



Education  
and Solidarity  
Network

fondation  
d'entreprise  
pour la santé publique

# International Barometer of Education Staff

**Report | Canada | I-BEST 2023**





## Authors

Nathalie Billaudeau, statistician – Foundation for Public Health  
Morgane Le Guern, statistician – Foundation for Public Health  
Fatty Hawa, project officer – Education and Solidarity Network  
Ange-Andréa Lopo, project officer – Education and Solidarity Network  
Morgane Richard, project manager – Education and Solidarity Network  
Marie-Noël Vercambre-Jacquot, epidemiologist researcher – Foundation for Public Health

\*\*\*

The International Barometer of Education Staff (I-BEST) is a biennial survey conducted from 2021 by the Education and Solidarity Network and the Foundation for Public Health. I-BEST could not be done without the support of Education International and the UNESCO Chair “Global Health and Education”, the relay and support of local partners, and the active participation of education personnel. Thanks to all.

\*\*\*

## About the Education and Solidarity Network (ESN)



Education  
and Solidarity  
Network

The Education and Solidarity Network is an international association founded in 2009 with the conviction that education and health are interdependent and at the heart of all human development. The Network builds bridges between education, health and social protection actors, in order to work towards the well-being of the educational communities around the world.

For more information: [www.educationsolidarite.org](http://www.educationsolidarite.org)

## About the Foundation for Public Health (FESP)



Founded in 2002 in France, the Foundation for Public Health aims to identify ways of promoting the health of populations. As a multidisciplinary team, it carries out scientific studies and research in 5 main research areas: health behaviors, occupational health, environmental health, healthcare trajectories and social protection.

## Introduction

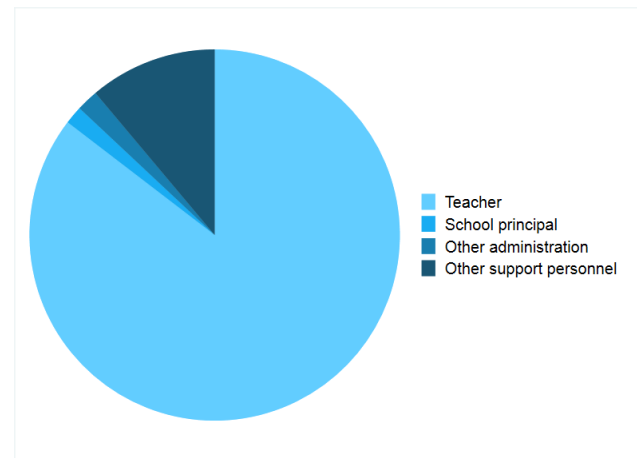
- Survey dissemination date: March-June 2023
- Dissemination channel: online questionnaire relayed by CTF/FCE
- Number of participants: 910 education staff
- Adjustment: by weighting procedure considering the gender, the age group (<30, 30-49, ≥50) and the level of education (preschool+primary, secondary). Source: OECD, 2020

All statistics presented in the report are weighted

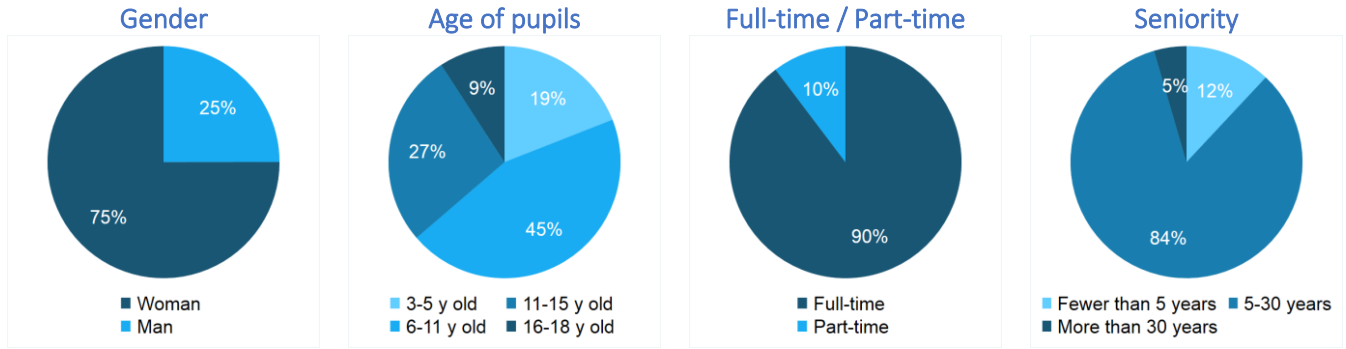
## I. Sociodemographic and professional profile of education staff participating in the survey

### Role

	N	%
Role		
Teacher	765	85%
School principal	15	2%
Other administration	21	2%
Other support personnel	109	11%

