

## FOR THOSE WHO THINK WOMEN HAVE REACHED EQUALITY:<sup>i</sup>

### Violence

- At least 4 women per month are **killed** by an intimate partner in Canada. Nearly 60,000 **incidents of intimate partner violence** involving female victims were reported to police across Canada in 2007.<sup>ii</sup>
- 1,976 founded **incidents of woman abuse** were reported to New Brunswick police forces in 2009. Since 1974, about 90 N.B. women, plus a few related victims (children, mother or friend) have been killed by the women's current or ex-partner.
- **Aboriginal women** are at least 3 times more likely than non-Aboriginal women in Canada to experience spousal abuse and more often suffer severe physical injuries. Over half of Aboriginal women who said they had experienced spousal violence (54% versus 37% of non-Aboriginal women) were sexually assaulted, beaten, choked or attacked with a gun or knife (2004).<sup>iii</sup>
- In a 2009 survey of New Brunswickers, 23% of women and 34% of men agreed that "**Violence against women** often happens because the woman is provoking it by nagging or criticizing her partner." These are higher percentages than a similar survey in 2002.
- N.B. police received 559 reports of **sexual assault incidents** in 2009 (includes sexual assaults of male, female, child and adult victims). 19% of adults convicted of sexual assault in N.B. were given conditional sentences (15% in Canada), compared to only 12% of those convicted of other violent offences (2008/09).
- 70% of Canadian **sexual assault victims** are women and 87% of the accused are men. Of Canadians who said they were sexually assaulted in the previous year, only 12% reported the incident to police (2009).<sup>iv</sup>

### Labour force

- On average, N.B. women **earn 12% less** per hour than men (2010). Occupations where women are still traditionally clustered are, without exception, low or under paid and women remain almost absent from certain levels of responsibility and certain trades and professions.
- The average employment income for **Aboriginal identity women** in N.B. is 75% that of non-Aboriginal identity women (\$20,228 compared to \$27,005), and 77% of Aboriginal identity men's (\$26,129) in 2005.
- New Brunswick women aged 25 to 34 years with a **Bachelor's degree** who worked full-time, year round earned on average 86 cents for each dollar received by their male counterparts in 2005.
- New Brunswick's **female Community College graduates** of 2009, who were working full-time in 2010 earned on average 9% less than their male counterparts.
- Only 13% of **self-employed N.B. women** (20% of self-employed Canadian women) made more than \$30,000 a year (*total* employment income) in 2005, compared with 27% of self-employed N.B. men (33% of self-employed Canadian men).<sup>v</sup> In N.B., women's **average self-employment income** is \$9,589, 59% of men's, \$16,128 (2005).
- Self-identified **women of colour** (excluding Aboriginal women) are further disadvantaged in the Canadian labour market, earning less and more likely to be unemployed than other Canadian women. The average employment income of Canadian women of colour is 88% that of other Canadian women, and only 71% that of Canadian men of colour. These disparities can't be explained by education - women of colour have comparable education levels to other women and men.<sup>vi</sup>
- Regardless of how long they've been in Canada, **immigrant women** aged 25 to 54 had much higher unemployment rates and lower employment rates than both immigrant men and Canadian-born women, even though they had higher education levels than those born in Canada.<sup>vii</sup>
- **Immigrant women aged 25 to 54 with a university degree** in N.B. had median annual earnings of \$33,339 in 2005, compared to \$43,726 for Canadian-born women, \$56,621 for Canadian-born men, and \$53,222 for immigrant men in the province.

- The average annual employment income of **women with disabilities** in N.B. in 2005 was \$20,465, compared to \$24,008 for other women, \$28,685 for men with disabilities, and \$35,807 for other men.

## Family

- 73% of **New Brunswick women whose youngest child was under age 6** were employed full-time or part-time (and 56% of lone mothers with young children, 2009).<sup>viii</sup> There are **licensed child care spaces** for 21% of children aged 12 and under in 2010.

- Nine in ten **parental leave** takers are women in N.B. in 2010.

- At least one in three pregnant Canadian workers do not benefit from the federal **maternity and parental leave** program.

- N.B. women spent on average 4.2 hours a day on **household tasks**, excluding elder care, men, 2.5 hours per day in 2006, a pattern that has changed little since 1998. 48% of women spent 15 hours or more/week on housework in 2006, compared to 28% of males.

- The **teen birth rate**, which had been decreasing since the 1970s in N.B. increased in 2006 to 18.5 births per 1,000 teen girls, and again in 2007 to 19.8. The N.B. rate is higher than the national average.

## Services

- Men have a dedicated **addictions treatment** facility (Lonewater Farm) but no **treatment** center exists in New Brunswick for women. Though research shows that women benefit more from women-only sessions, few women-only sessions are offered.

