).<sup>94</sup>



<sup>h</sup> Self-perceived health as very good or excellent: Population aged 12 and over who reported perceiving their own mental health status as being excellent or very good or fair or poor, depending on the indicator. Perceived mental health refers to the perception of a person’s mental health in general. Perceived mental health provides a general indication of the population suffering from some form of mental disorder, mental or emotional problems, or distress, not necessarily reflected in perceived health. Statistics Canada

### ***Indigenous women***

At the time of writing this report, no data was available.

### ***Newcomer women***

At the time of writing this report, no data was available.

### ***Visible minority women***

At the time of writing this report, no data was available.

### ***Women with disabilities***

At the time of writing this report, no data was available.

### ***Senior women***

According to Statistics Canada's Canadian Community Health Survey in 2015/16, 43.9 per cent of female Manitoba residents aged 65 and older perceived their health as very good or excellent, compared to 38.2 per cent of male residents.<sup>96</sup>

## **Heart disease**

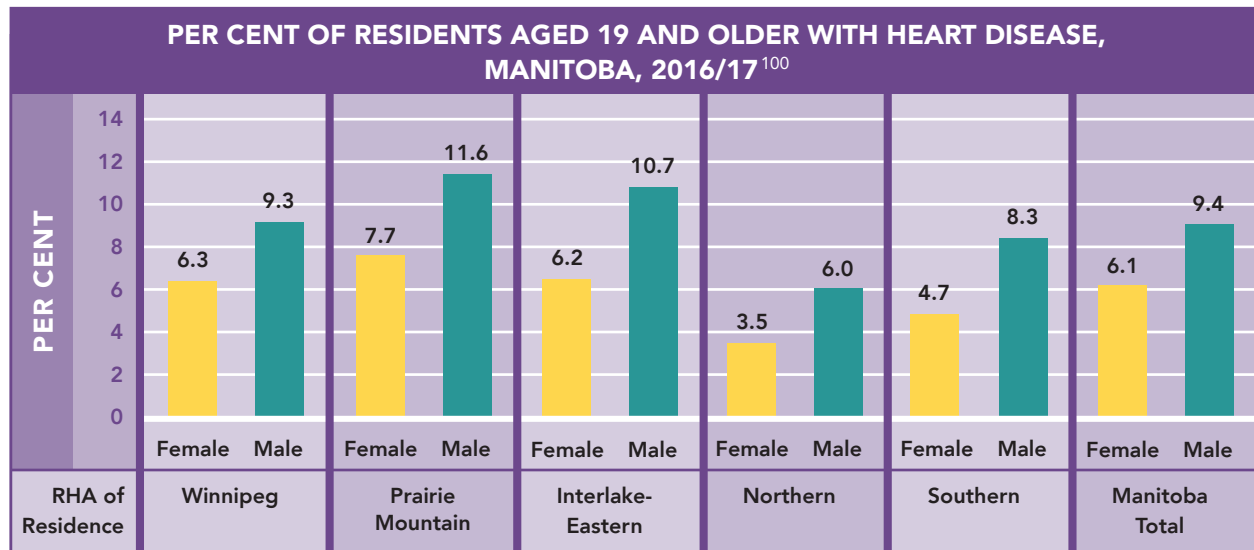
### **HEART DISEASE PREVALENCE**

The restriction of blood flow to coronary arteries) is the most common form of heart disease. According to the Public Health Officer of Canada, in 2017 heart disease was "the first cause of years of life lost (years lost due to premature mortality) and the second leading cause of disability-adjusted life years lost (the number of years lost due to ill health, disability or early death)."<sup>97</sup>

In Manitoba and across Canada the prevalence and incidence of diagnosed heart disease is consistently higher among men than women.<sup>98</sup> According to Manitoba Health, Seniors and Active Living in 2016/17, heart disease prevalence was higher among males aged 19 and older than females of the same age. This was the case in every region of Manitoba. Overall, 6.1 per cent of female residents aged 19 and older had heart disease, compared to 9.4 per cent of male residents of the same age.<sup>99</sup>

## REGIONAL VARIATIONS IN PREVALENCE OF HEART DISEASE

The prevalence of heart disease varied across the regions.



### *Indigenous women*

At the time of writing this report, no data was available.

### *Newcomer women*

At the time of writing this report, no data was available.

### *Visible minority women*

At the time of writing this report, no data was available.

### *Women with disabilities*

At the time of writing this report, no data was available.

### *Senior women*

At the time of writing this report, no data was available.



