

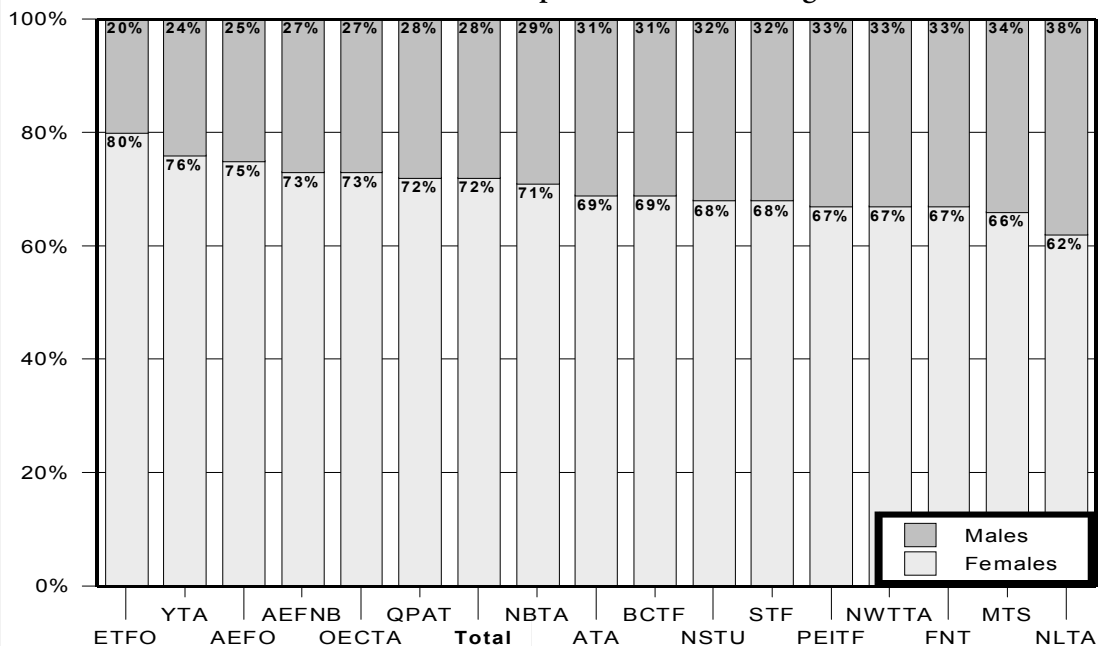
# CTF Survey on Gender and Leadership

by Noreen O’Haire, Director, CTF PD Services

In November 2003, the Canadian Teachers’ Federation (CTF) conducted a survey of Member organizations to examine the gender composition of the teaching population and of the leadership positions in schools and teacher organizations.

According to 2002-03 data collected from the survey, 72% of the membership of the teacher organizations in Canada are women and 28% are men. As shown in Chart 1, gender distributions range from 80% women and 20% men in ETFO to 62% women and 38% men in NLTA. It is important to note that in Ontario, British Columbia and Quebec (QPAT), principals and vice-principals are not included in the membership.

Chart 1. Gender Distribution of Membership in CTF Member Organizations, 2002-03



According to Statistics Canada<sup>1</sup>: “Teachers formed the largest technical or professional group in Canada in 1999/00, with a full-time work force of 276,000 at the elementary and secondary levels, 27,800 at community colleges and 33,800 at universities. Teachers may be the largest group in the labour force, but they are not the most typical, for two principal reasons: sex and age.

Elementary and secondary teachers are mostly women. In 1999/00, women accounted for 65%<sup>2</sup> of full-time teachers at those levels, compared with 59% a decade earlier. The percentage of women was also higher among younger educators—78% of those aged 20 to 29. By contrast, almost three out of four faculty members at universities were men.

Teachers as a group are older than the overall work force. In 1999, 32% of elementary and secondary school teachers and 39% of full-time college and university educators were aged 50 to 59, compared with only 21% of the overall labour force.

