

GENDER-BASED BUSINESS STATISTICS IN CANADA



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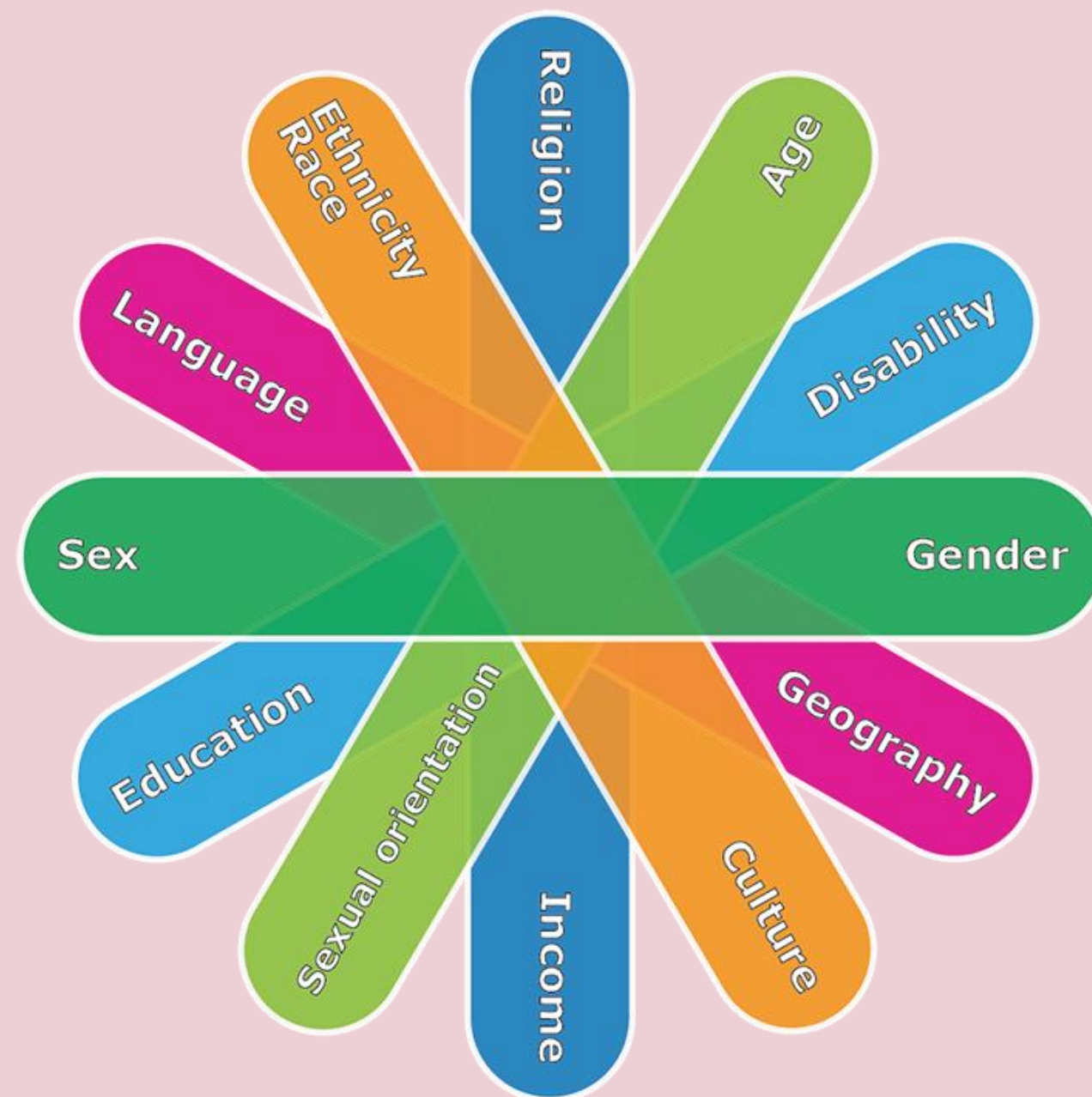
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GENDER-BASE ANALYSIS PLUS (GBA+)

- In 2018, Parliament passed the **Canadian Gender Budgeting Act**. The act establishes the integration of gender budgeting in the Government of Canada's budgetary and financial management processes ensuring that all measures adopted include a **Gender-Based Analysis Plus (GBA+)** approach.
- **GBA+** is an intersectional analytical tool used by the Government of Canada to assess the potential impacts of policies, programs, and initiatives on diverse groups, including women



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GENDER-BASE ANALYSIS PLUS (CONT'D)

- **Statistics Canada's Centre for Gender, Diversity and Inclusion Statistics (GDIS)** was established in 2018 with the goal of promoting implementation of GBA+ across the agency and ensuring that Canadians have the detailed statistical information and disaggregated data that they need.
- The **GDIS Hub** brings together Statistics Canada's products related to gender, diversity and inclusion in Canada, as well as information on gender statistics in the international context. The Hub has been updated over the years to include more information on diverse population in Canada, making it easier for data users to find disaggregated and intersectional data, analytical products and insights.