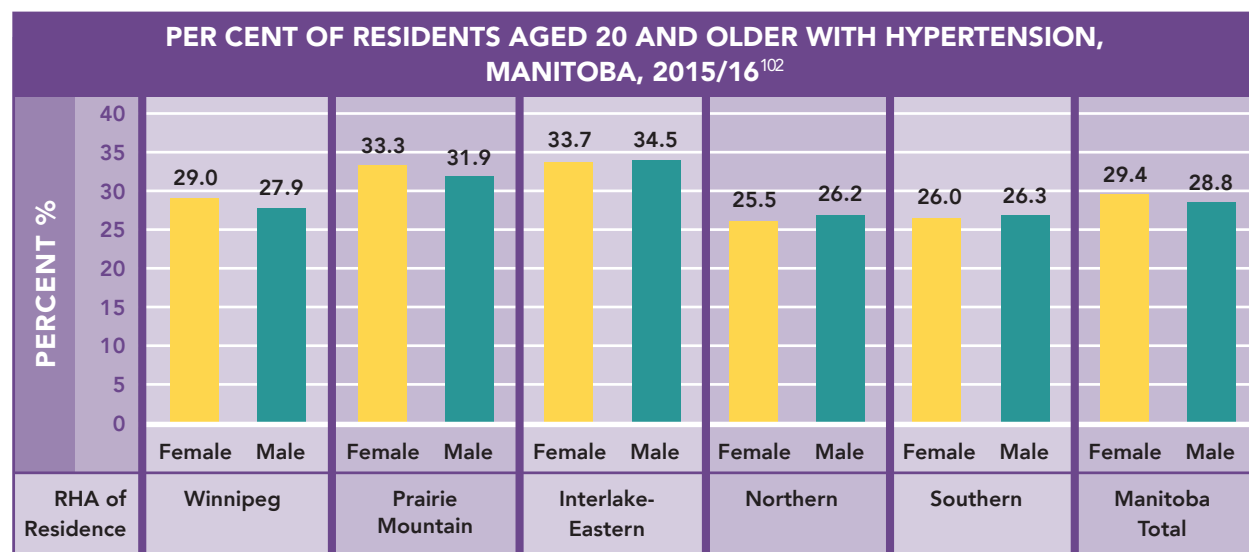
# Hypertension

## PREVALENCE OF HYPERTENSION

According to the Canadian Chronic Disease Surveillance System in 2015/16, hypertension affected almost one-third of Manitoba’s population. The prevalence of hypertension was slightly higher among female residents aged 20 and older compared to male residents of the same age. Hypertension affected 29.4 per cent of females aged 20 and older and 28.8 per cent of males of the same age.<sup>101</sup>

## REGIONAL VARIATIONS IN PREVALENCE OF HYPERTENSION

The prevalence of hypertension varied across the regions.



### **Indigenous women**

At the time of writing this report, no data was available.

### **Newcomer women**

At the time of writing this report, no data was available.

### **Visible minority women**

At the time of writing this report, no data was available.

### **Women with disabilities**

At the time of writing this report, no data was available.

### **Senior women**

At the time of writing this report, no data was available.

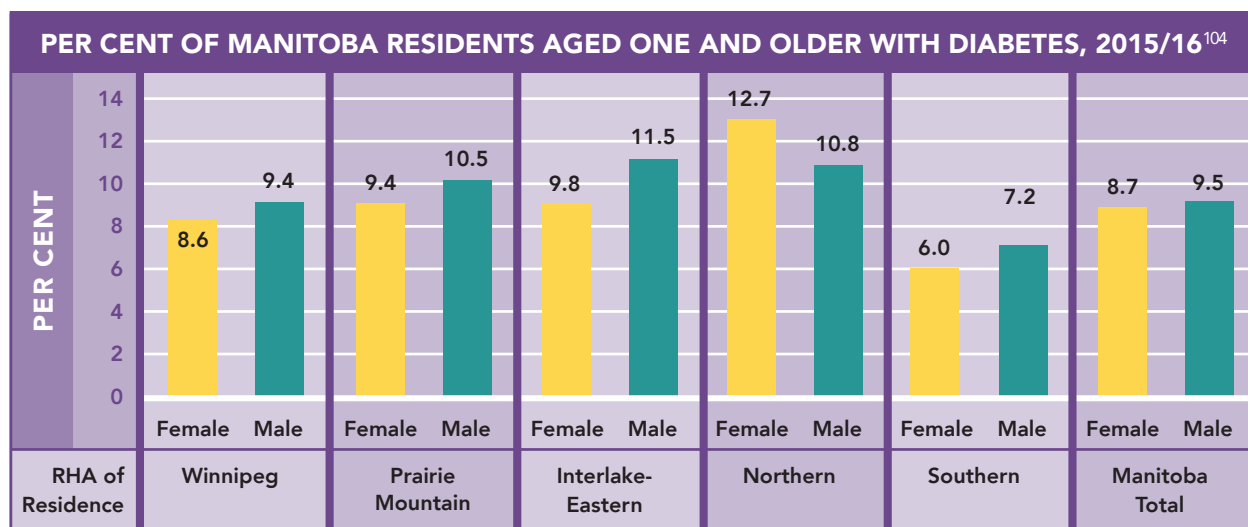
# Diabetes

## DIABETES PREVALENCE

According to the Canadian Chronic Disease Surveillance System in 2015/16, there was a greater proportion of males aged one and older with diabetes than females. That year, 57,071 or 8.7 per cent of female residents aged one and older had diabetes. In comparison, there were 61,663 or 9.5 per cent of male residents with diabetes.<sup>103</sup>

## REGIONAL VARIATIONS IN DIABETES PREVALENCE

The prevalence of diabetes among both males and females was higher in the northern, Interlake-Eastern and Prairie Mountain health regions in the province. In all regions, with the exception of the north, diabetes prevalence was lower among females than males.



### Indigenous women

At the time of writing this report, no data was available.

### Newcomer women

At the time of writing this report, no data was available.

### Visible minority women

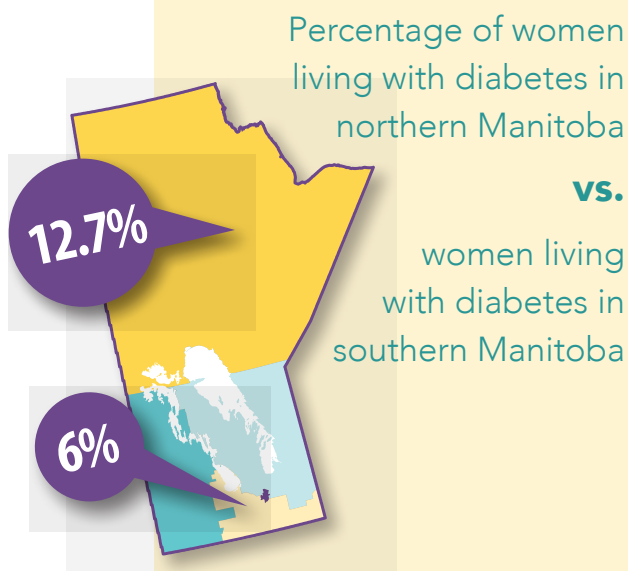
At the time of writing this report, no data was available.