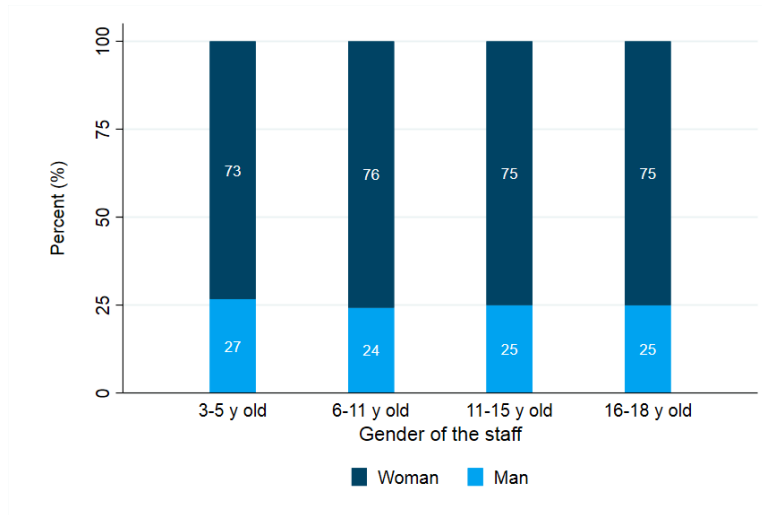


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

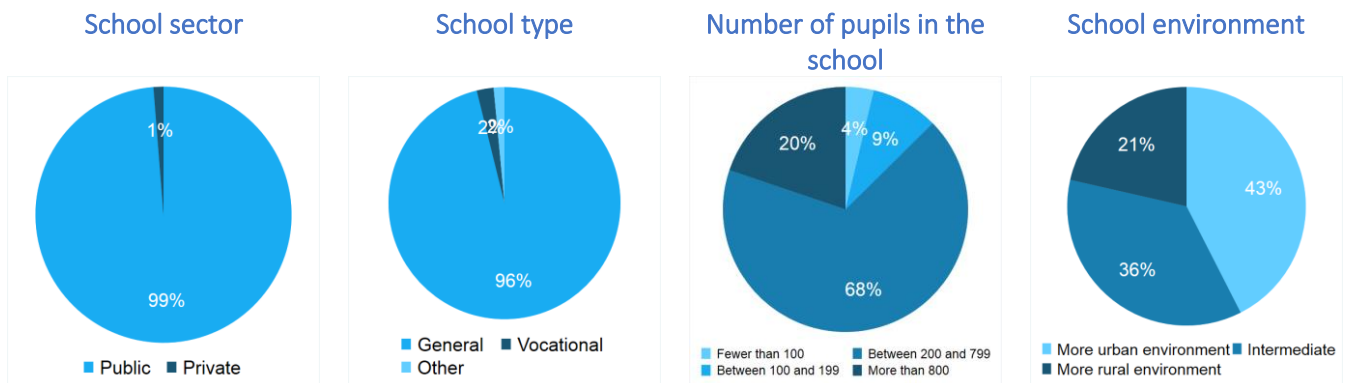


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

## Age of pupils



Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada



Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

## II. Working conditions and environment

### II.1. Organizational and motivational factors

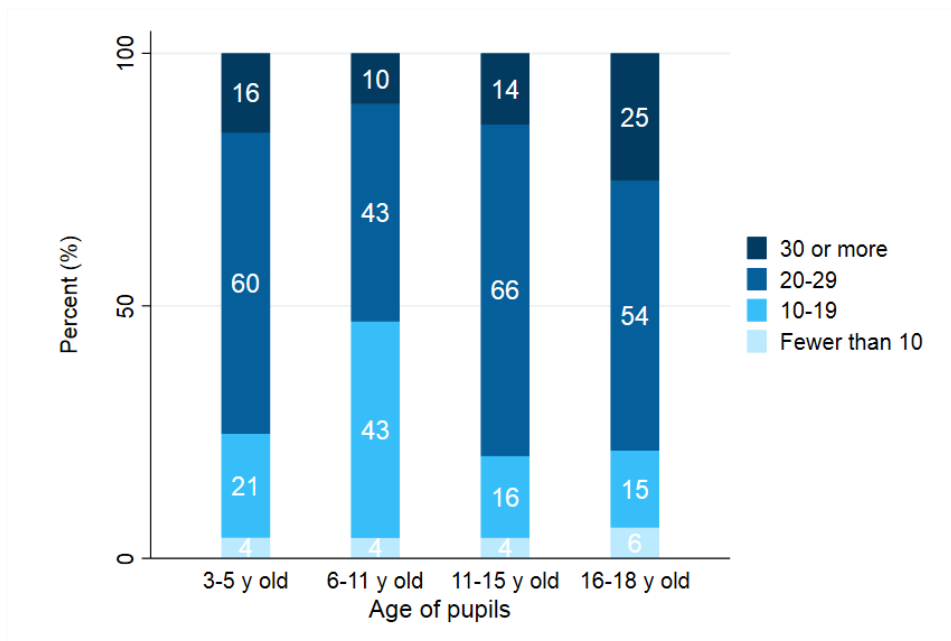
#### Number of actual hours worked per week

	Mean* (in hours)	Standard deviation (in hours)
Age of pupils		
3-5 y old	48	11
6-11 y old	47	9
11-15 y old	48	9
16-18 y old	49	10
Total	48	10

