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NATIONAL PRIORITY GENDER ISSUES AND THE STATISTICS NEEDED FOR THE IMPLEMENTATION AND EVALUATION OF POLICIES AND PROGRAMS, WITH SPECIAL FOCUS ON GENDER SENSITIVE INDICATORS AND BROADER GENDER EQUALITY INDICES – THE CASE OF CANADA

Paper submitted by Statistics Canada

Introduction

Jurisdiction over social, health and some economic policy domains is shared between the federal and provincial levels of government in Canada. This paper reflects the perspective of the federal government, whose ability implement policies concerning gender issues needs to be identified and understood within the context of the shared jurisdiction just cited.

Definition of gender equality

Given the focus of this session on gender equality, the federal government position on the meaning of the phrase "gender equality" needs to be stated at the outset. The *Federal Plan for Gender Equality* defines "gender equality" as a state of affairs in which "men and women have equal conditions for realizing their full human rights and potential and to contribute to national political, economic, social and cultural development and benefit equally from the results". The text of the *Federal Plan for Gender Equality* implies a focus upon equality of outcomes, and it states that "treating women and men identically will not ensure equality of outcomes".

National priority issues as derived from a review of adopted federal policies

This paper approaches the identification of national priority gender issues through a review of policies and major programs of the federal government. This approach allows one to assert that the priorities named are accepted as such by the federal government, an assertion that could not be made if there is an attempt to identify priority issues outside of the context of the adopted policies.

Priorities cited below are limited to those for which statistical activities are relevant sources of support for development, implementation and evaluation of related policies. This restriction may cause some important priorities to be omitted, because statistical activities are not needed to support the related policies.

What follows is a list of topics for policy concern (or policy-issue areas) and descriptions of the related federal government policies or major programmes. The topics for policy concern are stated as underlined headings.

Gender-based analysis and gender mainstreaming

An objective of the Government of Canada is to implement gender-based analysis throughout federal agencies and departments. Generally, "gender-based analysis identifies how public policies differentially affect women and men."

A Canadian priority is to place emphasis on the use of a dual strategy of mainstreaming gender:

(1)   integrating a gender perspective into all programs, policies and legislation, and
(2)   actions specifically targeted to women and girls "as key to the achievement of gender equality".

 Notable among the programs in question is that of international development aid, where gender is a cross-cutting priority -- e.g., projects funded by CIDA are required to address how they promote gender equality.

Economic autonomy

Canadian government action has focused on enhancing women's opportunities in the paid labour force, on understanding the links between paid and unpaid work, and on securing the future stability of Canada's social programs.

Canada's new Employment Equity Act was passed in 1995 and became effective in 1996. The Act expands the mandate of the Canadian Human Rights Commission to enforce the Act. The Federal Contractors Program requires that companies doing business with the federal government maintain a representative workforce through the implementation of Employment Equity Plans.

Support for an increasing number of women entrepreneurs is one of the goals of the "Step In and Step Out" program, sponsored by the Business Development Bank of Canada. This program offers services such as counselling, training and planning services to those owning small- and medium-sized businesses.

Women owning small- and medium-sized businesses have also received federal support with regard to the monitoring of a new code of conduct recently adopted by major Canadian banks. Under this code specific reasons for refusal of credit are required to be codified. If a female client feels discriminated against, the Canadian Human Rights Commission may investigate the complaint.

The Government of Canada views the area of unpaid work, much of which is performed by women, as a field that requires improved recognition. Its related activities include child support reforms for separated and divorced families and enhanced support for families with children through a variety of initiatives built into the system of taxation and income transfers, often formulated as part of the national budget.

The 2000 Federal Budget built upon existing maternity and parental benefits by introducing a doubling of the length of parental benefits and then measures to improve access to benefits by both mothers and fathers, including adoptive parents.

Caregivers of seniors and of those with disabilities, are most often women. A variety of measures have been established through the tax system to assist caregivers including the disability tax credit, medical tax credit and the infirm dependent credit. As of 1998, a caregiver credit was introduced to assist the co-resident caregivers of low-income or infirm dependent family members. The caregiver credit is a recognition of the social importance of certain forms of unpaid work.

The Government of Canada has also developed work and family life policies and programs for its employees. These include on-site day care, maternity/parental benefit enhancements,, flexible hours and variable workweeks to assist in balancing work and family life.