### Women with disabilities

At the time of writing this report, no data was available.

### Senior women

At the time of writing this report, no data was available.



# Cancer

## CANCER INCIDENCE

In 2015, 6,442 Manitobans were diagnosed with invasive cancer. Of these, 3,239 (50.2 per cent) were female.<sup>105</sup> The four most common cancer diagnoses for women were breast (834 cases), lung and bronchus (497), colorectal (347) and uterine (262).<sup>106</sup>

In 2015/16, the invasive cancer rate among female residents varied across the regions. Invasive cancer incidence rates for women were lowest in the Winnipeg region (437.4 per 100,000 population), and higher in the northern region (529 per 100,000). In every region, cancer incidence rates were lower among females than males.<sup>108</sup>

### Indigenous women

At the time of writing this report, no data was available.

### Newcomer women

At the time of writing this report, no data was available.

### Visible minority women

At the time of writing this report, no data was available.

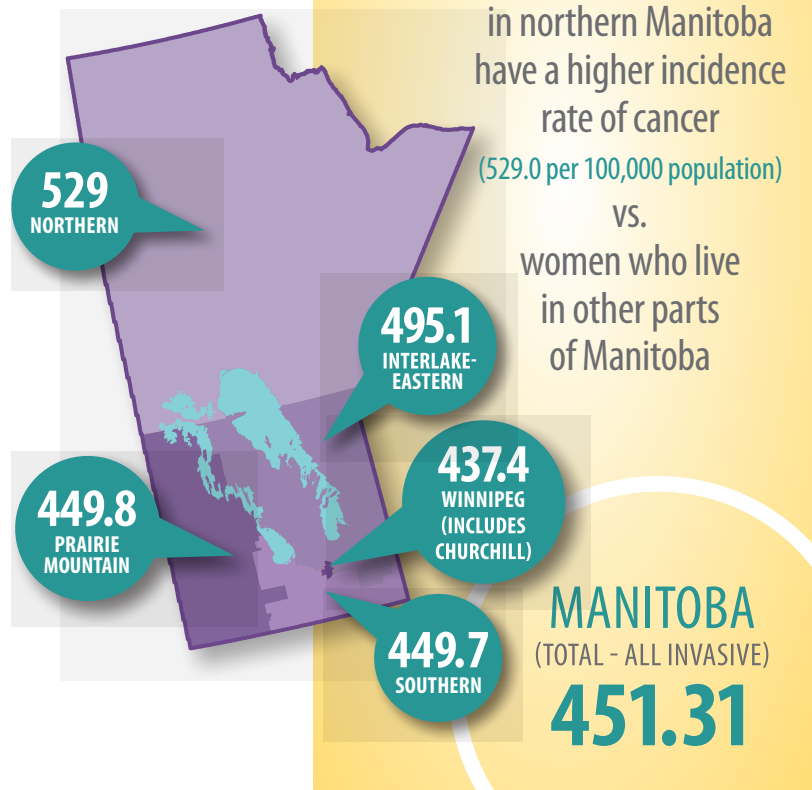
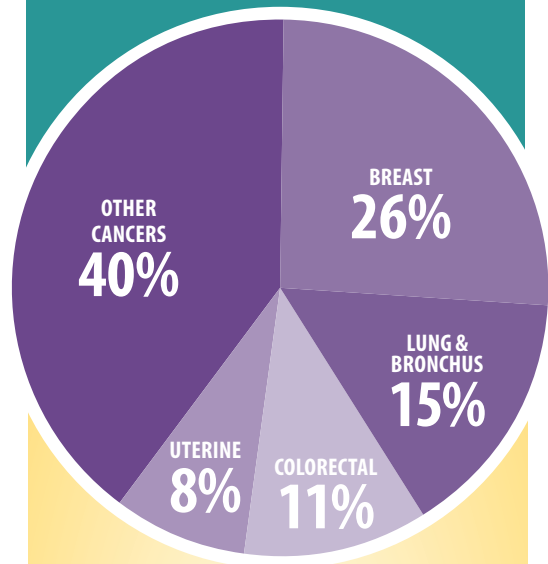
### Women with disabilities

At the time of writing this report, no data was available.

### Senior women

At the time of writing this report, no data was available.