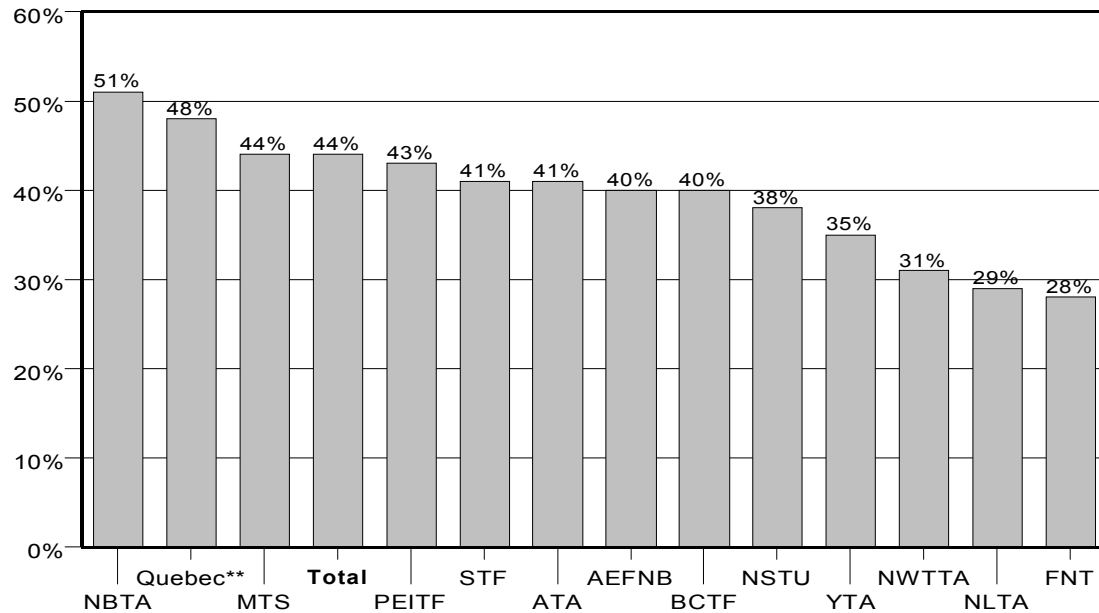
In 1999/00, 34% of teachers were aged 50 or over, compared with 16% a decade earlier. At the post-secondary level, only 19% of full-time college teachers and 17% of full-time university educators were under 40.”

<sup>1</sup> Statistics Canada website, under section “Canada e-Book”/“The People”/“Education”/“Teachers”, published May 26, 2003 and modified September 1, 2004.

<sup>2</sup> Statistics Canada data from the Centre for Education Statistics shows that 67% of full-time public elementary-secondary teachers in 1999-00 were women while the female share for full-time educators was 65%.