\*Calculated among full-time professionals

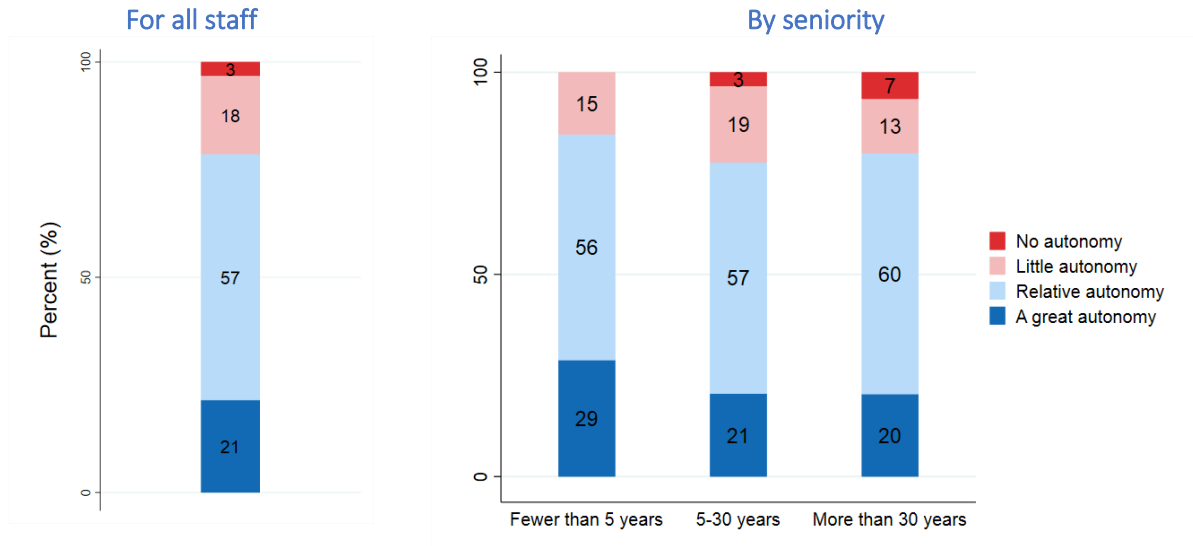
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

#### Average number of pupils in classes taught



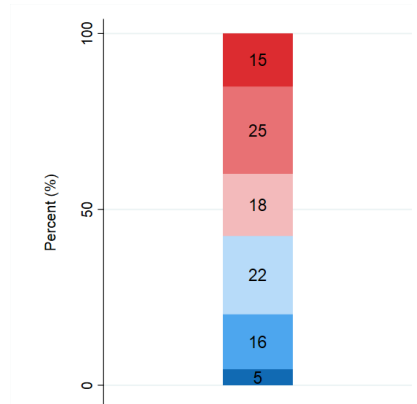
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

## How much autonomy do you have in your work?

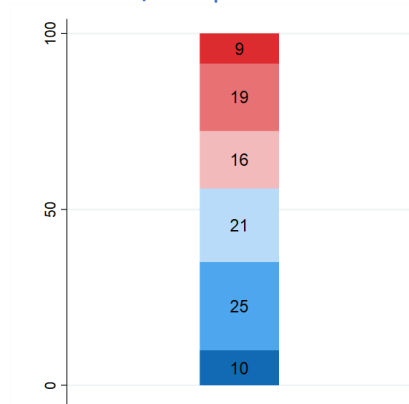


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

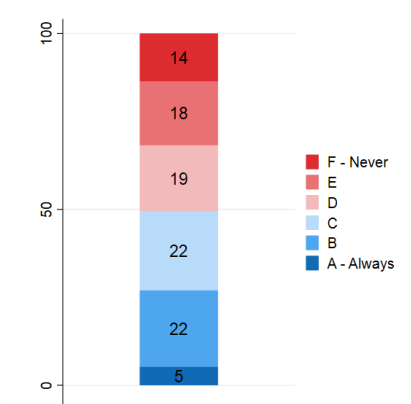
## At work, are you informed in advance about important decisions?