Cancer incidence by site, females, Manitoba, 2015<sup>107</sup>

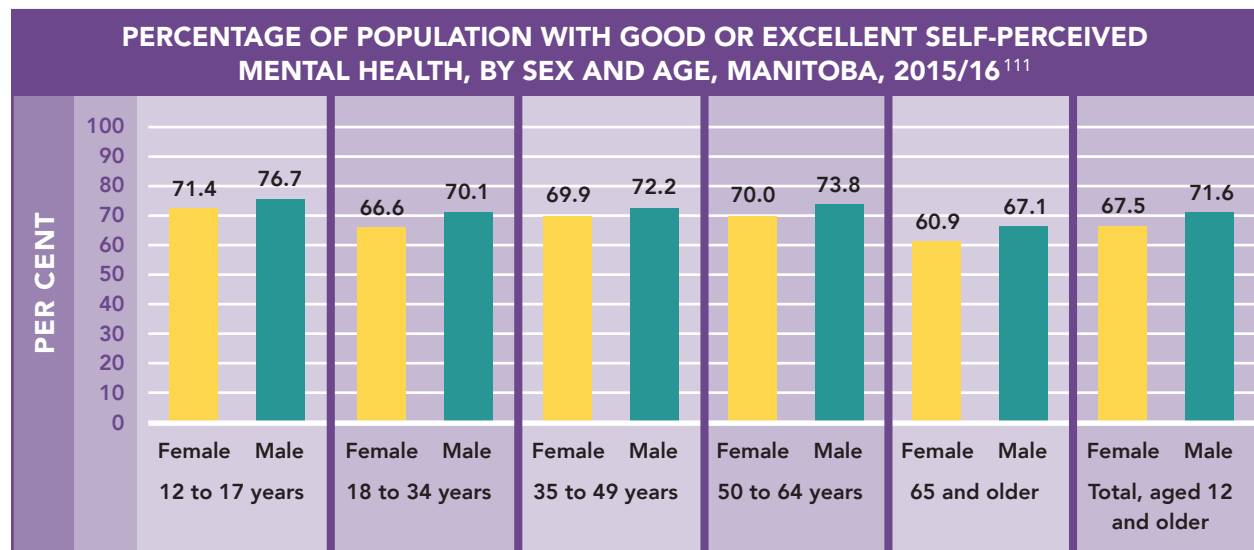


## Mental health

### SELF-PERCEIVED MENTAL HEALTH

According to Statistics Canada's, Canada's Community Health Survey in 2015/16, 67.5 per cent of female Manitoba residents aged 12 and older perceived their mental health as very good or excellent, compared to 71.6 per cent of male residents. However, 7.8 per cent of female residents perceived their mental health as fair or poor (compared to 6.3 per cent of male residents).<sup>109</sup>

Across the lifespan, a slightly higher proportion of males aged 12 and older self-perceived their mental health as very good or excellent compared to females of the same age. The proportion of females and males who positively self-reported their mental health varied with age.<sup>110</sup>



#### **Indigenous women**

At the time of writing this report, no data was available.

#### **Newcomer women**

At the time of writing this report, no data was available.

#### **Visible minority women**

At the time of writing this report, no data was available.

#### **Women with disabilities**

At the time of writing this report, no data was available.

#### **Senior women**

According to Statistics Canada's Canadian Community Health Survey in 2015/16, 60.9 per cent of female Manitoba residents aged 65 and older perceived their health as very good or excellent, compared to 67.1 per cent of male residents.<sup>112</sup>

## MOOD AND ANXIETY DISORDERS

Mood and anxiety disorders can significantly affect the lives of those affected by them. Depression has a more significant impact on job performance than chronic conditions, such as arthritis, hypertension, back issues and diabetes.<sup>113</sup>

National research indicates, “While women are roughly as likely as men to describe their mental health as very good or excellent, they are more likely to turn to a doctor or health specialist when they experience a mood disorder. For example, in 2009, of females aged 12 and over who described their mental health as fair or poor, 17 per cent had seen a psychologist in the previous year, compared with 11 per cent of males. Since women have a greater tendency to ask for help, it is also more likely that they will be diagnosed with a mental health problem.”<sup>114</sup> This trend is apparent in the Manitoba data as well.

## MOOD AND ANXIETY DISORDERS PREVALENCE

According to Manitoba Health, Seniors and Active Living, the prevalence of mood and anxiety disorders was higher among female residents aged 10 and older than males, over the past five years. From 2012/13 to 2016/17, there were 31,347 or 28.3 per cent of female residents aged 10 and older treated for mood and anxiety disorders, compared to 17,357 or 16.1 per cent of male residents aged 10 and older.<sup>115</sup>

The prevalence was higher among females than males across the lifespan. The prevalence of mood and anxiety disorders was highest among female residents aged 10 to 24. Over the five years, 22.2 per cent of females aged 10 to 24 were diagnosed with depression and/or anxiety disorder, compared to 11.7 per cent of male residents of the same age.<sup>116</sup>

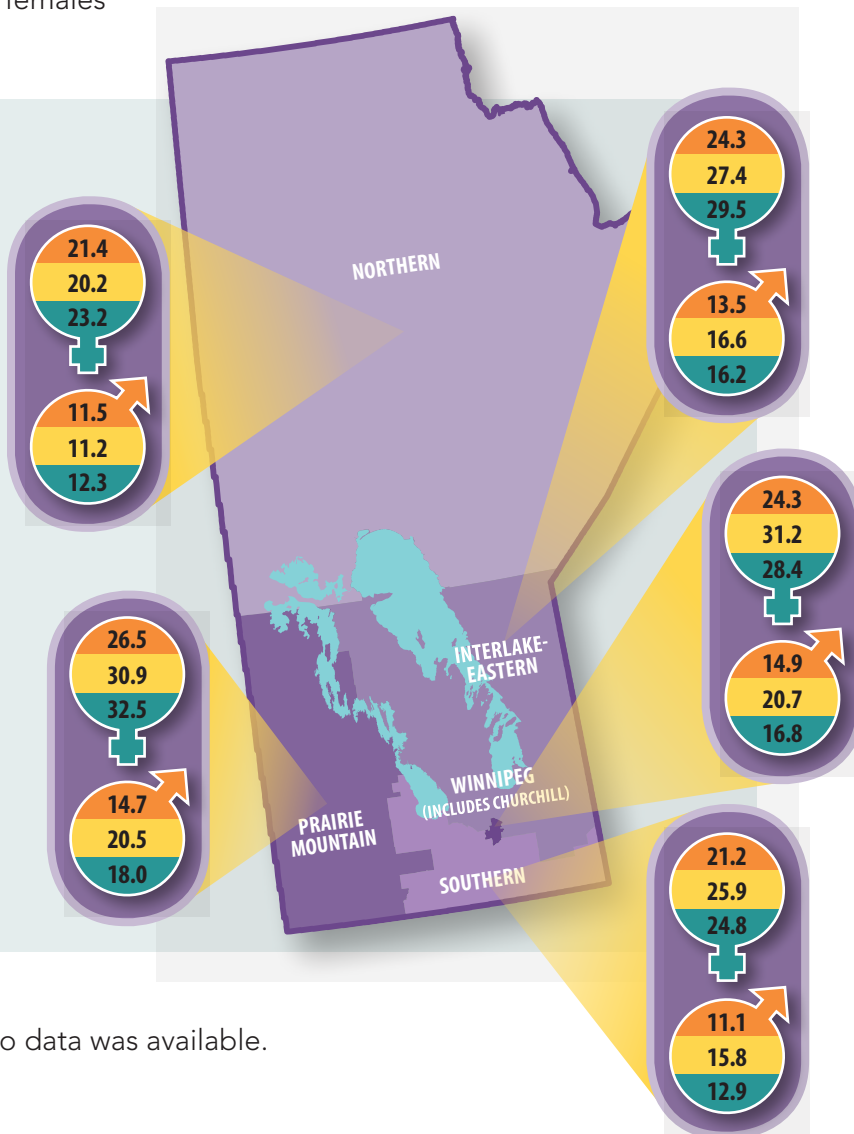
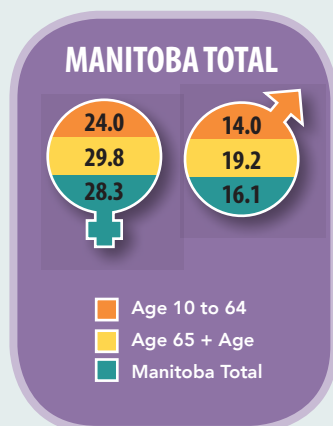
For females, the prevalence of mood and anxiety diagnosis decreased over the lifespan. For men, the prevalence of diagnosis increased over the lifespan.<sup>117</sup>