The federal government realizes that the public pension system has been a key factor in the reduction of poverty among senior women. The Canada Pension Plan recognizes the different work patterns of women, and offers provisions such as child-rearing drop-out, credit-splitting and full indexation of benefits, measures often not found in most private pensions.

The federal government also supports the Old Age Security (OAS), Guaranteed Income Supplement (GIS) and Spouses Allowance (SPA). The latter two federal initiatives are of particular importance to women with little or no retirement income.

Physical and psychological well-being

The federal government recognizes the considerable role that social, cultural and economic factors play in determining women's health and well-being.

In 1996, it established the Centres of Excellence for Women's Health in order to conduct policy-oriented research specific to women. The Government of Canada also funds the Canadian Women's Health Network (CWHN) which links the Centres, organizations and others concerned about women's health issues and needs. In March 1998, the Minister of Health launched Health Canada's *Women's Health Strategy* as a framework to guide Health Canada in addressing biases and inequities in the health system and to improve the understanding of women's specific health requirements.

Another objective of the federal government is to reduce family violence in Canada, especially violence perpetrated against women and children. Since 1995 the federal government has passed several pieces of legislation that strengthen the criminal justice system's capacity to address violence against women and children. The federal government provides financial assistance to agencies engaged in building and maintaining support shelters for victims of violence, most of who are women. The Family Violence Initiative includes promoting public and professional awareness and the need for public involvement to reduce and potentially eliminate family violence in Canada.

Governance

The federal government supports promotion of women's participation and representation in governance and decision-making at all levels of political, economic and social life, as fundamental prerequisites for women's equality.

The government has acted to facilitate participation by women's and other equality seeking organizations in the processes of providing consultative inputs to the policy development process, including the formation of legislation and upcoming national budgets. A broad-based consultation on gender equality with 150 non-governmental and governmental representatives as well as several Cabinet Ministers was held in 1999.

The Government of Canada has also provided funding support for policy research and for projects undertaken by women's and other equality-seeking organizations that are aimed furthering gender equality.

The federal government actively promotes and reinforces the realistic and positive portrayal of women as decision-makers and leaders. Related activities include ensuring that women are considered for judicial appointments and management boards, and improving employment and career opportunities for women throughout the federal government while ensuring that appointments to positions be based on merit.

Gender equality in all aspects of cultural life

The Government of Canada will support the work of organizations seeking to improve the portrayal of women in the media, as well as supporting the work of organizations eliminating sexism and stereotyping in the media. As part of this objective, the Government of Canada will facilitate

institutional change to encourage the active participation and equity of women of all origins in a variety of Canadian establishments including political, economic, social and cultural institutions.

Considerations leading to a program of work to improve Statistics Canada's capacity to satisfy related statistical requirements

When discussing statistical requirements connected with government policies, it is important to keep in view two distinct areas of impact of the work of a national statistical agency. One area comprises service to the public and to major educational, scientific and public affairs interest groups, all of whom rely upon statistics-based information to acquire useful knowledge about the state of their society, economy and country. Statistics Canada has a clear mandate to provide services in these areas and it does so systematically.

Statistics Canada's work in these areas strongly influences public perceptions of areas of gender inequities and progress toward achieving better gender equity. This work may be characterized as work that delivers indicators and analysis that are usable for *general societal monitoring*, where the changes that are reported as a result of the agency's work often cannot be attributed to any specific policies. Yet the policy ramifications of this work, through its impact upon the media, public perceptions of various issues, and its support for relevant scientific analysis can reasonably be said to be enormous.

A different class of statistical work is involved where one pin-points specific policies and asks about the statistics required to monitor and evaluate policy implementation, or to support policy development.

In matters having to do with gender equity, Statistics Canada's regular program of work provides fairly direct support to policies largely in the fields of income distribution, employment insurance, taxation, pay equity and victimization.

Statistics Canada also does custom work in response to demands from agencies in connection with the needs of particular policy-related work. Except where this custom work gives rise to data files, the output is generally not made public by Statistics Canada, however.

The following remarks are focused largely upon the second area for the impact of Statistics Canada's work -- output that directly supports development, implementation and evaluation of policies. For each of the major priority areas of Canadian Government policies concerning gender equity, the following comments will identify issues that need to be addressed, and, in so doing, point to a program of future work that would support the agency's activities.