## Is your work recognised / valued by the school administration and/or superiors?

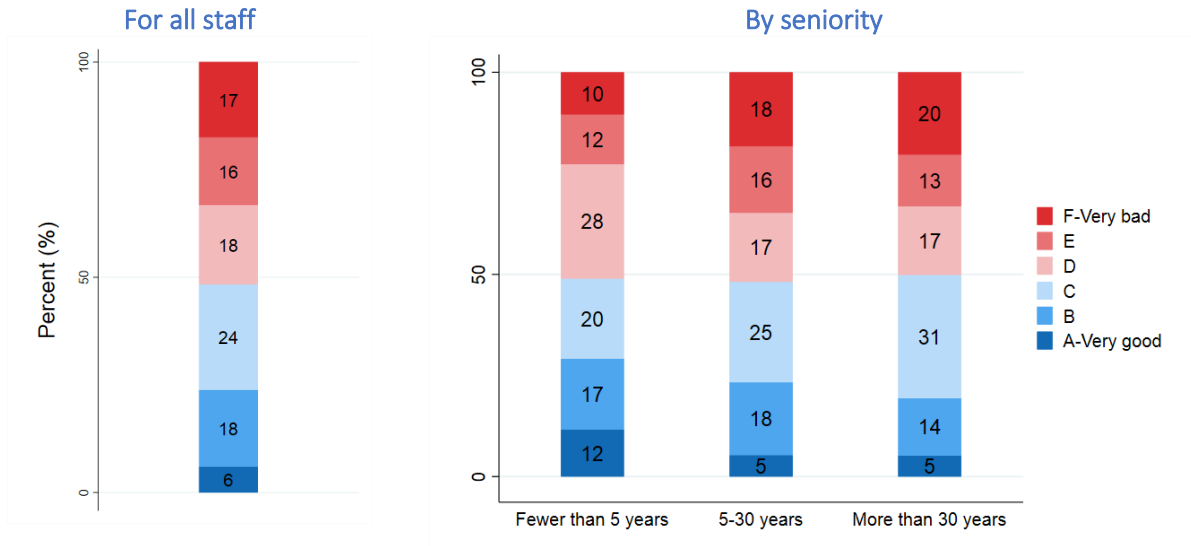


## In your school, do you make important decisions as a team?



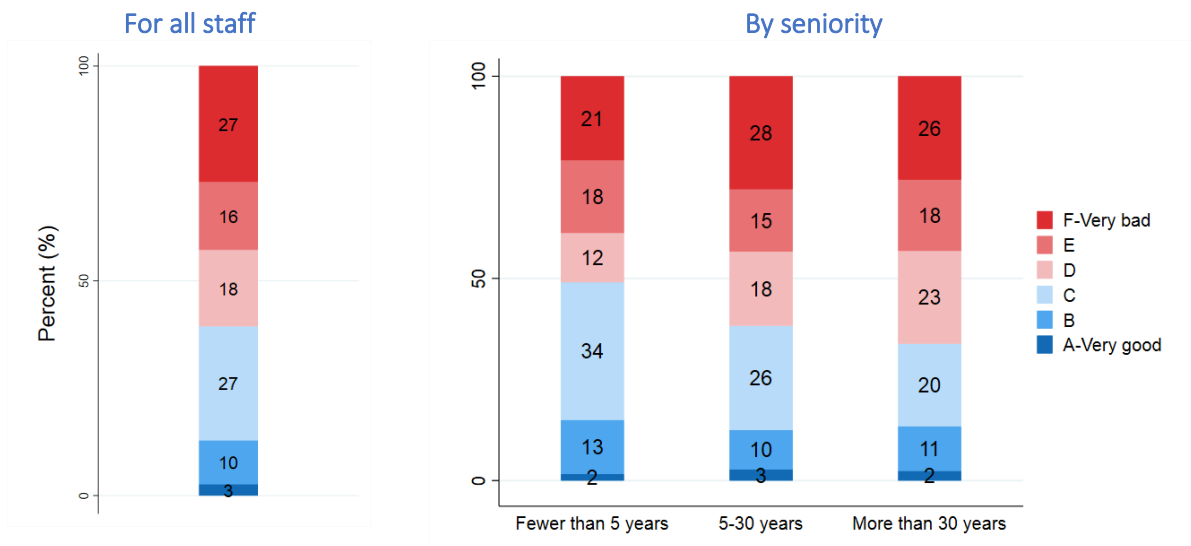
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

## Evaluation of the opportunities of training



Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

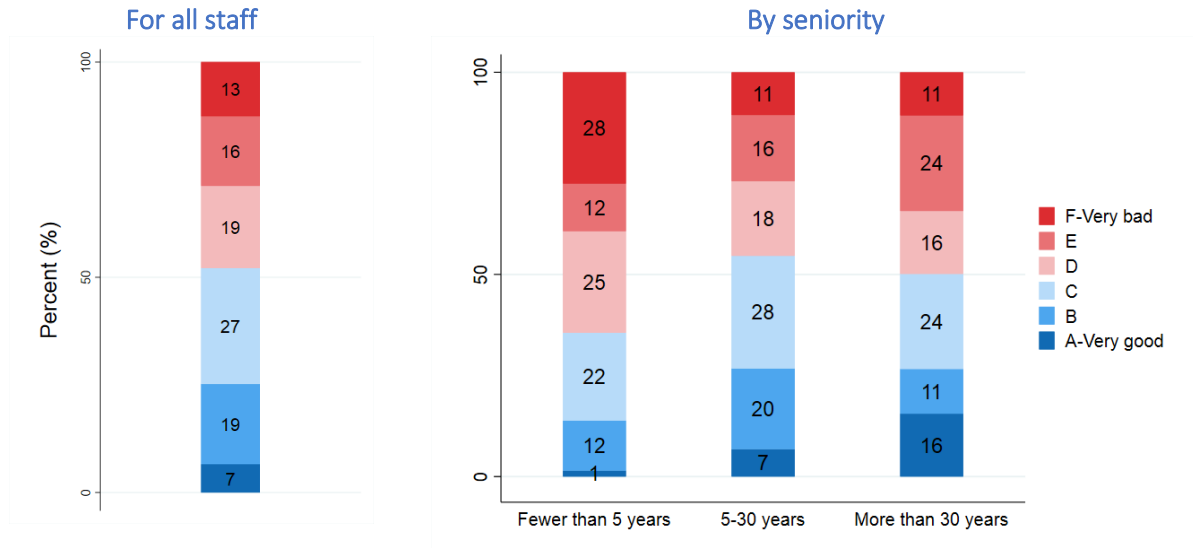
## Evaluation of the opportunities of promotion



Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada



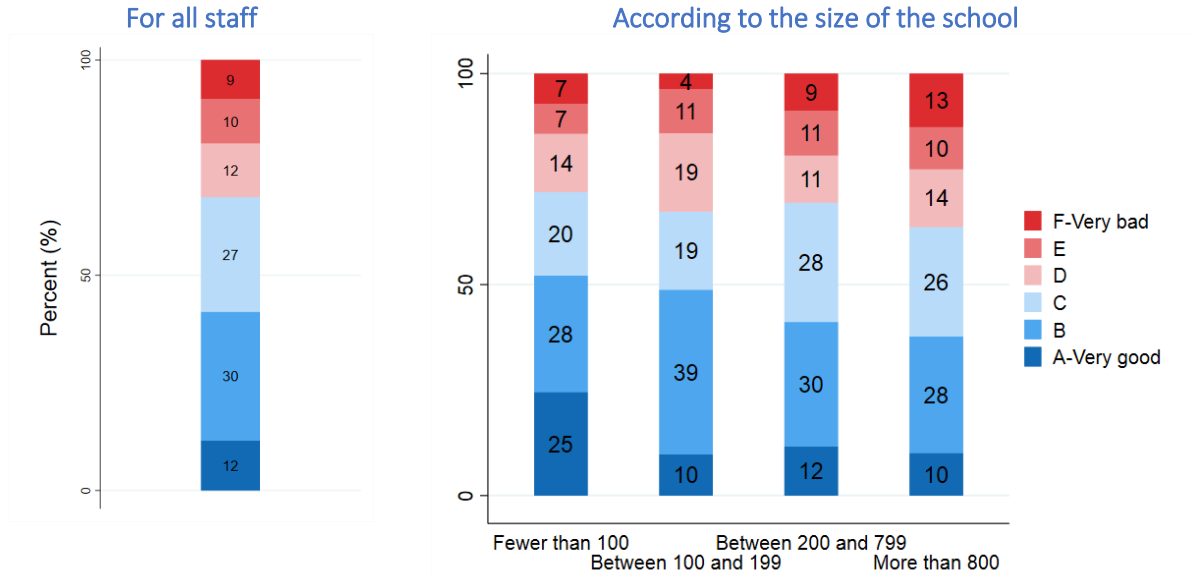
## Evaluation of salary



Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

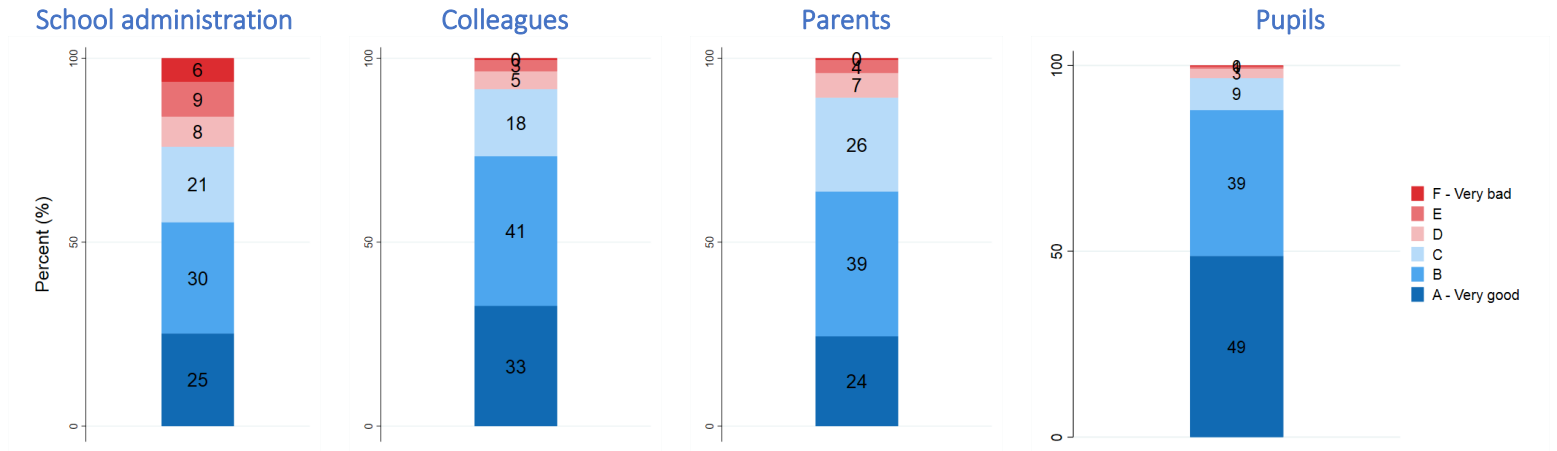
## II.2. School environment and social relationships at work

