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Considering Diversity in Gender Statistics

**Presentation for the
United Nations**

Global Forum on Gender Statistics

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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

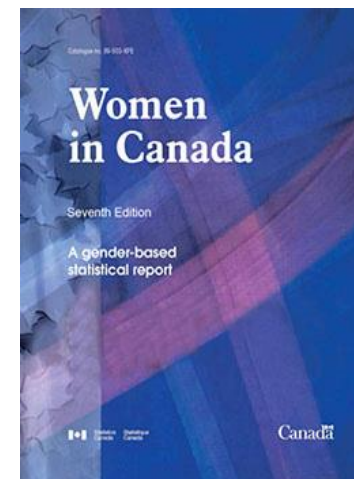
Federal requirement for GBA+

- 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

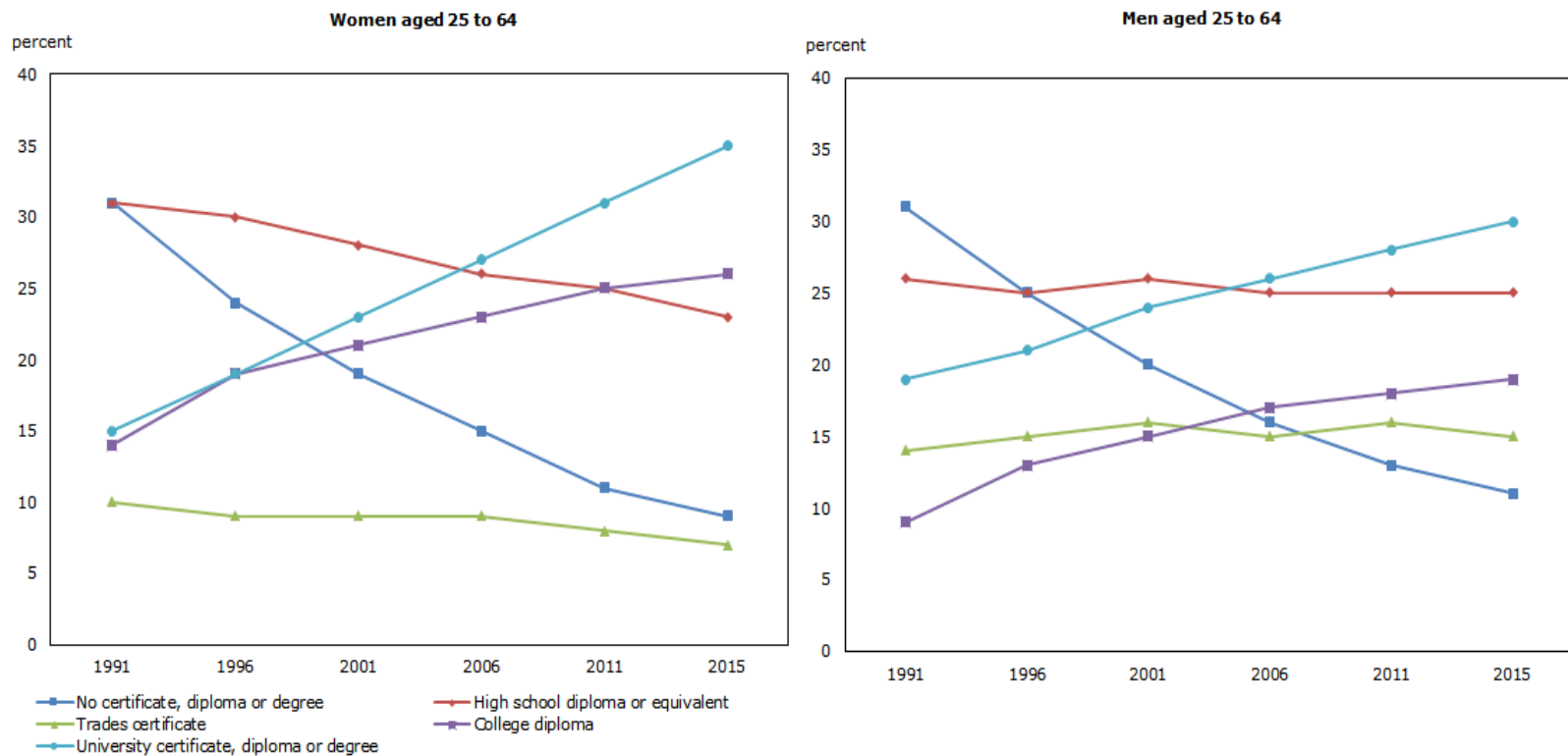
- The Girl Child

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



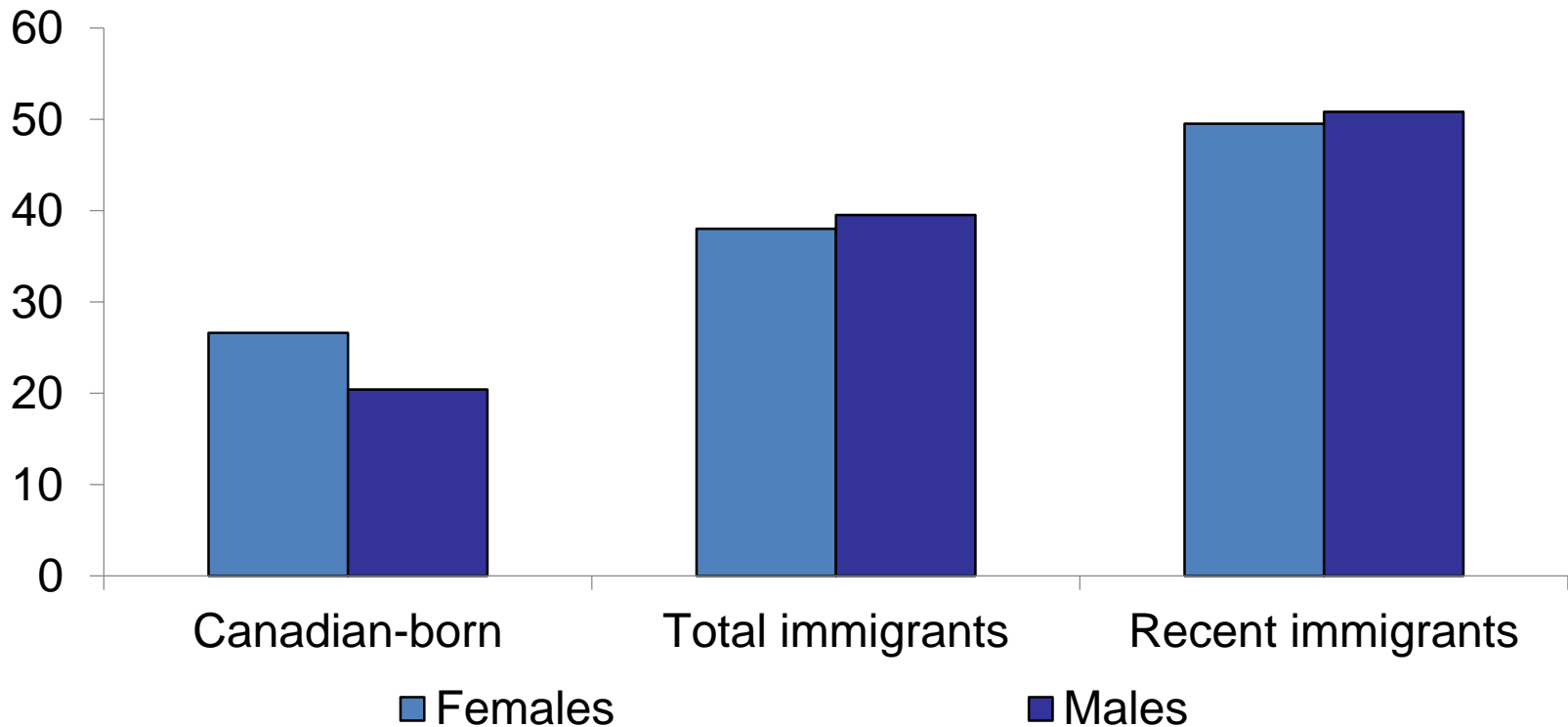
Note: Excludes the Territories.

Source: Statistics Canada, Labour Force Survey, annual average, 1991, 1996, 2001, 2006, 2011, 2015.