Gender-based analysis and gender mainstreaming

The Government of Canada defines gender-based analysis (GBA) as a process that identifies how public policies differentially affect women and men. Given this definition, how does one identify

what is required to carry out GBA without the applicable "public policies" having been first identified and described?

A discussion of statistical requirements of GBA in the absence of the said description of policies may not be fruitful. It is unlikely to be fruitful when statistical requirements are defined in terms of specific kinds of data pertaining to particular classes of units of observation because these are going to vary widely among a large set of policies. However, an alternative and useful definition of statistical requirements deals with the capacity of the statistical agency to respond to unanticipated demands for specific kinds of data pertaining to particular classes of units of observation.

Looking at the first of the two just-cited approaches to defining statistical requirements, an important proposition is that the policy development process needs to include consideration of what will be the statistical requirements to allow GBA to be conducted. Where these requirements cannot be met from existing data, the issue of who will provide the resources to allow them to be met will need to be addressed, if any GBA is to take place on the basis that the statistical requirements have been met.

Furthermore, if the statistical requirements are crucial to a specific GBA, but they are not met and there are no plans to provide resources to allow them to be met, the advisability of raising expectations that GBA will be done, when in fact it cannot be done, becomes an issue. This point is stated here to reinforce the conclusion that where statistical requirements are crucial to a GBA, if there is a serious plan to do the GBA, then the identification and funding of operations to meet those requirements need to be part of the policy development process.

The mere funding of operations needed to deliver statistics will not achieve the delivery unless there is in place an infrastructure of regulations, organizations, skilled human resources and technology *capable* of implementing the delivery. This idea suggests that it is fruitful to speak about the statistical requirements for GBA when what is at issue is the existence of the infrastructure that can produce needed statistics at short notice, when the demand for those statistics was not anticipated.

A discussion of the readiness of the infrastructure to deliver needed statistics is, in effect, a discussion of the capacity of the statistical system to respond to a demand that arises relatively suddenly from a specific area of policy development. This capacity issue also stimulates a characterization of GBA that leads to some additional questions about how quickly the statistical system could provide data where the demand arises relatively suddenly.

A large class of policies give rise to at least three kinds of groups:

 (1)   *beneficiary groups* (those that are eligible to obtain benefits as a result of the policy being implemented),
(2)   *obligations groups* (those that will be required to contribute to the creation of the resource needed for the delivery of the benefits), and
(3)   *relevant opinion-making groups* (those whose reactions to the policy as announced or implemented will be influential in shaping the degree of public acceptance of the policy).

The proportions of men and women within each of the beneficiary groups and the obligations groups will probably have a great bearing upon the conclusions reached in the GBA of the relevant policy(ies). Also, gendering processes in society may have great bearing upon the probability of being in either a beneficiary group or an obligations group.

The existence of distinct and identified 'male viewpoints' and 'female viewpoints', and the relative power and credibility of the adherents to these viewpoints within the opinion-making groups will probably be key factors in how well the policy will be considered to have been publicly accepted, or how fairly it is perceived to treat men and women. (It is worth noting that the perceived 'gender fairness' of the policy within the realm of the usual confrontation among opinion-making groups could be largely different from the conclusions reached about the gender fairness of the policy on the basis if the more 'objective' analysis that considers the representation of men and women in the beneficiary groups and the obligations groups.)

It is important to distinguish between the *potential* and the *effective* representations of men and women in the beneficiary groups and obligations groups. With regard to the beneficiary groups, for example, the size of the program of benefit creation, the extent of knowledge of the program, and accessibility to the applications procedures prescribed are all factors that will cause the effective representation of men and women in the beneficiary groups to be different from the potential one. Thus, the GBA will need to determine the relative numbers of men and women that will effectively benefit from the policy.

This determination will introduce the factor of diversity among men, and among women. The probability that a man or a woman will actually benefit from the policy will vary depending on a number of his/her attributes. Hence, attention to diversity is inevitable once an attempt is made to estimate the actual exposure of men and women to benefits from the policy.

The foregoing considerations are highly relevant to the speed of response of the statistical system to requirements for data to do a specific GBA *where the same set of attributes of men and women* tend to determine their existence in both potential and effective beneficiary groups and obligations groups. If the statistical system regularly produces detailed data concerning the distributions of men and women among these *recurrent* attributes, then either there is often a substantial probability that some useful GBA of a specific policy can be done from already existing data, or a relatively minor amount of new funding and effort will be needed to supplement relevant data that already exist.