### School climate



Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

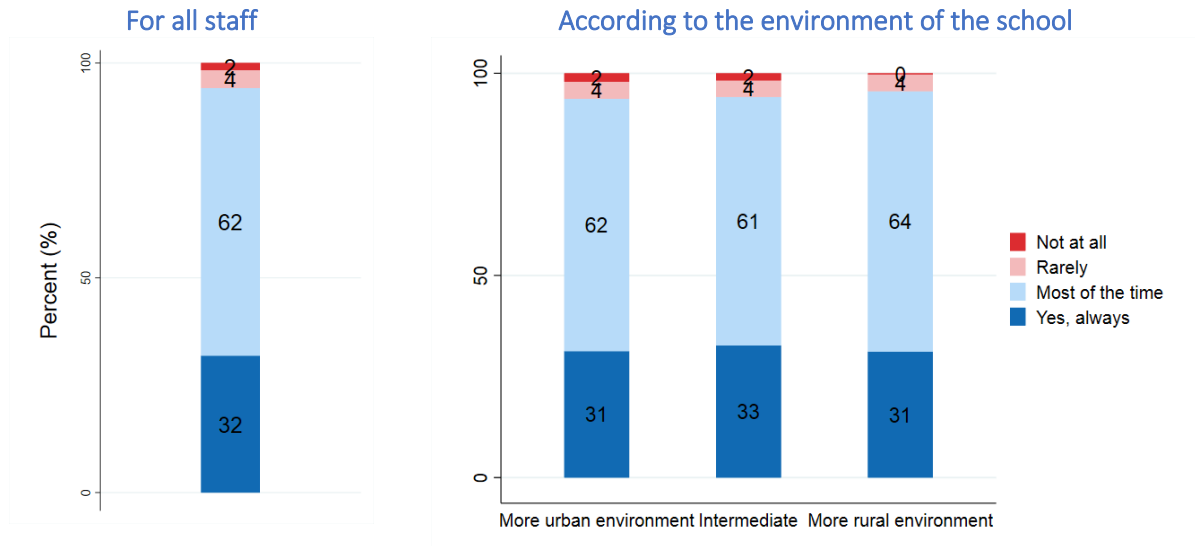
## How do you currently rate the quality of your relationship with the following stakeholders?



Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

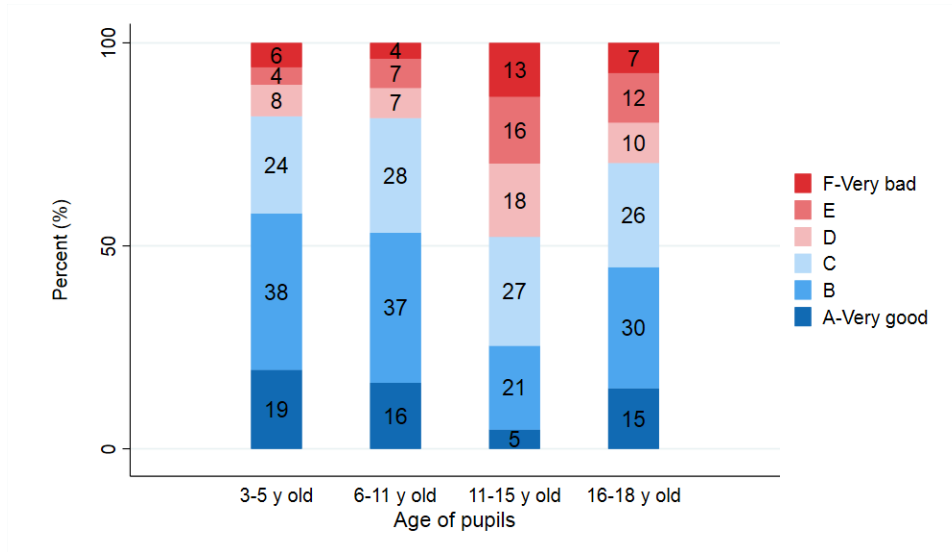
## II.3. Violence and security at work

### Do you feel safe at your workplace?



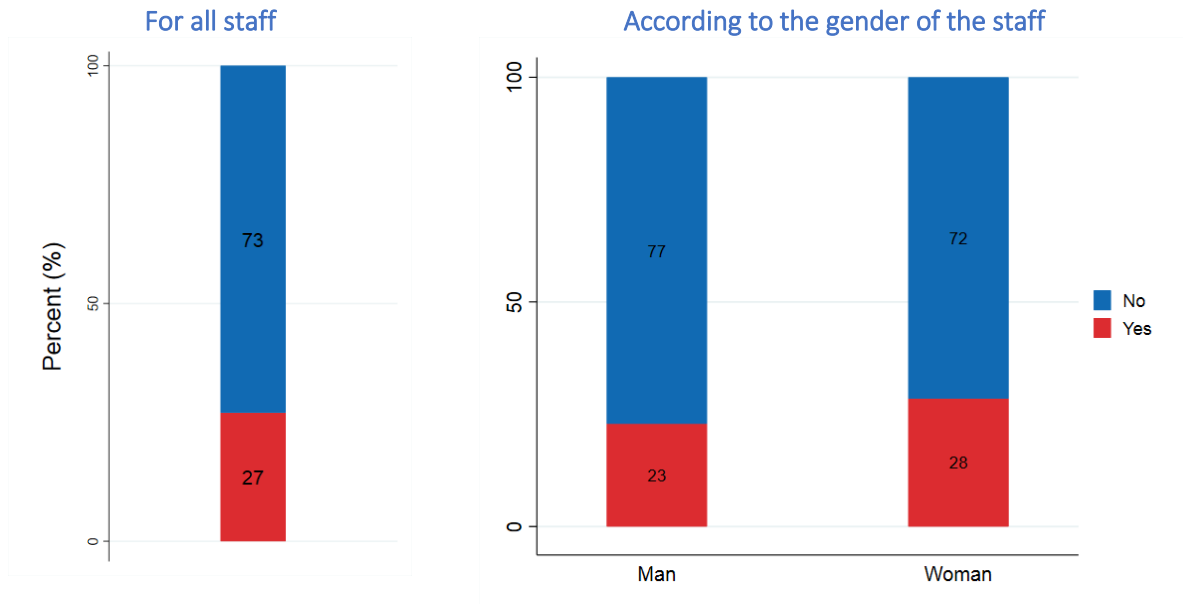
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