- Only 2 of N.B.'s hospitals perform **abortions**. The procedure is covered by Medicare if it is performed in a hospital by a gynaecologist after two physicians attest the procedure is medically necessary. Most women go to the Fredericton Morgentaler clinic and pay the \$550-\$750 fee.

- New Brunswick's rate of births by **caesarean section** is 29%, well above the World Health Organization benchmark of 15% of births. New Brunswick women are also more likely than Canadian women to have hysterectomies: 379 procedures/100,000 women in 2008/09 (Canadian average, 338). Significant and unexplained regional differences within N.B. are noted for both procedures.

## Society

- Women are **only**:

15% of elected members of the Legislative Assembly in N.B., lower than the "best" rate of 18% in 1999;

17% of mayors and 28% of municipal councillors;

25% of judges appointed by the provincial government; and

33% of members of boards and commissions appointed by the provincial government.

- When income from all sources is considered, the gap between men and women has improved only slightly since 2000. **Average income** in 2005, N.B.: women, \$22,875; men, \$34,321. Aboriginal women, \$17,650.

- In New Brunswick's **newspapers**, of a total 105 regularly published columnists in 4 daily newspapers in 2008, 34 (or 32%) were women. Seven of the female columnists write on "soft" or "lifestyle" topics, as opposed to political, economic and other "hard" issues. For selected weeks surveyed in 2008, 21% of daily front page articles were written by women (17% for English-language newspapers, 33% for French).

- While sex and sexual orientation are prohibited grounds of discrimination under the N.B. *Human Rights Code*, **gender identity** is not, thus leaving the rights of transgender and transsexual individuals unprotected. In Canada, only the North West Territories has enshrined gender identity as a prohibited ground of discrimination in their *Human Rights Act*.

- **Policies, programs, laws and budgets** are usually developed without access or use of data by sex and without analysis of the impact on equality.

- The **dropout rates** of Aboriginal youth living in First Nations communities and attending public schools are higher than a decade ago, more than double the provincial average, and girls' rates are worse than boys'.

## FOR THOSE WHO THINK THE STATUS OF WOMEN HAS NOT IMPROVED<sup>ix</sup>:



While 30% of N.B. women were in the **labour force** in the 1970s, 60% of them are in 2010.

76% of **women with children** under 16 had paid jobs in 2009, slightly higher than the Canadian average.

Thirty years ago, about half of **unattached elderly women** were living in poverty in N.B. (based on their after-tax income), but in 2008, less than one in ten are in that situation. Fifteen years ago, nearly 3 in 5 **lone mothers** lived in poverty, now about 1 in 5 are in that situation (about 1 in 3 in 2008 for both groups if we use before-tax income).

The average **wage of trained workers in child care centers** was \$14.78/hour in 2010, compared to about \$7 per hour in 2001.

1971: **discrimination** based on sex was finally prohibited in a provincial law (*Human Rights Code*). In the five reporting periods between 2005 and 2010, 15% of new complaints lodged with the N.B. Human Rights Commission dealt with discrimination on the basis of sex (which does not include sexual harassment).<sup>x</sup>

Until 1967, N.B. **women who were employed and who got married** lost their job if they worked for the provincial government or one of several employers with a policy of only hiring women in permanent positions if they were divorced or married to an invalid husband.

Only since 1965 is N.B.'s **minimum wage** the same for women and men, a fact which continues to contribute to the low salary scale of traditional female jobs.

In 1982, laughter and jokes were heard in the House of Commons when the subject of **battered women** was raised - a new issue for the House and for the times. Not before the 1980s did police in N.B. start dealing with violence against spouses in the same way as other assaults.

In 1980, N.B. women gained the right to have **custody of their children** and **support payments** had to be paid even if the mother had been adulterous.

A provincial law was required in 1906 for women to be accepted as practicing lawyers - since the Bar society said women could not practice since they **were not persons**. In 2009, 47% of students in law schools in N.B. are women (U de Moncton: 55%; UNB: 44%).

The first woman to train as a **teacher** in N.B. (1849) had to wear a veil, arrive 10 minutes before classes, sit in the back, leave 5 minutes before the end and speak to nobody. Women soon dominated the profession and in 1920, female teachers finally won equal pay with male teachers in N.B.

In 1981, a First Nations woman from N.B., Sandra Lovelace, won her complaint to the United Nations to have abolished the section of the 1869 Indian Act that stripped **Indian status** from Aboriginal women if they married a non Indian man. In 2009, in *McIvor v. Canada*, the British Columbia Court of Appeal decided that the Indian Act violates equality provisions of the Charter of Rights, discriminating against some women and their children when it comes to conferring Indian status and ordered the federal government to modify the discriminatory sections of the act.<sup>xi</sup> Sharon McIvor, a member of the Lower Nicola Band,

fought for 20 years so that her son could pass on Indian status to his children. Her fight is not over yet. McIvor is filing a complaint against Canada at the United Nations because the federal government provided only a partial and inadequate "fix" for the problem (Bill C-3, which came into force January 31, 2011).