*“22.2% of females aged 10 to 24 were diagnosed with depression and/or anxiety disorder.”*

## REGIONAL DIFFERENCES IN PREVALENCE OF MOOD AND ANXIETY DISORDERS ACROSS MANITOBA

The prevalence was higher among females than males across Manitoba.

### PREVALENCE OF MOOD AND ANXIETY DISORDERS AMONG MANITOBA RESIDENTS AGE 10 AND OLDER, 2012/13 TO 2016/17 <sup>118</sup>



#### **Indigenous women**

At the time of writing this report, no data was available.

#### **Newcomer women**

At the time of writing this report, no data was available.

#### **Visible minority women**

At the time of writing this report, no data was available.

#### **Women with disabilities**

At the time of writing this report, no data was available.

#### **Senior women**

From 2012/13 to 2016/17, 29.8 per cent of female residents aged 65 and older were treated for mood and anxiety disorders, compared to 19.2 per cent of male residents.<sup>119</sup>

## Eating Disorders<sup>i</sup>

National research indicates, “at any given time in Canada, as many as 600,000 to 990,000 Canadians may meet the diagnostic criteria for an eating disorder, primarily anorexia nervosa, bulimia nervosa, or binge eating disorder,”<sup>120</sup> with an even larger number of individuals reporting symptoms that are seriously debilitating, but insufficient for diagnosis.<sup>121</sup> There is no data available on incidence or prevalence of eating disorders in Manitoba.

The 2014 House of Commons Standing Committee on the Status of Women issued a report on eating disorders and referenced the “devastating symptoms of an eating disorder,” that can lead to negative outcomes in mental and physical health, personal relationships, current or future education and unemployment opportunities, financial security and overall quality of life.<sup>122</sup>

Eating disorders can lead to life-threatening medical complications and can be fatal. In particular, anorexia nervosa has the “highest overall mortality rate of any mental illness, estimated at between 10 per cent and 15 per cent of individuals with the illness; and the mortality rate for individuals with bulimia nervosa is about five per cent.”<sup>123</sup> An estimated 1,000 to 1,500 Canadians die from anorexia nervosa and bulimia nervosa each year.<sup>124</sup>

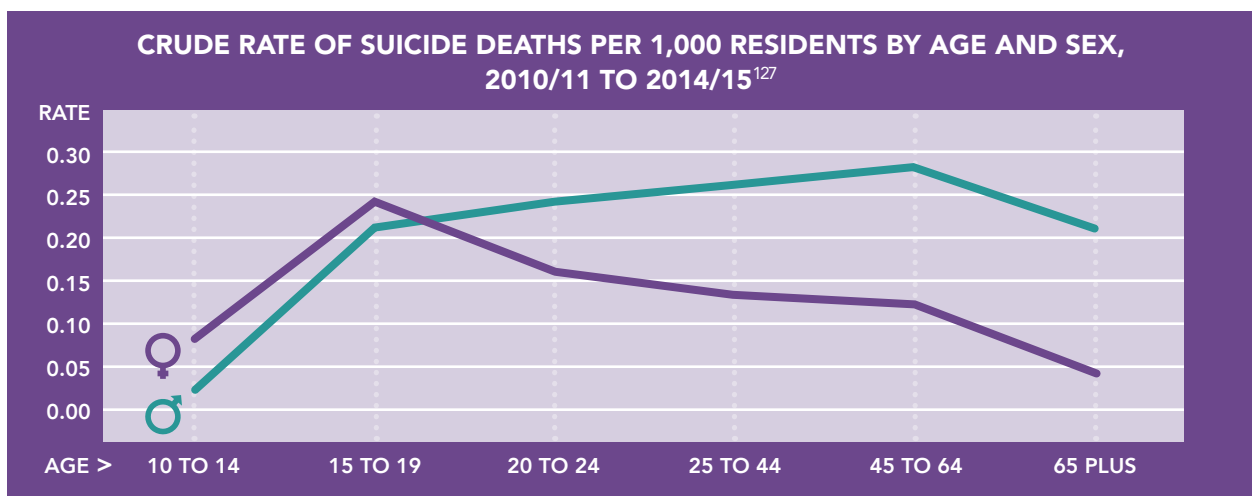
According to the Canadian Institute for Health, in 2012/13 there were 1,585 women and girls hospitalized for eating disorders in Canada, compared to 103 men and boys. The hospitalization rate for eating disorders among females (11.7 per 100,000) was 15 times higher than that for males (0.8). Females aged 10 to 14 and 15 to 19 had the highest hospitalization rates (37 and 74.3 hospitalizations per 100,000, respectively). The hospitalization rate among 10 to 19 year olds increased by 42 per cent compared to 2006/07. This study identified depression, anxiety and stress as the most common mental illnesses diagnosed among women and girls with eating disorders.<sup>125</sup>