The screenshot shows the homepage of the Gender, Diversity and Inclusion Statistics Hub. At the top, there is a blue header with the logo and the text "GENDER, DIVERSITY AND INCLUSION STATISTICS HUB". Below the header, there are social media icons for Facebook, Instagram, LinkedIn, YouTube, and Twitter, along with a "Sign up to My StatCan" button. A welcome message states: "Welcome to the Gender, Diversity and Inclusion Statistics (GDIS) Hub, Statistics Canada's primary platform for all gender, diversity and inclusion related data. The Hub enables data users to more easily find disaggregated and intersectional data, analytical products and insights." Below this is a large graphic featuring a rainbow maple leaf and several horizontal bars in various colors. A text box below the graphic reads: "Statistics Canada is committed to promoting equality. Pride Season takes place every year from June to September. This is a time during which 2SLGBTQI+ people and their allies come together to highlight and celebrate the resilience, talent and contributions of their communities. For the 2021 public consultation on gender and sexual diversity statistical metadata standards, members of the Canadian public and international partners were invited to review and provide feedback on these standards. Statistics Canada was seeking feedback on proposed updates to the standard for gender of person and new standards for sexual orientation and LGBTQ2+ status. The 'What We Heard' summarizes the feedback received from the consultation. See Sex, Gender and Sexual Orientation Statistics for more products and publications." Below the text box are three columns: "Recent releases" with a link to "Economic and Social Reports, August 2023"; "Data visualization tool" with a link to "Canada's Transgender and Non-Binary Population: Data Visualization Tool by age for province, territories and Census Metropolitan Areas (CMAs)"; and "Key indicators" with three data points: "Distribution of full-time academic staff at Canadian universities" (Total: 47,799; Male: 27,549; Female: 20,142), "Number of federal Cabinet ministers on July 1, 2022" (Total: 39; Men: 20; Women: 19), and "Experiences of intimate partner violence since age 15 (2018)" (Total: 40.22%; Indigenous: 57.67%; LGBTQ2+: 61.10%; Persons with disabilities: 50.41%).



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DISAGGREGATED DATA ACTION PLAN (DDAP)

- Budget 2021 provided Statistics Canada with \$172 million over five years to implement the **Disaggregated Data Action Plan (DDAP)**.
- The DDAP identifies and fills data and knowledge gaps across the agency's programs and leads to more representative data collection and enhanced statistics on diverse populations (including gender statistics).
- The agency is acquiring new disaggregated data and building data assets by adding new questions and data elements to existing surveys and administrative data programs, creating new surveys, and expanding sample sizes to sizes to sufficiently disaggregate data.

KEY PROJECTS FUNDED UNDER THE DDAP IN 2021/2022

Expanded access and dissemination

- The **GDIS** receives DDAP funding to increase functionality and data visualization tools on the hub; promote relevant statistical standards; develop conceptual frameworks and indicators relevant to diverse population groups; and disseminate more disaggregated data, analytical products and actionable insights.
- Statistics Canada has tracked the Government of Canada's **Gender Results Framework (GRF)** over the past year, releasing 29 gender-disaggregated indicator tables. The DDAP is now enhancing the GRF's data disaggregation to provide more detailed insights for assessing progress towards gender equality.



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KEY PROJECTS FUNDED UNDER THE DDAP IN 2021/2022 (CONT'D)

Analytical insights

- **46%** of analytical products released by Statistics Canada during the fiscal year 2021-22 included disaggregated data for at least one of the four employment equity groups (Indigenous peoples, women, people from racialized populations, and people with disabilities).

New disaggregated data assets

- The agency has increased sample sizes for flagship surveys, such as the Labour Force Survey, the Canadian Community Health Survey and the General Social Survey.
- Content has also been added to existing and new surveys (Canadian Social Survey, Survey Series on People and their Communities, Canadian Survey on Business Conditions, Census of Population), and administrative data has been linked and integrated to existing data holdings (Canadian Census Health and Environment Cohort) to allow further disaggregation by population group and geography level).