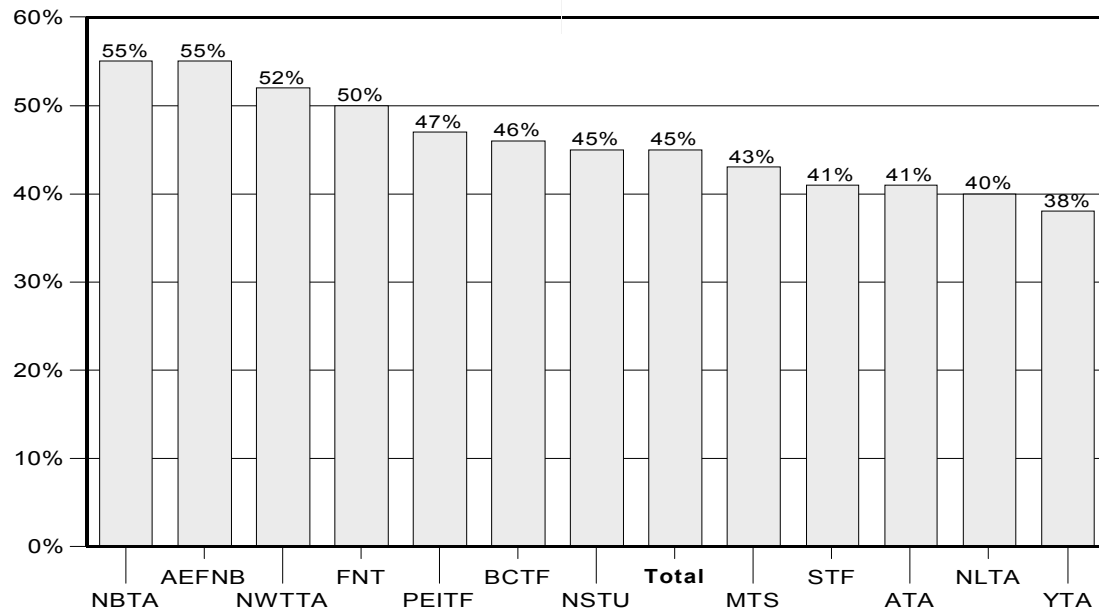
Table 1 shows the breakdown of principals and vice-principals by gender in 2002-03. Nationally, 44% of principals (excluding Ontario) and 45% of vice-principals (excluding Ontario and Quebec) are women. The average for principals includes data from the Quebec government website showing that in 2001-02 48% of the principals were women. As shown in Chart 2, the percentage of women holding principal positions varies across the country, ranging from 51% as reported by NBTA to 28% as reported by FNT. As shown in Chart 3, the share of vice-principal positions held by women in 2002-03 ranged from 55% in NBTA and AEFNB to 38% in YTA.

**Chart 2. Percentage of School Principal Positions Held by Women, 2002-03,  
Based on CTF Member Organization Data\*\***



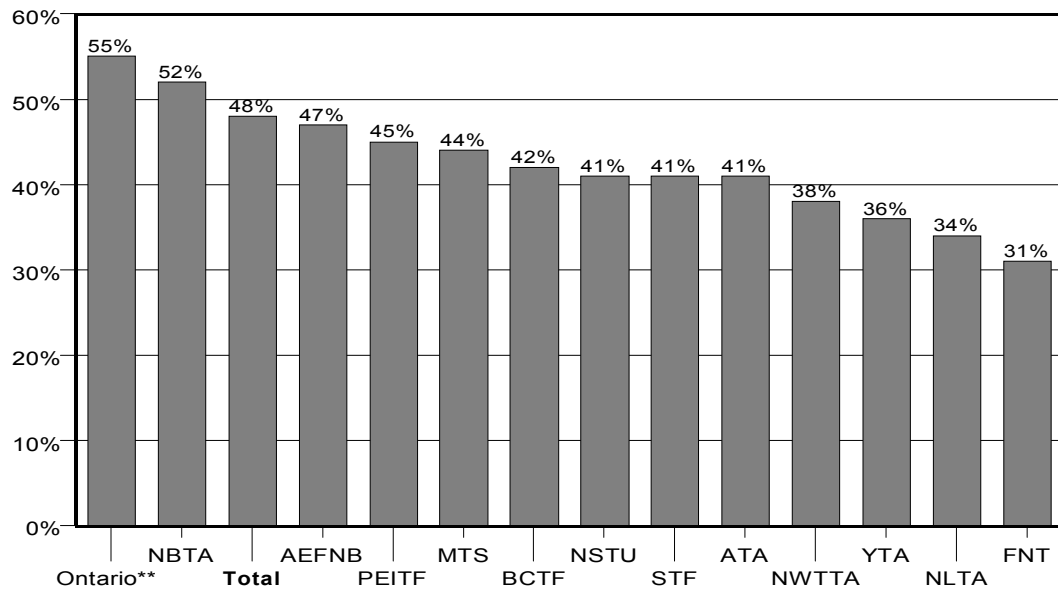
\*\*Note: Quebec data refers to 2000-01 provincial data (not just QPAT) released by the Quebec government.

