



[Canada.ca](#) › [About government](#) › [Government in a digital age](#) › [Leveraging information and data](#)

› [Enabling Interoperability](#) › [Inventory of data and metadata reference standards](#)

Data Reference Standard on Person(s): gender

1. Preamble

1.1 This data reference standard provides a standard list of values to categorize data on person(s).

1.2 The list reflects the classifications of gender and is designed to provide common data variables of the reported gender of person(s) or an individual's personal and social gender identity.

1.3 This data reference standard is to be read in conjunction with the [Policy Direction to Modernize the Government of Canada's Sex and Gender Information Practices](#) and the [Disaggregated Data Action Plan](#).

1.4 This list of values is intended to standardize the way gender classifications are described in datasets to enable data interoperability and improve data quality.

1.4.1 The appendix lists a data reference table that includes one-digit codes for designating gender.

1.4.2 Not included in this data reference standard is an additional two-digit code for further classification.

1.5 This data reference standard will be reviewed as required by the data reference standard steward in consultation with the data reference standard custodian.

1.5.1 Data reference standard steward: Statistics Canada

1.5.2 Data reference standard custodian: Treasury Board of Canada Secretariat

2. Effective date

2.1 This data reference standard takes effect on September 27, 2024.

3. Requirements

3.1 This data reference standard provides details on the requirements set out in subsection 4.3.1 of the *Directive on Service and Digital*.

3.2 Service owners and data practitioners must:

3.2.1 Apply the latest “Gender of person” version (Appendix) to describe gender classifications in datasets.

4. Application

4.1 This data reference standard applies to organizations listed in section 6 of the *Directive on Service and Digital*.

4.2 This data reference standard applies to datasets and systems that are developed after the effective date of this reference standard.

5. References

5.1 This data reference standard should be read in conjunction with the following:

- [Directive on Service and Digital](#)
- [Standard for Managing Metadata](#)
- [Policy Direction to Modernize the Government of Canada’s Sex and Gender Information Practices: Summary Report](#)
- [2SLGBTQI+ Terminology: Glossary and Common Acronyms](#) (Women and Gender Equality Canada)
- [Gender of Person Reference Guide](#) (Statistics Canada)
- [Gender of person](#) (Statistics Canada)
- [Classification of cisgender, transgender and non-binary](#) (Statistics Canada)
- [Classification of gender](#) (Statistics Canada)

5.2 Related policy instruments:

- [Policy on Service and Digital](#)
- [Policy on Access to Information](#)

5.3 Related legislation:

- [Access to Information Act](#)
- [Privacy Act](#)

6. Enquiries

6.1 For interpretation of any aspect of this data reference standard, contact ServiceDigital-ServicesNumerique@tbs-sct.gc.ca.

6.2 For support or advice on the measurement of “gender of person” or related data variables, contact statcan.csd-cnsd.statcan@statcan.gc.ca.

Appendix: data reference tables

This data reference standard is available in various formats, including machine-readable formats. “Machine-readable” means that software can be directed to reference the table and automatically pull names and codes through an application programming interface (API).

Table 1: reference data table for gender

Code *	English title: Human Resources	English title: Demographic	French title: Ressources humaines	French title: Démographique	English definition	French definition
*	Numerical code that is aligned with parts of the Statistics Canada departmental data standard on gender of person.					
**	In demographic work, the term “non-binary” has been used, while in human resources (HR) work the term “another gender” has been used. Terminology may evolve over time.					

Code *	English title: Human Resources	English title: Demographic	French title: Ressources humaines	French title: Démographique	English definition	French definition
1	Man	Man	Homme	Homme	This category includes persons whose reported gender is man. It includes cisgender (cis) and transgender (trans) men.	Cette catégorie comprend les personnes dont le genre déclaré est homme. Elle comprend les hommes cisgenres (cis) et les hommes transgenres (trans).
2	Woman	Woman	Femme	Femme	This category includes persons whose reported gender is woman. It includes cisgender (cis) and transgender (trans) women.	Cette catégorie comprend les personnes dont le genre déclaré est femme. Elle comprend les femmes cisgenres (cis) et les femmes transgenres (trans).

* Numerical code that is aligned with parts of the Statistics Canada departmental data standard on gender of person.

** In demographic work, the term “non-binary” has been used, while in human resources (HR) work the term “another gender” has been used. Terminology may evolve over time.

Code *	English title: Human Resources	English title: Demographic	French title: Ressources humaines	French title: Démographique	English definition	French definition
3 **	Another gender	Non-binary person	Autre genre	Personne non binaire	This category includes persons whose reported gender is not exclusively man or woman. It includes persons whose reported gender is, for example, agender, pangender, genderqueer, genderfluid, or gender-nonconforming. It also includes persons whose reported gender is Two-Spirit, a term specific to some Indigenous Peoples of North America. It includes persons whose reported gender is both	Cette catégorie comprend les personnes dont le genre déclaré n'est pas exclusivement homme ni femme. Elle comprend les personnes dont le genre déclaré est, par exemple, agenre, pangendre, genre queer, genre fluide ou genre non conforme. Elle comprend également les personnes dont le genre déclaré est bispirituel, un terme propre à certains peuples autochtones d'Amérique du Nord. Elle comprend les

***** Numerical code that is aligned with parts of the Statistics Canada departmental data standard on gender of person.

****** In demographic work, the term “non-binary” has been used, while in human resources (HR) work the term “another gender” has been used. Terminology may evolve over time.

Code *	English title: Human Resources	English title: Demographic	French title: Ressources humaines	French title: Démographique	English definition	French definition
					man and woman, neither man nor woman, or either man or woman in addition to another gender. It may also include those who reported or were reported by proxy as questioning or in the process of deciding.	personnes dont le genre déclaré est à la fois homme et femme, ni l'un ni l'autre ou l'un ou l'autre en plus d'un autre genre. Elle peut également comprendre celles ayant indiqué ou ayant été identifiées par personne interposée comme étant en questionnement ou en processus de décision.

* Numerical code that is aligned with parts of the Statistics Canada departmental data standard on gender of person.

** In demographic work, the term “non-binary” has been used, while in human resources (HR) work the term “another gender” has been used. Terminology may evolve over time.

HTML format

- [Gender of person](#) (Statistics Canada)
- [Classification of gender](#) (Statistics Canada)

CSV format

- Person(s)_gender

Date modified:

2025-06-09