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Studies on Gender and Intersecting Identities

Gender-based Analysis Plus: Optimizing data disaggregation and analysis



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Gender-based Analysis Plus: Optimizing data disaggregation and analysis

Gender-based Analysis Plus (GBA Plus¹) aims to assess systemic inequalities and identify the groups most likely to be disadvantaged by situations such as unemployment or overqualification.

GBA Plus draws on quantitative and qualitative studies and on consultations with stakeholders and various groups to identify gaps in studies and data and to produce relevant intersectional analyses.

In addition to gender, GBA Plus considers...

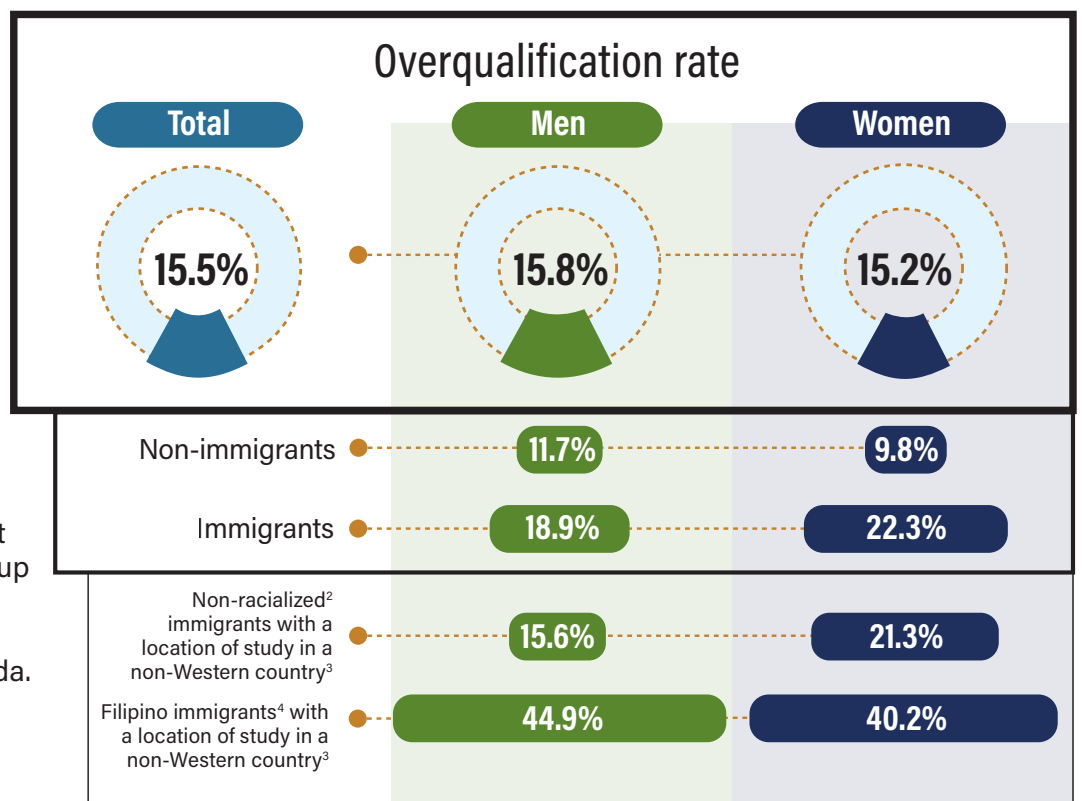
- social, economic and cultural contextual factors as well as systemic and structural inequalities, racism, ableism and other types of discrimination that could increase the risk of being disadvantaged.
- identity factors of the population in question, such as age, immigrant status and ethnic origin.

GBA Plus optimizes data disaggregation, cross tabulation and analysis and helps to identify the groups most affected by various issues.

In this fact sheet, holders of a bachelor's degree or higher aged 25 to 64 are considered overqualified if they had a job requiring at most a high school diploma in Canada in 2021.

Let's take the example of overqualification. If we only consider gender, there are few differences between men and women.

However, taking identity factors such as immigrant status and racialized² group into account produces a more accurate portrait of overqualification in Canada.



Data that have been disaggregated using GBA Plus can guide the development of more inclusive government policies and initiatives.

1. In this fact sheet, the information on GBA Plus is based on information from Women and Gender Equality Canada.
 2. The concept of "racialized" population is measured here by the "visible minority" variable. Indigenous respondents are not part of either the racialized or non-racialized population.
 3. Western countries include the United States, Australia, New Zealand and European countries other than those of Eastern Europe. Non-Western countries include all countries other than Western countries and Canada.
 4. For more data on overqualification of immigrants and other racialized groups, please contact us at: statcan.cgdis-csgdi.statcan@statcan.gc.ca.
 Source: Statistics Canada, Census of Population, 2021.