**Chart 3. Percentage of School Vice-Principal Positions Held by Women, 2002-03,  
Based on CTF Member Organization Data**



If one combines elementary-secondary principals and vice-principals, women comprised 48% of the group in Canada (excluding Quebec) in 2002-03. This average includes 2000-01 data from the Ontario government website showing that women make up 55% of the total elementary-secondary principals and vice-principals, broken down into shares of 58% at the elementary level and 44% at the secondary level. As shown in Chart 4, the share of women holding principal and vice-principal positions ranged from 55% in Ontario to 31% in Nunavut as reported by FNT.

**Chart 4. Percentage of Total School Principal and Vice-Principal Positions Held by Women, 2002-03, Based on CTF Member Organization Data\*\***



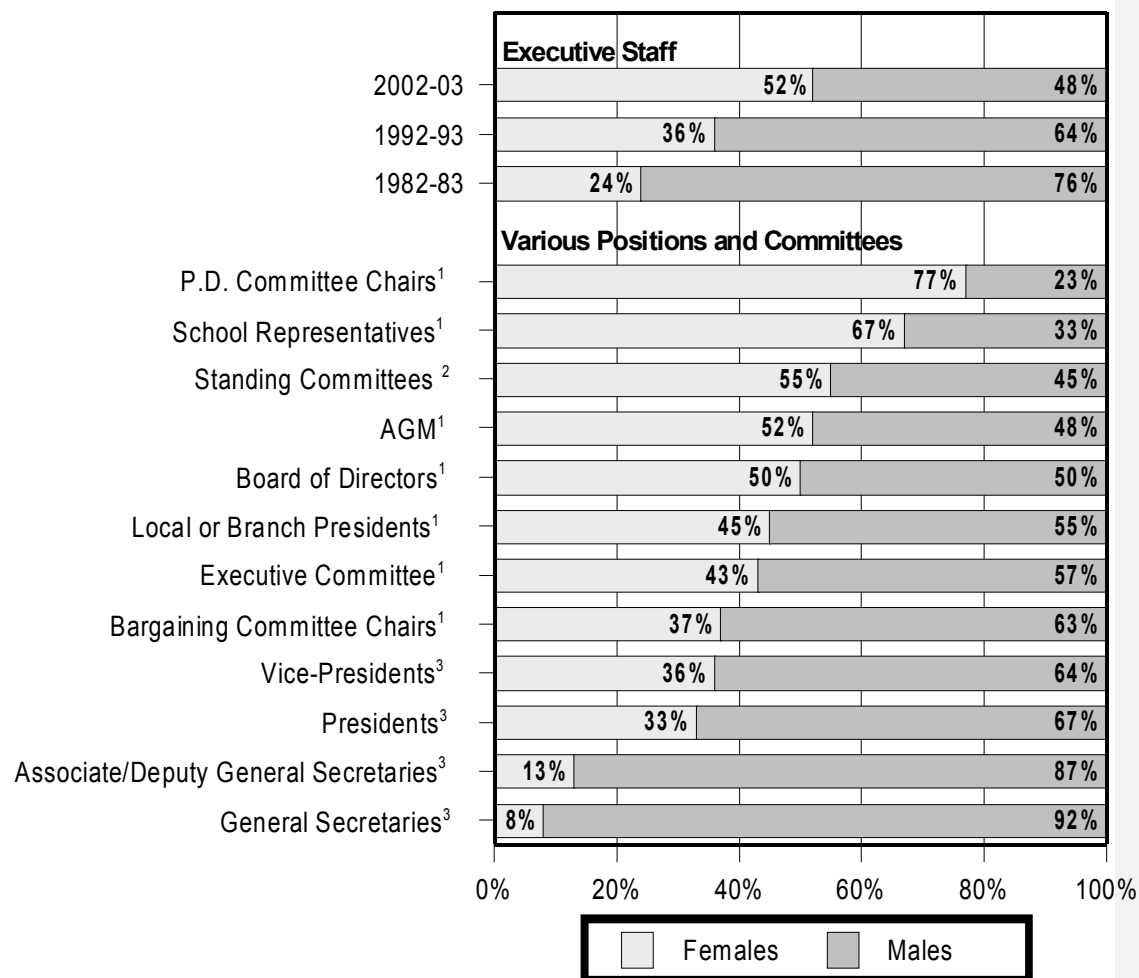
\*\*Note: Ontario data refers to 2000-01 figures released by the Ontario government based on full-time equivalence (FTE).