<sup>i</sup> *Eating disorders are serious mental illnesses, characterized by severe disturbances of eating or eating-related behaviors that results in altered consumption or absorption of food and significant harm to physical health or psychosocial functioning. Types of eating disorders include anorexia nervosa, bulimia nervosa, and binge eating disorder, as well as other specified feeding or eating disorders.*

# Suicide

## SUICIDE DEATHS

According to Manitoba Health, Seniors and Active Living, from 2010/11 to 2014/15 there were 988 deaths due to suicide among residents, representing a rate of 0.18 deaths per 1,000 population (gender breakdown unavailable). The rate in the north was significantly higher than Manitoba overall. From 2010/11 to 2014/15, the rate for males was higher than females for all age groups, with the exception of ages 10 to 19.<sup>126</sup>



### *Indigenous women*

At the time of writing this report, no data was available.

### *Newcomer women*

At the time of writing this report, no data was available.

### *Visible minority women*

At the time of writing this report, no data was available.

### *Women with disabilities*

At the time of writing this report, no data was available.

### *Senior women*

According to Manitoba Health, Seniors and Active Living, from 2010/11 to 2014/15 the rate of suicide deaths per 1,000 residents for females aged 65 and older was 0.04, compared to the rate of suicide deaths among male residents of 0.21.<sup>128</sup>



## SUICIDE ATTEMPTS

According to Manitoba Health, Seniors and Active Living, in 2016/17, 325 female residents aged 10 and older were hospitalized for suicide attempt, compared to 174 male residents.<sup>129</sup>

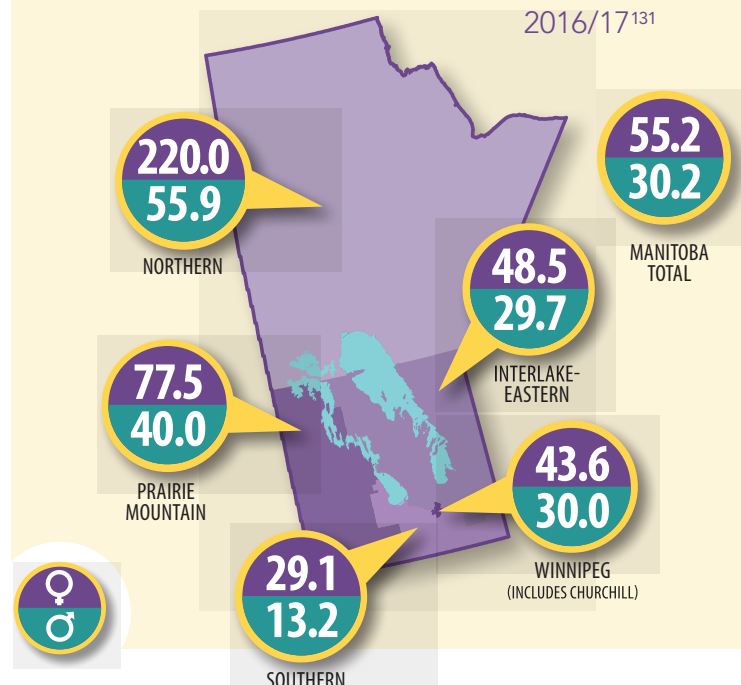
## REGIONAL DIFFERENCES IN ATTEMPTED SUICIDE RATES ACROSS MANITOBA

The attempted suicide rate differed significantly by geography, as well as by gender. For instance, in southern Manitoba, the attempted suicide rate among female residents was 29.1 per 100,000. In northern Manitoba, the attempted suicide rate among female residents was significantly higher at 220 per 100,000.<sup>130</sup>



## RATE OF MANITOBA RESIDENTS AGE 10 AND OLDER HOSPITALIZED FOR SUICIDE ATTEMPT

2016/17<sup>131</sup>



### Indigenous women

At the time of writing this report, no data was available.

### Newcomer women

At the time of writing this report, no data was available.

### Visible minority women

At the time of writing this report, no data was available.

### Women with disabilities

At the time of writing this report, no data was available.

### Senior women

At the time of writing this report, no data was available.

## Teen pregnancy

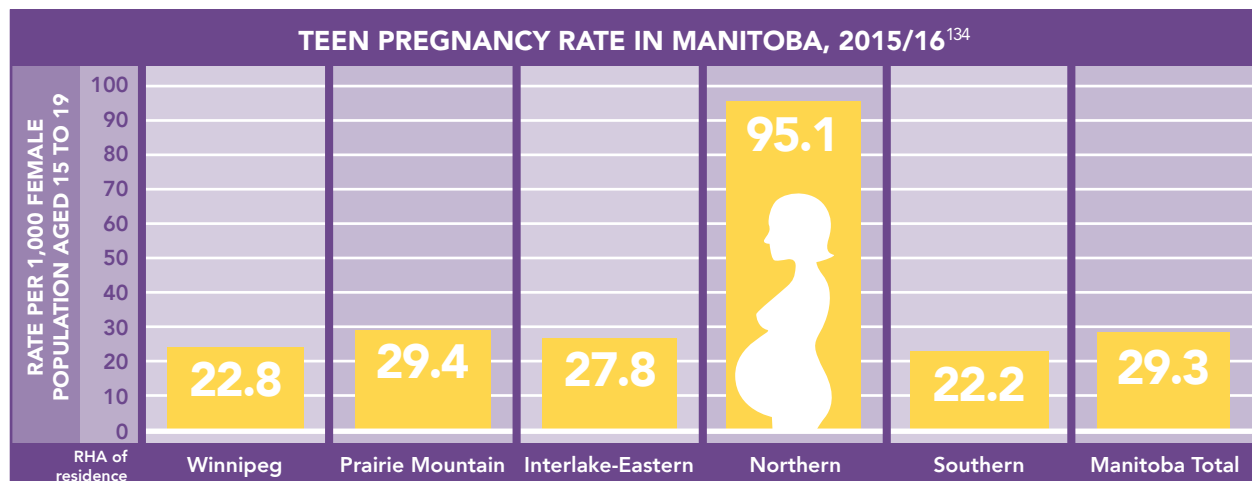
Teen pregnancy can present risks to the mother and child, especially if mothers do not receive support while they are pregnant. Research indicates pregnant teens are at greater risk for developing health problems, including anemia, high blood pressure, depressive disorders (e.g., postpartum depression) and complications during pregnancy.<sup>132</sup> Teen pregnancy data does not capture information regarding males involved in impregnating teens.