The foregoing remarks imply the need to examine the set of policies for which GBA is needed so as to identify what attributes of men and women *tend to recur* in GBA of those policies. The results of this examination should then be used in a second examination. The latter would determine the extent to which the statistical system is producing regularly detailed (often micro-level) data for these recurrent attributes. Where the system is not doing so for important recurrent attributes, some concern about requesting and enabling it to do so might be raised.

In short, the issue of the capacity of the statistical system to respond quickly to demands for data to conduct specific GBA's gives rise to a need to examine a wide class of policies for which GBA is needed so as to determine

(a)   what relevant attributes of men and women tend to recur in connection with GBA of policies in the class, and

(b)   the extent to which the statistical agency regularly produces suitably detailed data concerning these recurrent attributes.

If an examination of type (a) has not yet been done in a national context, then it is a reasonable next step in any effort to test how responsive is the national statistical system to demands to deliver data needed to support GBA of policies and programs done in many government departments.

Despite its prominence in the policy-oriented literature, the topic of gender mainstreaming appears, at this time, to defy being addressed within the realm of statistical indicators. One reason is that all or several of the policy-issue areas discussed in the opening section of this text form part of a general strategy for gender mainstreaming.

To be addressable in terms of statistical indicators one would need conceptual and other scientific work designed to produce useful statements about *what one would observe* when there is progress, or deterioration, underway in connection with regard to gender mainstreaming.

Economic autonomy

A similar program of work is needed in connection with an identification of the statistical requirements to measure progress toward gender equality in economic autonomy, though much of the needed work at the level of operational definitions has already been done. For example, the Government of Canada has already specified, at least by implication, that equal access to job opportunities, pay equity, and equitable access to funding of entrepreneurial ventures, are things to be observed and measured when one is concerned about economic autonomy.

However, these need not be the only important dimensions of economic autonomy. This point is evident when one tries to answer the following question: "What is the meaning of the phrase 'economic autonomy', and if the meaning points to several different dimensions, for which ones can statistical indicators and analysis be done with existing data?"

Adequate response to this question probably brings up aspects of the distribution of responsibilities for and activity in doing important unpaid work, aspects of exposure to constraints that inhibit one's ability to make use of opportunities for training and continuing education, and exposure to industrial and occupational health hazards that can cause catastrophic loss of economic autonomy. There are probably other examples of relevant dimensions of economic autonomy.

When all the important dimensions of economic autonomy are identified and measured, the issue of how to merge information from those measurement into one global measure of progress toward gender equality in economic autonomy will need to be addressed.

In short, although some dimensions of economic autonomy have been identified, and data exist to create indicators of gender equity in a subset of those dimensions, it is not clear that all the relevant dimensions have been identified. When this is done, it will become apparent that for some dimensions data exist, but they are not quite what is needed to measure gender equality adequately, and for other dimensions no data exist.

A program of work can, therefore, be identified in connection with conceptual and operational definitions for *all* the dimensions of economic autonomy and with the issue of integrating the related measures into one global indicator.

Physical and psychological well-being, governance, gender equality in all aspects of cultural life

The three topics cited above (physical and psychological well-being, governance, gender equality in all aspects of cultural life) deserve to be treated together because of what they have in common. For each topic, the Canadian government literature cites a few of the relevant dimensions. For a subset of the cited dimensions, statistics pertaining to gender equity have been produced. These statistics are not produced regularly or frequently, with a few exceptions such as the data on victimization and those on aspects of health.

In the case of aspects of health status and health services usage there is a relatively abundant body of relevant statistics that are now being produced regularly and frequently; but systematic effort to apply concepts of gender equity in connection with aspects of health status and health services usage is conspicuous by its absence in the Canadian scene. Given the profile and the government budgets for health, this is a situation that merits discussion.

Identification of statistics needed to measure gender equality in major aspects of cultural life remains to be done.

Concluding comment

On the whole, then, in the very important field of GBA, a project to identify attributes of men and women that *recurrently* are relevant to GBA of specific policies needs to be done. When it is completed, an assessment of gaps in the regular delivery of relevant statistics can be done.