According to Statistics Canada data for 1999-00, 42% of full-time public elementary-secondary school principals and 47% of vice-principals are women. There are significant differences between elementary and secondary schools. In elementary schools, women hold 45% of principal and 54% of vice-principal positions, while at the secondary level the percentages drop to 27% of principals and 35% of vice-principals.

The survey also examined the gender distribution in leadership positions within teacher organizations to determine how representative the split was in relation to a teaching profession that is predominately female. According to our survey, 72% of the membership in CTF Member organizations in 2002-03 was female, while Statistics Canada data shows that 67% of full-time public elementary-secondary school teachers in 1999-00 were female.

In terms of executive staff we sampled three decades: 2002-03, 1992-93 and 1982-83 as illustrated in Table 2 and Chart 5. Nationally, women represented 52% of the reported executive staff in 2002-03, as compared to the situation in 1982-83 when women represented only 24% of the executive staff.

**Chart 5. Gender Distribution in CTF Member Organizations, Selected Positions and Committees, Selected Years**



Note: Data based on total available data provided by CTF Member Organizations. Members excluded vary by statistic. CTF staff is excluded from the averages reported in the chart.

<sup>1</sup> Refers to 2002-03

<sup>2</sup> Refers to 2003-04

<sup>3</sup> Since 1982

However despite this positive trend, when you examine the top leadership positions (General Secretary and Associate or Deputy General Secretary) in teacher organizations, a different picture emerges as illustrated in Table 3. Of the 50 General Secretaries reported since 1982, only 4 have been female and of the 31 Deputy General Secretaries, only 4 have been female. The numbers speak for themselves.

The survey also looked at the gender composition of the elected leadership of teacher organizations in Canada. Of the 168 presidents elected since 1982, 56 or one-third have been women and 112 or two-thirds have been men. Table 4 shows that province by province there is a wide range in the ratio of men to women among presidents. In the NLTA 91% of presidents since 1982 have been men compared to 50% in MTS and FNT, while 100% of ETFO presidents have been women.

Of the 207 reported vice-presidents since 1982, 74 or 36% have been women and men have held 133 or 64% of the positions.

In provinces the situation may change drastically election by election. In BCTF's election in 2004 (after our data collection date), for the first time in the 88-year history of the BCTF all three of the elected officers are women.

Table 4 also shows the gender composition of Member organization executive committees in 2002-03. Nationally, 57% of executive committee members were men and 43% were women. As in the case of the presidents, this ratio varies from organization to organization and from year to year. In MTS, men made up 85% of the executive committee, while in OTE, OECTA and QPAT men comprised 50% of the committee. In comparison, the percentage of men on the executive committee of ETFO was 21%.

The data on 2003-04 membership in standing committees (see Table 5) shows some interesting patterns. The Member organizations who reported have a total of 146 committees (excluding QPAT and FNT) and a total membership of 1,146 teachers (excluding FNT). Nationally, the composition of standing committees is 55% female and 45% male. Female participation in standing committees is as high as 86% in YTA, 73% in ETFO and 63% in BCTF and PEITF. Women make up a higher percentage than men of the total membership in standing committees in the majority of Member organizations.