### TEEN PREGNANCY RATES

In 2015/16, the teenage pregnancy rate in Manitoba was 29.3 pregnancies per 1,000 teenage females aged 15 to 19.<sup>133</sup>

### REGIONAL DIFFERENCES IN TEEN PREGNANCY RATES IN MANITOBA

In 2015/16, the teenage pregnancy rate varied considerably across different regions in the province, from 95.1 in the north to 22.2 in Winnipeg.



#### **Indigenous women**

The teen pregnancy rate is higher among Indigenous teenagers than among non-Indigenous teenagers. In 2015/16, the teen pregnancy rate among Indigenous teens was 107.9 pregnancies per 1,000 teenage females aged 15 to 19, compared to the overall teen pregnancy rate of 29.3. [Note: the teen pregnancy rate is declining in both groups. From 2011/12 to 2015/16, the teen pregnancy rate fell by 24 per cent among Indigenous teens and 23 per cent among non-Indigenous teens<sup>135</sup>].

#### **Newcomer women**

At the time of writing this report, no data was available.

#### **Visible minority women**

At the time of writing this report, no data was available.

#### **Women with disabilities**

At the time of writing this report, no data was available.

## Violence against women

Violence against women takes many forms, such as physical, verbal, emotional and spiritual abuse. This is a global, national and local issue facing society. Everyday, Manitobans hear about another case of violence against women, whether it is taking place in this province or another location of Canada. The Manitoba Women's Advisory Council agrees with the growing sentiment that this is not a women's issue. It is an issue that society as a whole must address.

The analysis found that women and those who identify as female are more likely to experience certain types of violence than men. This includes intimate partner violence, sexual assault, sexual harassment and stalking, and other forms of interpersonal violent crime. Manitoba consistently reports some of the highest rates of violence against women among Canadian provinces, including intimate partner violence and sexual violence.

The council makes special notice of the issue of missing and murdered Indigenous women and girls. It has been cited in national reports that Manitoba has some of the highest rates of missing and murdered Indigenous women and girls. The National Inquiry into Missing and Murdered Indigenous Women and Girls is underway in Canada. Council will await the report and provide reflections at that time.

This section considers two forms of gender-based crimes: intimate partner violence (including spousal violence), and sexual assault.

Unless otherwise indicated, statistics noted in this section are from Statistics Canada.

## Intimate partner violence

### POLICE REPORTED INTIMATE PARTNER VIOLENCE

In 2015, there were a total of 5,639 victims of police-reported intimate partner violence in Manitoba. Of these, 4,594 (81 per cent) were female. That year, women in Manitoba recorded a police-reported rate of intimate partner violence of 896 victims per 100,000 population, almost double the Canadian rate of 482 female victims per 100,000 population and 4.3 times higher than men living in Manitoba (207 per 100,000).<sup>136</sup> Manitoba recorded the second highest police-reported rate of intimate partner violence in the country.<sup>137</sup>



### SELF-REPORTED SPOUSAL VIOLENCE

In 2014, 3.3 per cent of people in spousal relationships living in Manitoba self-reported being the victim of spousal violence in the previous five years (compared to 3.9 per cent in Canada).<sup>138</sup> This was the lowest percentage among Canadian provinces.<sup>139</sup> At time of writing this report, a gender breakdown of this information was not publically available.

#### *Intimate partner violence against certain populations of women*

At the time of writing this report, no local data was available on rates of spousal or intimate partner violence against Indigenous women, newcomer women, visible minority women, senior women or women living with disabilities in Manitoba.

## Sexual assault

### POLICE-REPORTED SEXUAL ASSAULTS

In 2016, Manitoba recorded the highest rate of police-reported sexual assault among the Canadian provinces, with 109 incidents per 100,000 population, almost twice the national rate of 58. That year, there were 1,431 incidents of sexual assault reported to police in Manitoba (6.8 per cent of the total number of sexual assaults reported to police in Canada that year).<sup>140</sup>

### SELF-REPORTED SEXUAL ASSAULTS

In 2014, Manitoba recorded one of the highest rates of self-reported sexual assault among the provinces, with 24 incidents per 1,000 population (compared to the national rate of 22). That year, victims self-reported 25,000 sexual assaults in Manitoba. This was the highest number of self-reported incidents of sexual assault in Canada.<sup>141</sup>

*The difference between self-reported and police-reported sexual assaults demonstrates survivors of sexual assault report a fraction of sexual assaults to police. This is the case across Canada. A number of police forces across the country have implemented policy changes to address some of the reasons victims choose not to report to police. If successful, these policy changes may result in a higher number of sexual assaults being reported to police.*

#### ***Sexual assault against certain populations of women***

At the time of writing this report, no local data was available on rates of sexual assault against Indigenous women, newcomer women or women living with disabilities in Manitoba.