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

percent

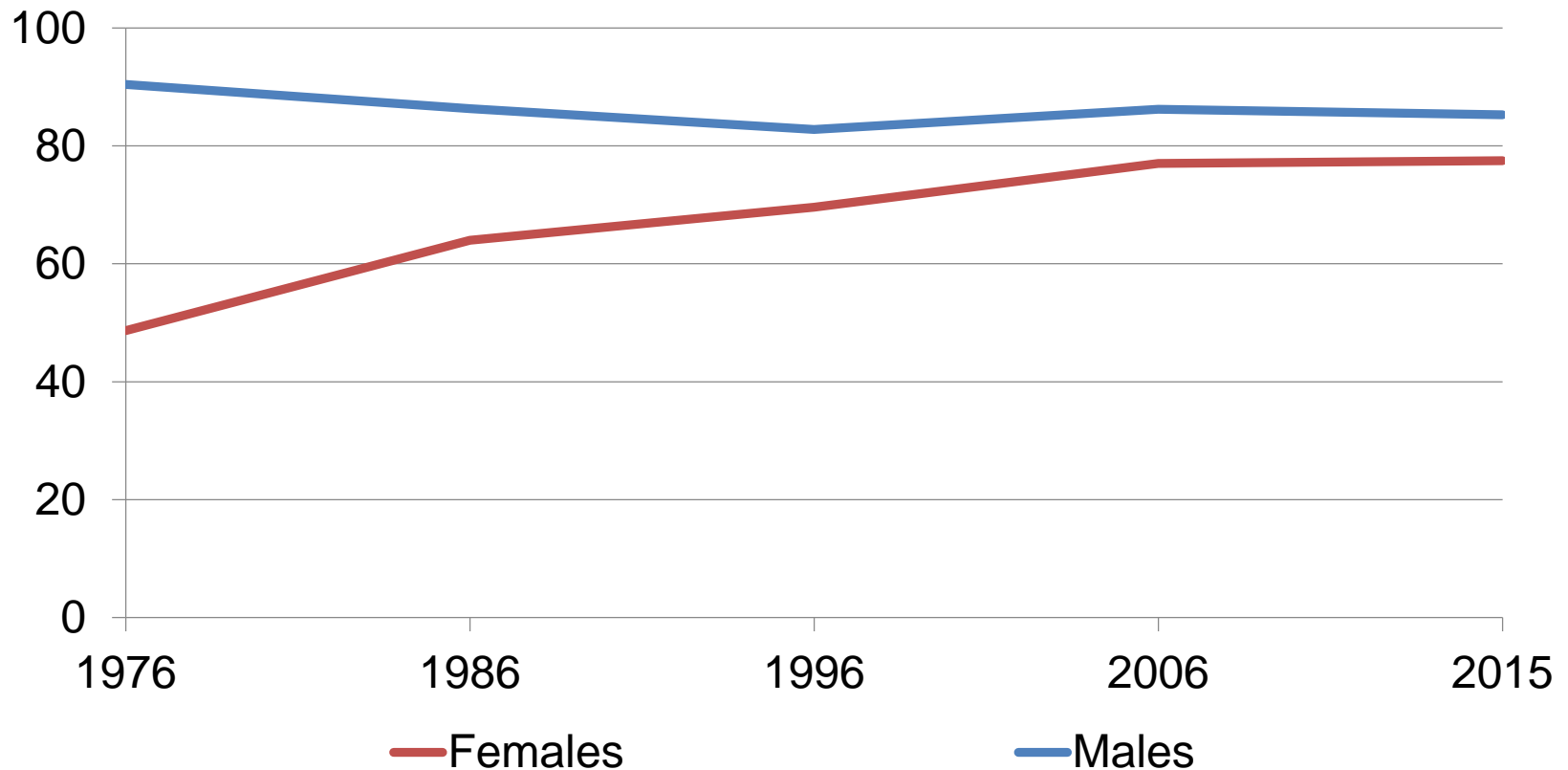


Source: Statistics Canada, National Household Survey, 2011

Employment trends

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

percent



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

Age group	Females			Males		
	Canadian-born	Total immigrants	Recent immigrants	Canadian-born	Total immigrants	Recent immigrants
	percentage			percentage		
15 and over	58.9	51.3	50.1	65.6	63.2	66.0
15 to 24	53.4	41.7	35.7	51.3	41.2	36.6
25 to 54	79.2	69.7	57.1	85.1	83.9	77.2
55 to 64	52.9	52.9	33.6	62.9	68.8	55.9
65 and over	8.7	8.4	9.5	17.5	16.9	16.0

Source: Statistics Canada, National Household Survey, 2011.

Unemployment rates higher for immigrant women

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

Immigrant status and immigration period	Participation rate		Employment rate		Unemployment rate	
	Females	Males	Females	Males	Females	Males
	percentage					
Canadian-born	83.6	90.6	79.8	85.1	5.2	6.1
Period of immigration						
2006 to 2011	67.0	85.8	57.1	77.2	14.7	10.0
2001 to 2005	74.6	91.3	67.2	85.5	9.9	6.4
1991 to 2000	78.0	90.7	71.9	85.2	7.8	6.0
Before 1991	81.9	90.7	77.1	85.8	5.9	5.5

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+