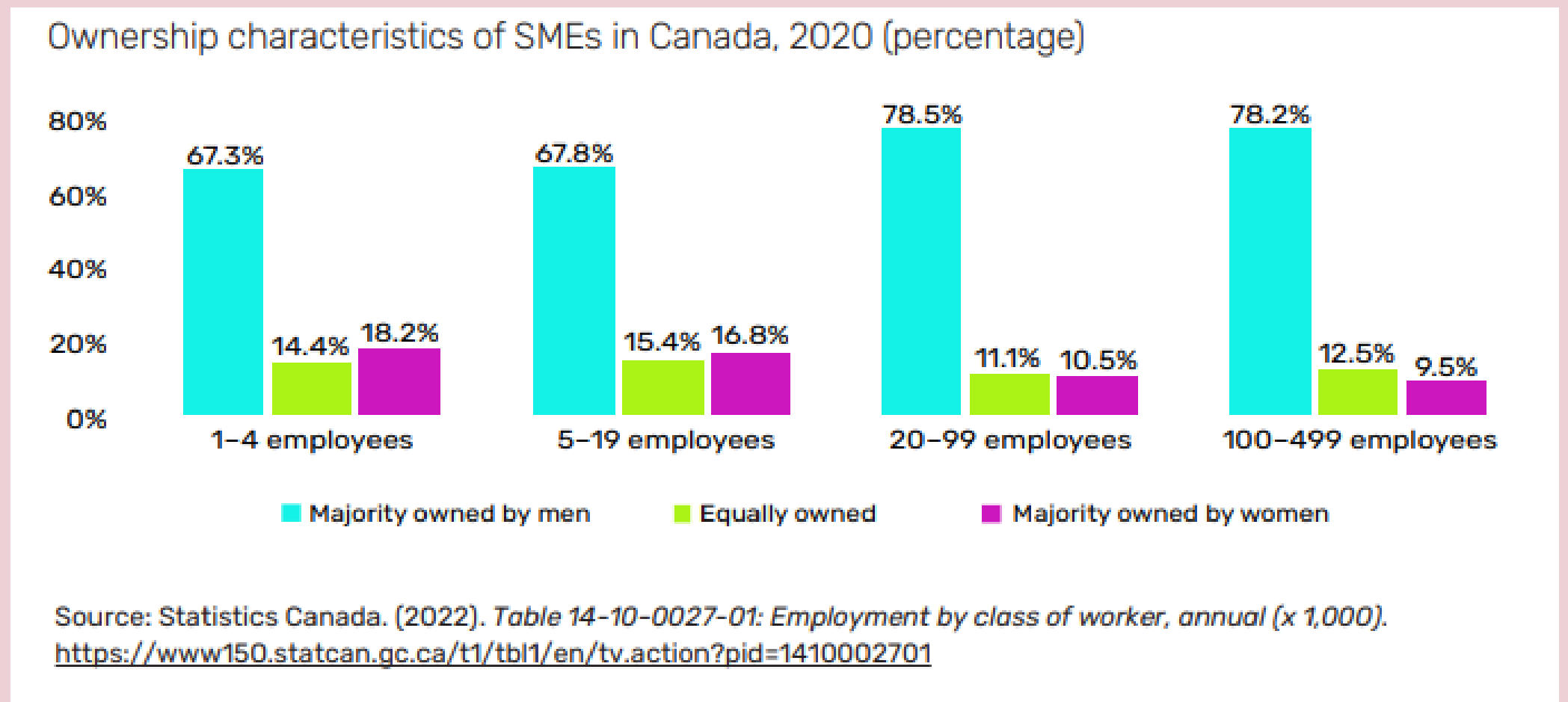
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ENTREPRENEURSHIP AND BUSINESS OWNERSHIP

- In December 2020, women were majority owners of approximately **16.8%** of SMEs in Canada, or approximately **205,188** entrepreneurs.
- In recent decades, self-employment among women, particularly young women, grew at a faster rate than among men. The number of self-employed women grew by **315%**, from **311,600** in 1976 to **982,600** in 2021, reaching a peak of **1,065,200** self-employed women in 2019.



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ENTREPRENEURSHIP AND BUSINESS OWNERSHIP (CONT'D)

- Indigenous women's entrepreneurship is growing across the country, but the representation of Indigenous women in entrepreneurship still falls far behind that of Indigenous men.
- According to Statistics Canada's 2020 Survey on Financing and Growth of Small and Medium Enterprises, **25.5%** of SMEs that are majority-owned by Indigenous entrepreneurs are majority owned by women, in comparison to **64.3%** that are majority-owned by men and **10.1%** that are equally owned by men and women.
- Almost double the proportion of businesses led by immigrant women export compared to businesses led by Canadian-born women (**16.6% vs. 10.4%**).
- Approximately **1 in 40** Canadian businesses are owned or operated by individuals in the 2SLGBTQ+ community, accounting for **28,000** businesses across Canada.