In the other topics discussed above, an important program of developing conceptual and operational definitions of individual dimensions, and then of designing global indicators of gender equality that integrate information from these dimensions, remains largely undeveloped.

Statistics Canada's relevant programs and outputs

Statistics Canada operates under a mandate provided by a Statistics Act passed by Parliament. The Act clearly calls upon Statistics Canada to inform major interest groups and the public in general, as well as deliver specific services on demand to the policy-oriented agencies of government. The

manner of its spread of services across these two domains has already been indicated above, and that commentary implies that most of its output that is usable in addressing gender-related issues informs general societal monitoring and related analyses. The major activities that are much more closely linked to policies involve the production of data files. Versions of these that are altered to protect respondent confidentiality are normally made public and then applied to uses that go far beyond the policy requirements that gave rise to the files.

What follows is a series of spreadsheet pages that provide details about aspects of the programs and outputs of Statistics Canada that are relevant to one or more of the areas of 'policy priority' identified in the opening section of this paper. Each spreadsheet page will have headings for areas of 'policy priority', and it should be kept in mind that the choice of these areas is strictly limited to the results of the discussion in the opening section of the paper.

However, where a page deals with a specific Statistics Canada activity, we will omit any reference to areas of 'policy priority' for which the activity has no evident outputs. For example, governance is an area of 'policy priority' which is often omitted from the spreadsheet pages, and that is because relevant outputs from Statistics Canada's activities are uncommon.

In attempting to portray how Statistics Canada is relevant to public debates and policy work in the field of gender equity, a broad concept of statistical activity has been used. Here, statistical activity includes collecting and disseminating data in tables or microdata files, developing and publishing scientific and other synthetic information based upon the data just cited, and devising and publishing special estimates, simulations and projections. (It is understood that each of these classes of activity engages a variety of professional talent and technology, some of great depth and complexity.)

The use of such a broad concept of the relevant statistical activity, and the fact that sex occurs as a variable in an extremely wide variety of Statistics Canada's output, have an important implication. The task of creating the profile being attempted here is complex and necessarily slow, since no one can be assigned to this work full time and key people with major pressures upon their time need to be consulted at various points. Accordingly, the attached set of spreadsheet pages represents only a beginning on what will be the eventual final product. These sheets deal with the collection of General Social Surveys (except Cycle 13 whose documentation is being awaited). Future editions of this paper will contain a growing collection of spreadsheet pages aimed at eventually providing a comprehensive coverage of then relevant Statistics Canada's programs and outputs.

	Policy-Issue Areas and Survey Related Variables		
Statistics Canada Survey	Economic Autonomy	Physical and Psychological Well-Being	Other Gender Related Variables
General Social Survey Cycle 12 – Time Use	Annual personal income of respondent • main source Total duration of time spent at work Paid work Total duration of activities • work at main job • work at other job(s) • overtime • other work activities Occurrences of work at main job/other Job/self-employed Industry Occupation Hours at work Work less than 30 hrs./week = reasons? Flex. time, work at home Unpaid work • work in business/ • farm e.g. meal prep. food/meal cleanup etc.. • child care, babysitting, care for disabled/ill • civic/voluntary activity • other	Feelings of being rushed • frequency • as compared to 5 years ago Leisure Activities Total duration of activities • e.g. Participate in sports, visits to galleries, etc. Occurrences of leisure activities Enjoyment of various activities; Paid/unpaid Social Contact Total duration of activities e.g. With spouse/ partner/ kids/parents/other family Most enjoyable activities • done with whom • duration • location Perception of time, for example, not enough time with family/friends Stress - rate of stress/ main source of stress Self-rated health status Health status as compared to peers Feelings about job, finances, self-esteem Activity limitation Satisfied/Dissatisfied with balance between home/family life	Age Sex Marital Status Number of children Age at immigration Language(s) • first language • still understands 1st lang. Eng./ Fre./ Other • household language Religion

Statistics Canada Survey	Policy-Issue Areas and Survey Related Variables		
	Economic Autonomy	Physical and Psychological Well-Being	Other Gender Related Variables
General Social Survey Cycle 12 – Time Use (Continued)	Number of hours caring for children in last week Number of hours = doing housework, yardwork, etc... Number of hours = care for seniors Education/Training Studying as main activity> f/t or/p/t Work towards degree/ diploma/certificate (last 12 mos.) Any courses/training? Credit vs. Non-credit courses Upgrading of skills by reading/ Computer use/talk to expert (self-learning) Total duration of time spent • education/related activities • full-time/part-time classes Highest level of educational attainment • computer time>education related		