## Level of discipline of pupils



Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

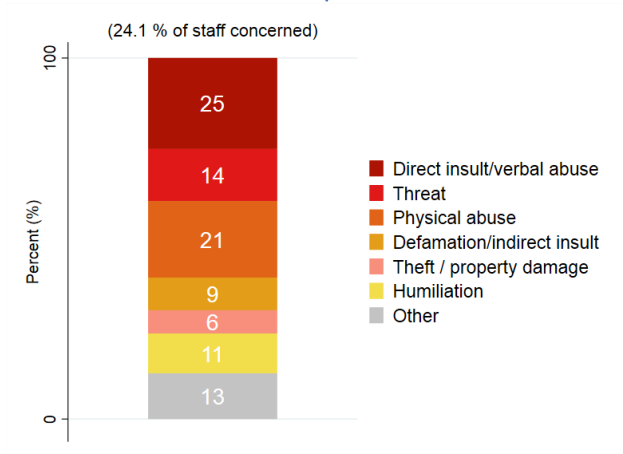
## Have you been the victim of workplace violence in the past 12 months?



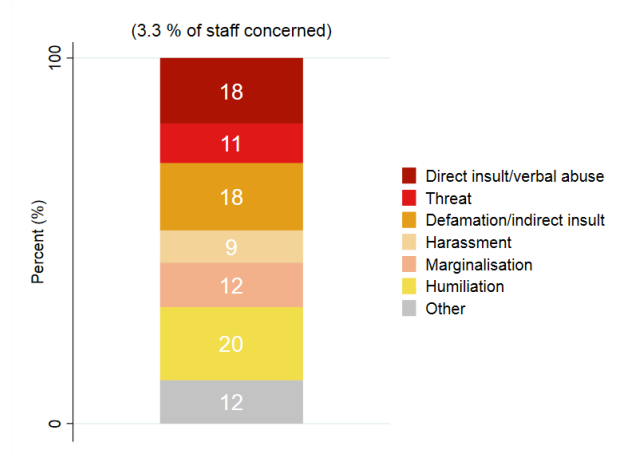
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