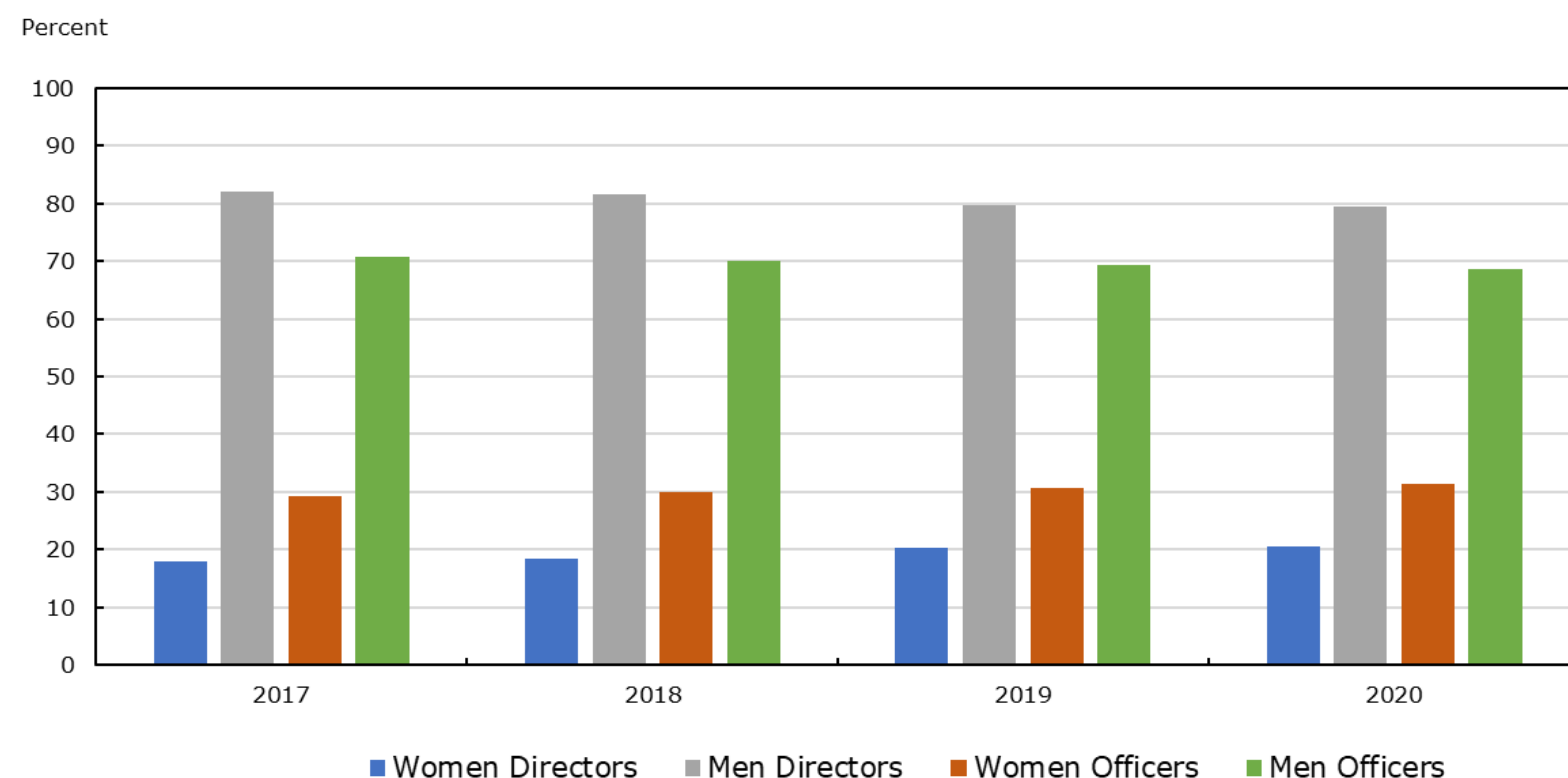
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SHARE OF WOMEN IN EXECUTIVE POSITIONS IN CANADA

Share of women board directors and officers in Canada, 2017-2020



- In 2020, women held **20.5%** of director board seats and **31.4%** of officer positions in all industries in Canada.
- From 2017 to 2020, the share of women board directors in Canada increased from **17.9%** to **20.5%** (14.5%).
- From 2017 to 2020, the share of women officers in Canada increased from **29.2%** to **31.4%** (7.5%).



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DIGITAL SURVEYS GENDER DATA

Survey of Digital Technology and Internet Use (SDTIU)

- The average percentage of female working as Information and Communication Technologies (ICT) specialists in all Canadian businesses in 2021 stood at 21.3%.

Canadian Survey on Cyber security and Cybercrime (CSCSC)

- In 2021, Canadian businesses reported that 37% of their employees that complete tasks related to the cyber security as part of their regular responsibilities identify as females.



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