Considering Diversity in Gender Statistics

Presentation for the United Nations Global Forum on Gender Statistics

Julie Sauvé

October 26, 2016
Outline

- Gender-based analysis in Canada
- Considering diversity in gender statistics
- Examples from *Women in Canada*
- Concluding remarks
Gender-based Analysis Plus (GBA+)

- **Goal**: assess the potential impacts of policies, programs and legislation, on diverse groups of women, girls, men and boys
- The “plus” in GBA+ highlights that Gender-based analysis goes beyond gender, and includes examining of intersecting identity factors, for example age, language, income, culture, geography
Federal requirement for GBA+

- 1995 – Beijing Declaration and Platform for Action
- 1995 – Government commits to GBA on all new programs, policies and legislation
- 2009, 2016-2020 – Departmental Action Plan for Gender-Based Analysis
Diversity in Canada

- Women in Canada are not a homogenous group, for example:
  - ~4% of women and girls are Indigenous (NHS, 2011)
  - ~21% of women and girls are immigrants (NHS, 2011)
  - ~19% of women and girls belong to a visible minority group (NHS, 2011)
  - ~20% of women and girls have a first language other than English or French (NHS, 2011)
Women in Canada: A Gender-based Statistical Report

- Largest compendium of gender-statistics and analysis
- Produced in collaboration with Status of Women Canada
- First published in 1985
  - Same year as the United Nations Third World Conference on Women in Nairobi
- Since then, published every 5 years
- Consultation process
Chapters focused on subpopulations

- Senior Women (aged 65 and over)
- Indigenous Women
  - Canada’s three Aboriginal groups
  - First Nations, Métis, and Inuit
- Immigrant Women
- Visible Minority Women

- The Girl Child
Examples from Women in Canada, 7th edition

- Education
- Employment

- Important trends
- Importance of considering diversity in analysis
Women are now more likely than men to have a degree

Distribution of women and men aged 25 to 64 by highest certificate, diploma, or degree, 1991-2015

Note: Excludes the Territories.
Immigrant women and men about equally likely to have a degree

Proportion of population aged 25 to 54 with a university degree, by immigrant status and sex, Canada, 2011

Source: Statistics Canada, National Household Survey, 2011
Employment trends

Employment rate, population aged 25 to 54, by sex, Canada, 1976-2015

Source: Statistics Canada, Labour force survey estimates (LFS) CANSIM table 282-0002
Employment rates are lower for immigrant women

Employment rates, by immigrant status, age group and sex, Canada, 2011

<table>
<thead>
<tr>
<th>Age group</th>
<th>Females</th>
<th>Males</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Canadian-born</td>
<td>Total immigrants</td>
</tr>
<tr>
<td>15 and over</td>
<td>58.9</td>
<td>51.3</td>
</tr>
<tr>
<td>15 to 24</td>
<td>53.4</td>
<td>41.7</td>
</tr>
<tr>
<td>25 to 54</td>
<td>79.2</td>
<td>69.7</td>
</tr>
<tr>
<td>55 to 64</td>
<td>52.9</td>
<td>52.9</td>
</tr>
<tr>
<td>65 and over</td>
<td>8.7</td>
<td>8.4</td>
</tr>
</tbody>
</table>

## Unemployment rates higher for immigrant women

Labour force status, population aged 25 to 54, by immigrant status, period of immigration and sex, 2011

<table>
<thead>
<tr>
<th>Immigrant status and immigration period</th>
<th>Participation rate</th>
<th>Employment rate</th>
<th>Unemployment rate</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Females</td>
<td>Males</td>
<td>Females</td>
</tr>
<tr>
<td>Canadian-born</td>
<td>83.6</td>
<td>90.6</td>
<td>79.8</td>
</tr>
<tr>
<td><strong>Period of immigration</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2006 to 2011</td>
<td>67.0</td>
<td>85.8</td>
<td>57.1</td>
</tr>
<tr>
<td>2001 to 2005</td>
<td>74.6</td>
<td>91.3</td>
<td>67.2</td>
</tr>
<tr>
<td>1991 to 2000</td>
<td>78.0</td>
<td>90.7</td>
<td>71.9</td>
</tr>
<tr>
<td>Before 1991</td>
<td>81.9</td>
<td>90.7</td>
<td>77.1</td>
</tr>
</tbody>
</table>

**Source:** Statistics Canada, National Household Survey, 2011.
Challenges integrating into the labour force

- Immigrant women appear to have more challenges
- Among recent immigrants, most common difficulty was transferring foreign qualifications or job experience (LSIC, 2005)
  - 37% of women aged 25 to 44
  - 41% men aged 25 to 44
- Language problems also a barrier
  - 19% of immigrant women aged 25 to 44
  - 13% of immigrant men aged 25 to 44
Concluding remarks

- Differing education and employment trends and dynamics in subpopulation analysis
- Analysis that takes diversity into account paints a more comprehensive picture
- Better suited for GBA+