1981: a provincial law established that **marital property** must be divided equally upon separation or death - a revolution compared to what was occurring. (First Nations women on reserves still do not have similar protection for an equal sharing of property.)

Only in 1985 did N.B. abolish certain sexist concepts in family law, especially the idea that a husband and wife were "one flesh", his, and that married women lost some of their **legal personality**. Women could not choose a separate domicile, husbands were protected for loss of the wife's services and they could sue if someone seduced, induced or harboured their wife, or had a "criminal conversation" with her (relations).

Before 1982, not a single woman had sat on the bench of the **Supreme Court of Canada** - Bertha Wilson was the first female appointment to the SCC in 1982. Almost 30 years later, four of the current nine judges of the Supreme Court of Canada are women, including the Chief Justice - Beverley McLachlin, the first woman to hold this title.

Following years of advocacy from women's groups, the N.B. government in 2008 adopted legislation allowing **midwives** to practice within the publicly funded health system, joining other provinces in incorporating midwifery. However, New Brunswick has not yet hired any midwives.

Women's enrolment in **graduate programs** has increased significantly in the last two decades. In 2009, women accounted for 56% of Master's and 47% of doctoral students in N.B. (in 1981: 36% & 13%).

As of February 2011, women represented 20% of the chiefs and 28% of the councillors in the elected **band governments** of the 15 **First Nations** communities in New Brunswick - a significant increase in the last two decades. In 1990 women accounted for 14% of elected band council members, and no female chief.

About 87% of all **child support payments** due through the New Brunswick Department of Justice were collected in 2008/09, a better rate than in previous years. New enforcement measures introduced in 2008 - particularly the threat of driver's license suspension - resulted in substantial payments on support debt.

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<sup>i</sup> All data in the first section, unless otherwise indicated, are from the *Status Report 2010 - Women in New Brunswick*, by the Advisory Council on the Status of Women. See the Status Report for original sources: [www.acswcccf.nb.ca](http://www.acswcccf.nb.ca)

<sup>ii</sup> Statistics Canada, *Family Violence in Canada: A Statistical Profile, 2009 & 2010*. [www.statcan.gc.ca](http://www.statcan.gc.ca)

<sup>iii</sup> Statistics Canada, *Measuring Violence against Women, Statistical Trends 2006* (October 2006). [www.statcan.gc.ca/pub/85-570-x/85-570-x2006001-eng.pdf](http://www.statcan.gc.ca/pub/85-570-x/85-570-x2006001-eng.pdf)

<sup>iv</sup> Juristat : *Criminal Victimization in Canada, 2009* (Summer 2010). [www.statcan.gc.ca](http://www.statcan.gc.ca)

<sup>v</sup> Statistics Canada, 2006 Census online table, catalogue no. 97-563-XCB200657. [www.statcan.gc.ca](http://www.statcan.gc.ca)

<sup>vi</sup> Statistics Canada, 2006 Census, catalogue no. 97-563-XCB2006060. [www.statcan.gc.ca](http://www.statcan.gc.ca)

<sup>vii</sup> Danielle Zietsma (for Statistics Canada), *The Canadian Immigrant Labour Market in 2006: First Results from Canada's Labour Force Survey* (Ottawa, 2007). [www.statcan.ca/english/freepub/71-606-XIE/71-606-XIE2007001.pdf](http://www.statcan.ca/english/freepub/71-606-XIE/71-606-XIE2007001.pdf)

<sup>viii</sup> Statistics Canada, *Labour Force Historical Review 2009*, catalogue no. 71F0004XVB.

<sup>ix</sup> All information in the second section, unless otherwise indicated, is from the *Status Report 2010* or the ACSW book *We the undersigned, A History of New Brunswick Women 1784-1984* (1985). [www.acswcccf.nb.ca/english/acsw3.asp](http://www.acswcccf.nb.ca/english/acsw3.asp)

<sup>x</sup> New Brunswick Human Rights Commission, *Annual Reports, 2001/02 – 2009/10*. [www.gnb.ca/hrc-cdp/10-e.asp](http://www.gnb.ca/hrc-cdp/10-e.asp)

<sup>xi</sup> *McIvor v. Canada (Registrar of Indian and Northern Affairs)*, 2009 BCCA153. [www.courts.gov.bc.ca/jdb-txt/CA/09/01/2009BCCA0153.htm](http://www.courts.gov.bc.ca/jdb-txt/CA/09/01/2009BCCA0153.htm)