Statistics Canada Survey	Policy-Issue Areas and Survey Related Variables		
	Economic Autonomy	Physical and Psychological Well-Being	Other Gender Related Variables
General Social Survey Cycle 11 – Social and Community Support	Unpaid Work • hrs. spent doing unpaid house/yard work • hrs. spent caring for one/+ children • hrs. spent unpaid caring for senior Paid Work • work at a job or business over the last 12 mos. • weeks/hrs • occupation • industry Income: main source • employment/self-employment • Unemployment Insurance • Workers' Compensation • Child tax benefit • provincial/munici pal assistance • child support/alimony • other	Number of siblings still alive Number of children raised, still alive Number of grandchildren still alive Overall health status Health status indicators e.g. vision, cognition Pain/Discomfort Activity limitation Smoking Self-rated health status Satisfied/dissatisfied with life in general Mastery Support RECEIVED by Respondent How many people provide help? Child care provided to respondent by someone else? • reasons e.g. health, work, studying • care provided by whom? • duration? Others providing meal prep. help • who provides help • reasons e.g. health, work, studying Others helping with shopping, banking, groceries...? • who provides help Assistance with personal care • who provides help • reasons e.g. health, work, studying Anyone else provides emotional support	Dwelling type e.g. Seniors housing Year of Immigration Language(s) spoken • first in childhood • most often at home Religion Age Sex Marital Respondent

	Policy Issue Areas and Survey Related Variables		
Statistics Canada Survey	**Economic Autonomy**	**Physical and Psychological Well-Being**	**Other Gender Related Variables**
General Social Survey Cycle 11 – Social and Community Support (Continued)		Help GIVEN BY respondent Provide childcare? • reasons e.g. health, work, studying • care provided to whom? • duration? Provided meal prep. assistance, cleaning to others? • to whom • reasons e.g. health, work, studying Provide help with shopping, banking, groceries...? • to whom • reasons e.g. health, work, studying Provide help with Assistance with personal care • to whom • reasons e.g. health, work, studying Provide anyone else with emotional support UNMET NEEDS - Help RECEIVED How much of childcare, meal prep. Etc…help can respondent do w/out What help would be useful? • nothing, financial comp., something else etc… Help GIVEN BY Respondent - IMPACT • req'd to change social/holiday plans etc.. • extra expense, sleep deprivation, affected health • feelings of anger, stress etc... Number of people<65 helped by respondent Number of organizations helped by respondent Number of deceased that respondent helped	

	Policy-Issue Areas and Survey Related Variables		
Statistics Canada Survey	**Economic Autonomy**	**Physical and Psychological Well-Being**	**Other Gender Related Variables**
General Social Survey Cycle 11 – Social and Community Support (Continued)		Help RECEIVED BY respondent – Day-to-Day • help from Person X with child care; daily, weekly, monthly • time spent by Person X on childcare • difficulty arranging child care • frequency with which Person X helps with meals • help from Person X with meals; daily, weekly, monthly • time spent by Person X on meals • difficulty arranging with meals • help from Person X with meals; daily, weekly, monthly • time spent by Person X on meals • difficulty arranging with meals • help from Person X with housecleaning/ maintenance; daily, weekly, monthly • difficulty arranging assistance with housecleaning/ maintenance • help from Person X with transport., banking; daily, weekly, monthly • difficulty arranging assistance with transport., banking • help from Person X with personal care; daily, weekly, monthly • difficulty arranging assistance with personal care • other Help GIVEN BY respondent - Day-to-day • Has respondent helped with childcare etc. • Time respondent spends on each activity Who would replace respondent with help given?	

