



SEX & GENDER- BASED ANALYSIS

INFORMING WORKPLACE
MENTAL HEALTH

WHY AN SGBA+ INFORMED TOOLKIT?

Health Canada and the Public Health Agency of Canada have partnered with sex and gender experts from the Institute of Gender and Health to create “**Mental Health in the Workplace: A SGBA+ Informed Toolkit**” to provide you, as Managers and Employees, with promising tools and resources.

Mental health and psychological safety at work are heavily influenced by sex and gender. Recognizing this can help organizations build their capacity to support employees’ mental health in the workplace.

This toolkit contains resource sheets on specific topics on mental health and psychological well-being with **explicit considerations for men, women and people with diverse gender identities.**

Managers and employees can draw upon these resource sheets to help ensure that sex/gender differences are taken into consideration, with the goal of **treating diverse people fairly, equitably and with sensitivity in the workplace.**

Understanding what is meant by a sex/gender lens means understanding the terms and how they are applied.

- ‘**Sex**’ typically refers to sets of biological attributes in humans and animals.⁽¹⁾
- ‘**Gender**’ is typically used to refer to “the socially constructed roles, behaviours, expressions and identities of people”, i.e. how society shapes people.⁽¹⁾
- Sex and gender(s) **intersect** with each other, making them difficult to tease apart, thus we tend to use sex/gender. Sex/gender also intersects with other types of identities, such as age, race, ethnicity, and disability.

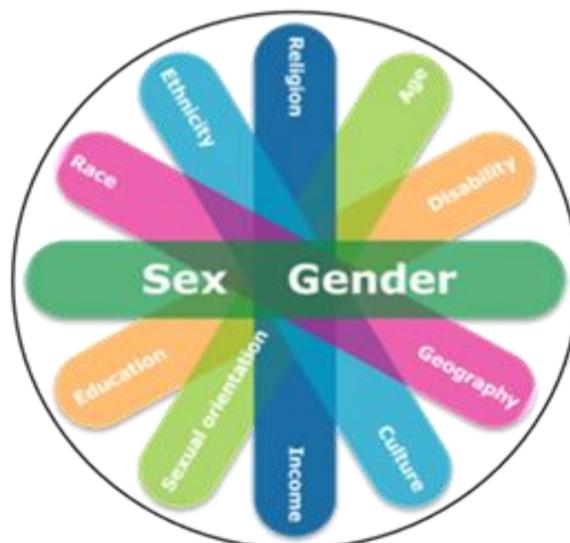
SEX AND GENDER-BASED ANALYSIS

- Sex and gender-based analysis (**SGBA**) is an approach to help systematically examine sex-based (biological) and gender-based (socio-cultural) differences between men, women, boys, girls and gender-diverse people.
- **SGBA+** can reveal differences, inequalities and inequities in workplaces along sex/gender lines as well as other societal categorizations which disadvantage certain groups (intersectionality).

INTERSECTIONALITY

- **Intersectionality** refers to “the interaction of multiple identities and experiences of exclusion and subordination.”^(3,4) as depicted in the petal diagram. These intersections give rise to systems of privilege and oppression such as sexism, racism, heteronormativity (which presumes heterosexuality and adherence to binary male/female), and classism.

Intersectionality



GBA+ is a Government of Canada approach consistent with an intersectional lens. It goes beyond sex and gender differences to include other identity factors, like race, ethnicity, religion, age, and mental or physical disability, and should be included in any analyses.

SEX, GENDER AND MENTAL HEALTH AT WORK

The workplace is a generator of positive mental health and well-being, but it can also cause stress, psychological difficulties and ill-health.

How people's jobs are carried out, how people are paid and how working conditions influence their health are all shaped and impacted by sex/gender.⁽²⁾ Moreover, different identities can intersect to produce disadvantage, stress, anxiety and other mental health issues at work. Thus, **applying a sex and gender lens to examine mental health in the workplace is essential.**

Mental health and psychological and well-being in and of themselves can be **very sensitive topics**, and challenging to discuss in the workplace. This can be exacerbated by including considerations of sex and gender.

The resource sheets included in this toolkit can help Managers and Employees take steps to acknowledge, listen, help and accommodate **diverse people** who are having difficulties at work.

The purpose of these resource sheets is to provide information on mental health topics *while helping to increase awareness of sex and gender, and integrating guidance on sex and gender, including resources for further inquiry.*

The resource sheets address the following topics:



The Government of Canada, Health Canada, Treasury Board and other departments provide training and support, including direct personal services to employees and their family members through the Employee Assistance Program, to assist employees with their mental health. **This toolkit is envisioned as providing support to these departments, managers, employees and their families, and services designed to help employees.**

Promoting, protecting and supporting mental health and psychological health and safety in the workplace – while being **aware of sex/gender differences and considerations** – can help Managers and Employees to manage stress better, and support satisfaction with work and productivity.

GLOSSARY

GBA+: a Government of Canada analytical tool that assesses how diverse groups of women, men and gender-diverse people may experience policies, programs and initiatives.

Gender: “the socially constructed roles, behaviours, expressions and identities of girls, women, boys, men, and gender diverse people”⁽¹⁾. It “is usually conceptualized as a binary (girl/woman and boy/man), yet there is considerable diversity in how individuals and groups understand, experience, and express it” ⁽¹⁾.

Gender-diverse: an umbrella term to describe people with gender identities or presentations that differ from a binary man/woman concept. It incorporates the term ‘trans’ and is a more sensitive term describing all atypical gendered identities.

LGBTQ2S+: an acronym for Lesbian, Gay, Bisexual, Transgender, Queer and Two-Spirit. The + encompasses sexually diverse people who do not identify with the aforementioned labels.

Sex: “sets of biological attributes in humans and animals”⁽¹⁾, such as their height, weight and external genitalia which differ in males and females ⁽⁶⁾. The most common terms associated with sex are female and male: intersex is a more recent addition ⁽¹⁾.

Sexual orientation: a person’s sexual and emotional attraction to another person and the behavior that may result from this attraction. An individual’s sexual orientation may be lesbian, gay, heterosexual, bisexual, queer, pansexual, or asexual.

Transitioning: the process of changing one’s gender from the sex assigned at birth to a sex that matches one’s gender identity.

REFERENCES & RESOURCES

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