For the most part, committees such as Finance, Collective Bargaining, Insurance and Pension have more men than women while committees such as Professional Development, Curriculum Development, Equity and Communication have the opposite composition.

A comparison of the chairs of Bargaining and Professional Development committees at the local or branch level shows that in 2002-03, 37% of Bargaining Committees among reporting Member organizations were chaired by females compared to 77% for Professional Development committees (see Chart 5).

An examination of the school representative data (only a few of the Member organizations were able to provide this information) shows that 67% are female and 33% are male.

Of the members who responded to the survey for the 2002-03 year, the delegates to Annual General Meetings of teacher organizations in 2002-03 numbered 3,056. Table 5 shows the provincial breakdown by gender. Nationally, 52% of the participants were women and 48% were men.

Based on the Member organizations who reported data on local or branch presidents, of a total of 508 local presidents in 2002-03, 45% were female and 55% were male.

Thank you to the staff in Member organizations who completed the survey and a special thanks to Rick Riel in CTF's Economic Services Department who helped to "crunch the numbers". This is an initial attempt to collect some baseline data and, as is illustrated by the tables, it is a work in progress. We would appreciate any additional data to fill in some of the gaps.

**Table 1. Gender Composition of School-Based Administration, 2002-03\***

CTF Member	School Principals		Vice-Principals		Total Principals and Vice-Principals	
	Males	Females	Males	Females	Males	Females
NLTA	71%	29%	60%	40%	66%	34%
PEITF	57%	43%	53%	47%	55%	45%
NSTU	62%	38%	55%	45%	59%	41%
NBTA	49%	51%	45%	55%	48%	52%
AEFNB	60%	40%	45%	55%	53%	47%
Quebec**	52%	48%	N/A	N/A	N/A	N/A
Ontario***	N/A	N/A	N/A	N/A	45%	55%
ETFO	N/A	N/A	N/A	N/A	N/A	N/A
OECTA	N/A	N/A	N/A	N/A	N/A	N/A
AEFO	N/A	N/A	N/A	N/A	N/A	N/A
MTS	56%	44%	57%	43%	56%	44%
STF	59%	41%	59%	41%	59%	41%
ATA	59%	41%	59%	41%	59%	41%
BCTF	60%	40%	54%	46%	58%	42%
YTA	65%	35%	63%	38%	64%	36%
NWTTA	69%	31%	48%	52%	62%	38%
FNT	72%	28%	50%	50%	69%	31%
Total	56%	44%	55%	45%	52%	48%

Note: Total based on available data.

N/A Not Available

\* Based on 2002-03 data submitted by Member Organizations, except for the following:

\*\* Quebec data refers to 2001-02 provincial data (not just QPAT) released by the Quebec government.

\*\*\* Ontario data refers to 2000-01 figures released by the Ontario government based on full-time equivalent (FTE) data.

Source: CTF Member Organizations and Ontario and Quebec government data

**Table 2. Gender Composition of Executive Staff of CTF Member Organizations, Selected Years**

CTF Member	1982-83			1992-93			2002-03		
	Total #	Males	Females	Total #	Males	Females	Total #	Males	Females
NLTA	7	71%	29%	7	71%	29%	12	58%	42%
PEITF	2	100%	0%	2	100%	0%	2	100%	0%
NSTU	10	90%	10%	11	64%	36%	11	64%	36%
NBTA	5	80%	20%	5	80%	20%	5	60%	40%
AEFNB	3	67%	33%	3	67%	33%	3	33%	67%
QPAT	4	75%	25%	4	75%	25%	5	80%	20%
OTF	6	67%	33%	7	57%	43%	4	25%	75%
ETFO	-	-	-	-	-	-	39	26%	74%
OECTA	13	77%	23%	23	52%	48%	24	50%	50%
AEFO	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MTS	N/A	N/A	N/A	22	55%	45%	28	43%	57%
STF	13	77%	23%	13	69%	31%	13	54%	46%
ATA	21	86%	14%	22	77%	23%	26	65%	35%
BCTF	14	50%	50%	31	61%	39%	43	47%	53%
YTA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NWTTA	N/A	N/A	N/A	N/A	N/A	N/A	1	0%	100%
FNT	N/A	N/A	N/A	N/A	N/A	N/A	2	50%	50%
Total	98	76%	24%	150	64%	36%	218	48%	52%

Note: Total based on available data and excludes CTF. (In 2002-03, 60% of the 15 executive staff at CTF were female.)