	Policy-Issue Areas and Survey Related Variables		
Statistics Canada Survey	**Economic Autonomy**	**Physical and Psychological Well-Being**	**Other Gender Related Variables**
General Social Survey Cycle 10 – Family	Income • personal income range • source • wages/salary/ self-employment • government • interest • private pension • alimony • child support • other Unpaid work • hours spent doing unpaid housework • hours spent caring for children • hours spent caring for seniors Paid work • weeks/ hours worked • industry • occupation Main activity Work Interruption reasons e.g. layoff, retired, seasonal work	Health status as compared to others the same age Values and Attitudes • towards childhood • towards parents and children • towards job • towards unpaid work • towards marriage and family building Satisfaction with main activity Satisfaction with balance between job/family/home life Reasons for dissatisfaction Work Interruption Reasons e.g. illness/ disability/injury/ parental leave/child care/care of the elderly/ personal or family responsibility Quality of relationship with spouse	Age Sex Marital Status Educational attainment Type of family e.g. Three generation Family Origin Respondent lived with: • both parents • birth mother • birth father highest level of education of mother highest level of education of father mother/father worked full-time or part-time Frequency of contact with mother - last 12 mos. Frequency of contact with father - last 12 mos. Number of siblings -full/ half/adopted/step Age of Immigration Language(s) • first spoken in childhood • still understood Eng./Fre./ Other • most often used at home Religion Number of children Fertility intentions

	Policy-Issue Areas and Survey Related Variables		
Statistics Canada Survey	**Economic Autonomy**	**Physical and Psychological Well-Being**	**Other Gender Related Variables**
General Social Survey Cycle 9 – Education, Work and Retirement	Educational attainment Field of study Current school attendance • full-time/part-time studies • major field of study • main reason for choosing major field of study Income • wages/salary • government • interest • private pensions • other sources Employment/Work • main activity • had a job/self-employed • more than one job last week • hours worked • reason for working <30 hrs/week • class of worker and job tenure • job tenure • industry and occupation • flexible hours/ compressed work week • work at home • supervisory/ managerial • benefits provided? e.g. medical benefits, parental leave Retirement - year of retirement • reasons for retirement e.g. mandatory policy Retired • worked at a job before retirement • full-time/part time • class of worker • industry/occupation	Employed reason for working<30 hrs • own illness/disability • personal/family responsibilities Persons not employed • satisfied/dissatisfied with keeping house • reason for no paying job in last 5 years e.g. Illness/ disability/personal/family responsibility • spouse wants it • no good child care • lack skills Work Environment • too many demands/hours • risk of accident/injury • poor interpersonal relations • threat of job loss/lay off • other worry or stress Lose a job in the last 5 yrs. Reason e.g. illness/ disability/ accident Retired • enjoy life more - retirement year vs. now	Language(s) • language used most often at work • language first spoken • still understands Eng./Fre./ Other • language most often spoken at home Sex Age Marital Status Year immigrated to Canada Social origin • lived with father when 15 yrs. old • father substitute • regular contact with natural father • father/ substitute • lived with mother when 15 yrs. old • regular contact with natural mother • siblings

Statistics Canada Survey	Policy-Issue Areas and Survey Related Variables		
	Economic Autonomy	Physical and Psychological Well-Being	Other Gender Related Variables
General Social Survey Cycle 9 – Education, Work and Retirement (Continued)	Employment after retirement • full-time/part time class of worker Unpaid work • looking after children • housework for household member • providing care/ assistance to seniors • care to other than children/seniors • hours spent doing volunteer activities		

	Policy-Issue Areas and Survey Related Variables		
Statistics Canada Survey	**Economic Autonomy**	**Physical and Psychological Well-Being**	**Other Gender Related Variables**
General Social Survey Cycle 8 – Personal Risk	Personal income Occupation, class of worker Employment status Hours worked	Fear of Crime • walk alone • public transport after dark • forms of protection from crime e.g. Change locks • most serious victimization Criminal Victimization • property damage, break and enter, theft • hit, attack or forced sexual activity Crime Incidence • did perpetrator live with respondent? • relationship of offender to the victim • reasons of not reporting incident • help sought from family? friends? clergy? victim/help agency? • type of crime	Sex Age Year of Immigration Language spoken Religion Educational Attainment Country of birth Language spoken in childhood Languages spoken Religion

Statistics Canada Survey	Policy-Issue Areas and Survey Related Variables		
	Economic Autonomy	Physical and Psychological Well-Being	Other Gender Related Variables
General Social Survey Cycle 7 – Time Use	Childcare "episodes" Unpaid Work • childcare (own or someone else's children) • housework • maintenance • transportation / shopping • provide personal care • help someone write letters, solve problems • help someone with farm or business • volunteer work Employment • occupation • industry Education Income • wage/salary before taxes and deductions Hours of Paid Work Attending training/ Education courses	Day-to-day stresses Participation in sports Other leisure activities: Reasons for not participating in any activities out of the house Time stress	