*“Manitoba recorded one of the highest rates of self-reported sexual assaults among the provinces, with 24 incidents per 1,000 population in 2014.”*

## Definitions

### Disability

Disability data comes primarily from the 2012 Canadian Survey on Disability (Statistics Canada). The survey defines disability as including not only people who reported being “sometimes,” “often” or “always” limited in their daily activities due to a long-term condition or health problem, but also those who reported being “rarely” limited if they were also unable to do certain tasks or could do them only with a lot of difficulty.<sup>142</sup>

### Indigenous

Much of this report uses data from Statistics Canada. Statistics Canada’s definition of Aboriginal (which we have replaced with the term Indigenous in the report) includes persons who reported being an Aboriginal person, that is, First Nations (North American Indian), Métis or Inuk (Inuit), or those who reported more than one identity. Excluded from the survey’s coverage are persons living on reserves and other Aboriginal settlements in the provinces, as well as those living in the territories. Inuit and multiple identities are included in the Aboriginal total, but are not shown separately due to small sample sizes.

### Intimate partner violence

This report uses Statistics Canada’s definition of intimate partner violence, which includes violence against spouses and dating partners in current and former relationships. Spouses include current or former legally married, separated, divorced and common-law partners. Dating relationships include current or former boyfriends and girlfriends and “other” intimate partner relationships (sexual relationships or situations involving mutual sexual attraction, which were not considered to be boyfriend/girlfriend relationships).<sup>143</sup> Intimate partner violence, therefore, includes a broader range of violence than that within a marriage or common-law union.

### Newcomer

Includes immigrants who landed in Canada between 2011 and 2016.

### Sexual assault

Sexual assault ranges from unwanted touching to sexual violence resulting in serious physical injury or disfigurement to the victim in the following categories, as outlined in the Criminal Code:

- Sexual assault (level 1): does not involve a weapon or evidence of bodily harm.
- Sexual assault with a weapon or causing bodily harm (level 2): includes sexual assault with a weapon, threats or causing bodily harm.
- Aggravated sexual assault (level 3): results in wounding, maiming, disfiguring or endangering the life of the victim.<sup>144</sup>

## Indicators and Statistics

### Diabetes prevalence

The proportion of residents age one or older with at least one hospitalization or at least two physician visits, with a diagnosis of diabetes within a two-year period. A diabetes diagnosis was defined as ICD-9-CM codes 250 or ICD-10-CA codes E10-E14. Once an individual meets this criteria, they become prevalent with diabetes until the time they leave the province or pass away.<sup>145</sup>

### Employment rate

The employment rate for a particular group (age, sex, marital status, geographic area, etc.) is the number of employed persons in that group, expressed as a percentage of the total population in that group.

### Full-time employment

Consists of persons who usually work 30 hours or more per week at their main or only job. Estimates are in thousands, rounded to the nearest hundred.<sup>146</sup>

<b>In the labour force</b>	Refers to persons in the civilian non-institutional population 15 years of age and over who, during the reference week, were employed or unemployed. Estimates are in thousands, rounded to the nearest hundred. <sup>147</sup>
<b>Ischemic heart disease</b>	<p>The percentage of residents, age 19 and older, with ischemic heart disease (IHD) in a five-year period, as defined by either:</p> <ul style="list-style-type: none"> <li>• at least one hospitalization with an ICD-9-CM code of 410-414 or an ICD-10-CA code of I20-I22, I24, or I25</li> <li>• at least one physician visit with an ICD-9-CM code listed above</li> <li>• one physician visit with an ICD-9-CM code listed above and at least two prescriptions for IHD medications<sup>148</sup></li> </ul>
<b>Not in the labour force</b>	Refers to persons unwilling or unable to work. That is, they were neither employed nor unemployed. <sup>149</sup>
<b>Part-time employment</b>	Consists of persons who usually work less than 30 hours per week at their main or only job. Estimates are in thousands, rounded to the nearest hundred. <sup>150</sup>
<b>Prevalence of mood and anxiety disorders</b>	<p>Is the proportion of residents age 10 or older diagnosed with depression or anxiety disorder within a five-year period, by any of the following:</p> <ul style="list-style-type: none"> <li>• one or more hospitalizations with a diagnosis for depressive disorder, affective psychoses, neurotic depression, adjustment reaction, manic disorder, anxiety state, phobic disorders, obsessive-compulsive disorders or hypochondriasis</li> <li>• one or more hospitalizations with a diagnosis for anxiety disorders and one or more prescriptions for an antidepressant, anxiolytic or mood stabilizer</li> <li>• one or more physician visits with a diagnosis for depressive disorder or affective psychoses</li> <li>• one or more physician visits with a diagnosis for anxiety disorders and one or more prescriptions for an antidepressant, anxiolytic or mood stabilizer</li> <li>• three or more physician visits with a diagnosis for anxiety disorders or adjustment reaction<sup>151</sup></li> </ul>
<b>Unemployment rate</b>	The unemployment rate for a particular group (age, sex, marital status, geographic area, etc.) is the number of unemployed persons in that group, expressed as a percentage of the labour force in that group.
<b>Visible minority</b>	Visible minority refers to whether a person belongs to a visible minority group as defined by the Employment Equity Act and, if so, the visible minority group to which the person belongs. The Employment Equity Act defines visible minorities as “persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour”. The visible minority population consists mainly of the following groups: South Asian, Chinese, Black, Filipino, Latin American, Arab, Southeast Asian, West Asian, Korean and Japanese. For more information on Statistics Canada’s visible minority variable, including information on its classification, the questions from which it is derived, data quality and its comparability with other sources of data, please refer to the Visible Minority and Population Group Reference Guide, Census of Population, 2016.

## Notes

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