N/A Not Available

- : Not applicable

Source: CTF Member Organizations

**Table 3. Gender Composition of Top Leadership Positions in Member Organizations (Since 1982)**

CTF Member	General Secretaries			Associate/Deputy General Secretaries		
	Total #	Males	Females	Total #	Males	Females
NLTA	4	100%	0%	2	100%	0%
PEITF	2	100%	0%	-	-	-
NSTU	5	100%	0%	5	100%	0%
NBTA	4	100%	0%	4	100%	0%
AEFNB	2	100%	0%	-	-	-
QPAT	1	100%	0%	-	-	-
OTF	5	40%	60%	-	-	-
ETFO	1	100%	0%	1	0%	100%
OECTA	4	100%	0%	4	75%	25%
AEFO	3	100%	0%	-	-	-
MTS	4	100%	0%	4	75%	25%
STF	4	100%	0%	4	75%	25%
ATA	4	100%	0%	5	100%	0%
BCTF	3	67%	33%	2	100%	0%
YTA	1	100%	0%	-	-	-
NWTTA	2	100%	0%	-	-	-
FNT	1	100%	0%	-	-	-
<b>Total</b>	<b>50</b>	<b>92%</b>	<b>8%</b>	<b>31</b>	<b>87%</b>	<b>13%</b>

Note: Total based on available data and excludes CTF.  
(For CTF, all 3 General Secretaries since 1982 were male and 1 Deputy General Secretary was male.)

N/A Not Available

- : Not applicable

Source: CTF Member Organizations

**Table 4. Gender Composition of Elected Officials in Member Organizations**

CTF Member	Presidents (Since 1982)			Vice-Presidents (Since 1982)			Executive Committee (2002-03)		
	Total #	Males	Females	Total #	Males	Females	Total #	Males	Females
NLTA	11	91%	9%	11	91%	9%	12	83%	17%
PEITF	11	55%	45%	N/A	N/A	N/A	8	38%	63%
NSTU	7	86%	14%	14	93%	7%	22	77%	23%
NBTA	12	67%	33%	13	69%	31%	7	71%	29%
AEFNB	11	73%	27%	11	73%	27%	5	40%	60%
QPAT	6	33%	67%	N/A	N/A	N/A	6	50%	50%
OTF	21	67%	33%	-	-	-	10	50%	50%
ETFO	2	0%	100%	12	42%	58%	14	21%	79%
OECTA	11	64%	36%	63	60%	40%	10	50%	50%
AEFO	11	73%	27%	N/A	N/A	N/A	9	56%	44%
MTS	18	50%	50%	18	50%	50%	13	85%	15%
STF	14	86%	14%	14	79%	21%	10	60%	40%
ATA	7	57%	43%	16	56%	44%	6	67%	33%
BCTF	9	78%	22%	13	62%	38%	11	45%	55%
YTA	9	56%	44%	8	63%	38%	7	29%	71%
NWTTA	6	83%	17%	12	58%	42%	5	60%	40%
FNT	2	50%	50%	2	50%	50%	N/A	N/A	N/A
<b>Total</b>	<b>168</b>	<b>67%</b>	<b>33%</b>	<b>207</b>	<b>64%</b>	<b>36%</b>	<b>155</b>	<b>57%</b>	<b>43%</b>

Note: Total based on available data.