	Policy-Issue Areas and Survey Related Variables		
Statistics Canada Survey	Economic Autonomy	Physical and Psychological Well-Being	Other Gender Related Variables
General Social Survey Cycle 6 – Health	Employment: • hours worked • employer provisions • coping on the job Income • pension, government • pension, employer • pension, other • personal income Unpaid work (household or outside) Education	Health Status: • prevalence of health problems • occupational health hazards Healthcare services Health Status Indicators • sight • hearing • communication • mobility • flexibility • cognition • pain/discomfort Activity Limitations Physical Condition and Activity Emotional Health Scale Job-related sources of worry Job and health satisfaction	Sleep Alcohol Consumption Smoking Age Sex Marital Status Place of Birth Immigrant Status Age at Immigration Educational Attainment Language spoken Citizenship

Statistics Canada Survey	Policy-Issue Areas and Survey Related Variables		
	Economic Autonomy	Physical and Psychological Well-Being	Other Gender Related Variables
General Social Survey Cycle 5 – Family and Friends	Employment Income: • from wages/salary • from government • from investments • from alimony Unpaid work provided BY respondent • meal preparation • meal cleanup • cleaning and laundry • outside work • outside the home • transportation • childcare Unpaid work provided TO respondent • housework • maintenance outside home • transportation • personal care Education Reception of help with childcare	Contact with extended family • contact with mother/ father, siblings, grandparents, grandchildren • barriers to contact (distance, time available, health, financial) Support network for respondent: • help provided (unpaid) • help provided (paid) • frequency of help provided Help given to others: • how often • type of work Accommodation (dissatisfaction) Volunteer activities Mobility - reasons for moving	Fertility intentions Age Sex Marital Status Ethnic origin

Statistics Canada Survey	Policy-Issue Areas and Survey Related Variables		
	Economic Autonomy	Physical and Psychological Well-Being	Other Gender Related Variables
General Social Survey Cycle 4 – Education and Work	Reasons for not working last week • own illness/ disability • vacation • personal/family responsibilities • etc... Industry Occupation		

Statistics Canada Survey	Policy-Issue Areas and Survey Related Variables		
	Economic Autonomy	Physical and Psychological Well-Being	Other Gender Related Variables
General Social Survey Cycle 3 – Personal Risk	Main activity Income • wages • government (e.g. GIS) • interest/ dividends/ capital gains • other Occupation Industry Educational attainment	Perception and Fear of crime e.g. • feeling safe walking alone at night in neighbourhood • crime of most concern e.g. Theft Feelings of effective police force Feelings of effective courts system Knowledge of ways in which victims of crime are assisted e.g. compensation Contact with police • as a result of a crime • who was/were the victim(s) Contact with lawyers • as a result of a crime • who was/were the victim(s) Contact with the courts • as a result of a crime • who was/were the victim(s) Witness to a crime Measures to protect self from crime/accident Frequency of evening outings, monthly e.g. • to a restaurant/bar • for sports, exercise Frequency of Accidents e.g. • car accidents • accidents at work • accidents while playing sports • falls resulting in injury • burns, smoke inhalation, poisoning • other	Language(s) • spoken in childhood • still understood • spoken at home Religion Ethnic/Cultural group of ancestors Age Sex Marital Status

	Policy-Issue Areas and Survey Related Variables		
Statistics Canada Survey	**Economic Autonomy**	**Physical and Psychological Well-Being**	**Other Gender Related Variables**
General Social Survey Cycle 3 – Personal Risk (Continued)		Attempts to break-in, break-ins at residence Attacks/attempted attacks Theft/attempted theft of vehicle Items stolen from work, school, hotel Number of robberies/attempted robberies Number of break and enters Number of vandalisms Number of assaults When and where did most recent accident occur - others involved e.g. pedestrian, bicycle, truck - accident occur at work? - sports related accident? - type of injury sustained - treated in hospital - days in hospital, in bed, loss of activity - financial loss due to accident Respondent attacked? - weapon involved - stay in hospital, bed - was perpetrator known Incident reported to police Reasons not reported e.g. fear of revenge - Assistance sought from an agency	