N/A Not Available

- : Not applicable

Source: CTF Member Organizations

**Table 5. Gender Composition of Governance and Committees in Member Organizations**

CTF Member	Total AGM (2002-03)			Board of Directors (2002-03)			Standing Committees (2003-04)			
	Total #	Males	Females	Total #	Males	Females	Total #	Membership	Males	Females
NLTA	137	69%	31%	51	76%	24%	7	49	51%	49%
PEITF	79	39%	61%	N/A	N/A	N/A	4	24	38%	63%
NSTU	303	49%	51%	N/A	N/A	N/A	21	123	52%	48%
NBTA	53	42%	58%	31	42%	58%	13	164	43%	57%
AEFNB	28	50%	50%	21	48%	52%	7	35	43%	57%
QPAT	N/A	N/A	N/A	N/A	N/A	N/A	N/A	120	43%	57%
OTF	40	43%	58%	N/A	N/A	N/A	4	31	58%	42%
ETFO	511	32%	68%	128	34%	66%	21	101	27%	73%
OECTA	543	51%	49%	94	57%	43%	20	75	51%	49%
AEFO	N/A	N/A	N/A	34	59%	41%	4	29	48%	52%
MTS	N/A	N/A	N/A	N/A	N/A	N/A	7	61	49%	51%
STF	269	50%	50%	N/A	N/A	N/A	5	60	50%	50%
ATA	394	56%	44%	20	60%	40%	14	130	55%	45%
BCTF	683	48%	52%	134	51%	49%	13	116	37%	63%
YTA	N/A	N/A	N/A	38	32%	68%	2	14	14%	86%
NWTTA	16	63%	38%	16	63%	38%	4	14	64%	36%
FNT	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Total</b>	<b>3,056</b>	<b>48%</b>	<b>52%</b>	<b>567</b>	<b>50%</b>	<b>50%</b>	<b>146</b>	<b>1,146</b>	<b>45%</b>	<b>55%</b>

Note: Total based on available data.

N/A Not Available

Source: CTF Member Organizations

**Table 6. Gender Composition of Local Leadership within Member Organizations (2002-03)**

CTF Member	Local or Branch Presidents			Bargaining Committee Chairs		PD Committee Chairs		School Representatives	
	Total #	Males	Females	Males	Females	Males	Females	Males	Females
NLTA	51	76%	24%	N/A	N/A	N/A	N/A	50%	50%
PEITF	3	33%	67%	N/A	N/A	0%	100%	N/A	N/A
NSTU	22	68%	32%	N/A	N/A	N/A	N/A	27%	73%
NBTA	28	50%	50%	N/A	N/A	20%	80%	24%	76%
AEFNB	19	58%	42%	N/A	N/A	0%	100%	19%	81%
QPAT	10	80%	20%	N/A	N/A	N/A	N/A	N/A	N/A
OTF	-	-	-	N/A	N/A	N/A	N/A	N/A	N/A
ETFO	66	32%	68%	51%	49%	15%	85%	39%	61%
OECTA	47	66%	34%	N/A	N/A	N/A	N/A	29%	71%
AEFO	15	60%	40%	N/A	N/A	60%	40%	60%	40%
MTS	42	50%	50%	61%	39%	19%	81%	N/A	N/A
STF	67	43%	57%	63%	37%	25%	75%	N/A	N/A
ATA	52	65%	35%	75%	25%	24%	76%	34%	66%
BCTF	78	50%	50%	64%	36%	29%	71%	N/A	N/A
YTA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
NWTTA	8	88%	13%	N/A	N/A	29%	71%	30%	70%
FNT	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Total</b>	<b>508</b>	<b>55%</b>	<b>45%</b>	<b>63%</b>	<b>37%</b>	<b>23%</b>	<b>77%</b>	<b>33%</b>	<b>67%</b>

Note: Total based on available data.

N/A Not Available

-: Not applicable

Source: CTF Member Organizations