## Types of suffered violences according to stakeholders

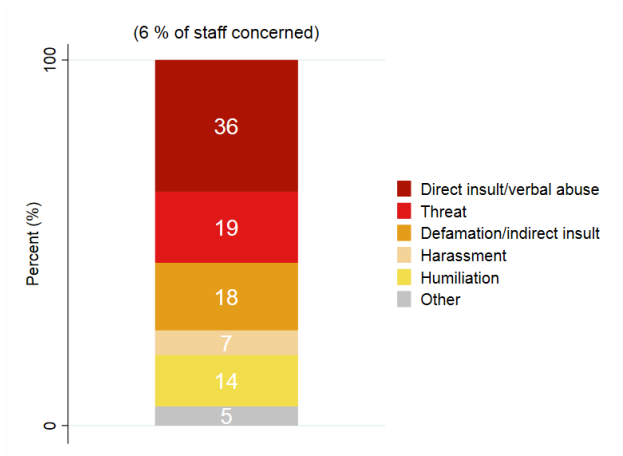
### Pupils



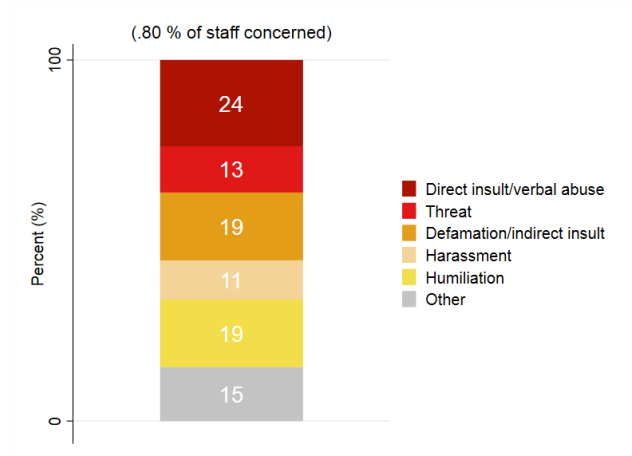
### Members of the school staff



### Parents

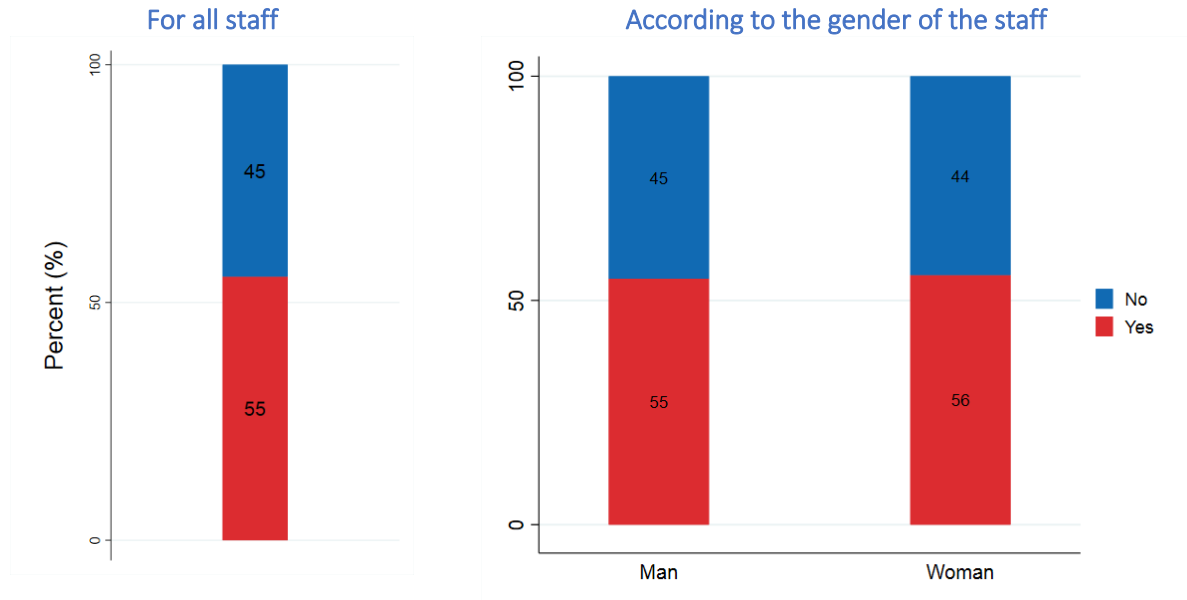


### Persons external to the school



Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

## At work, have you witnessed violence in the past 12 months?

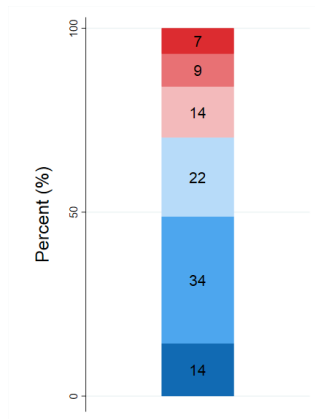


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

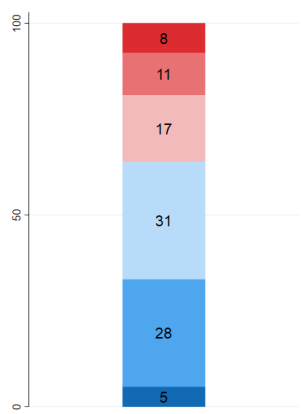
## II.4. Physical environment

### Are you satisfied with the following aspects of your school?

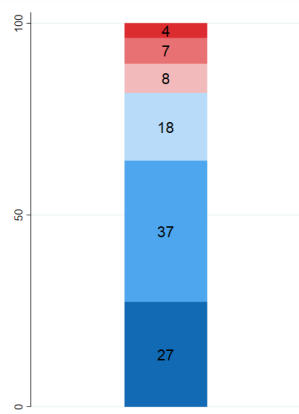
#### Satisfaction: facilities



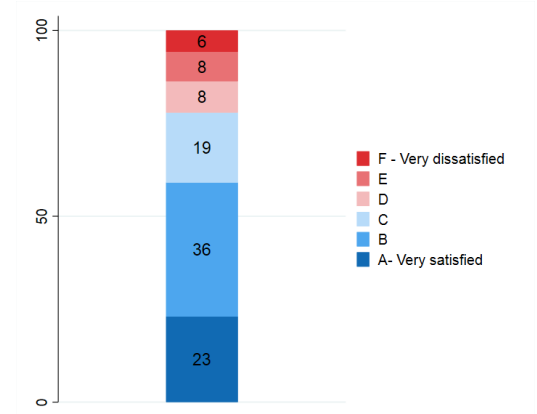
#### Satisfaction: material conditions (workspaces, teaching materials, Internet...)



#### Satisfaction: amenities (electricity, drinking water...)

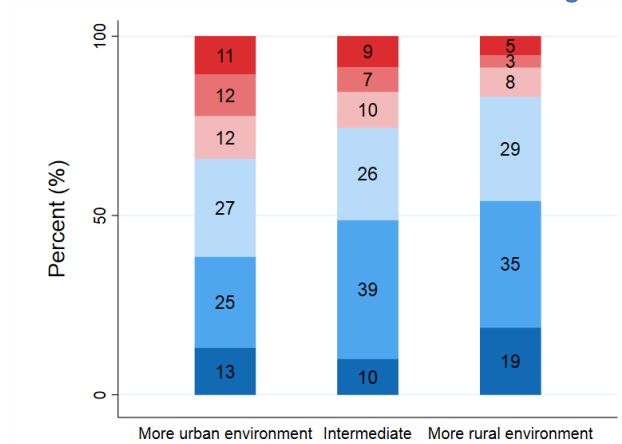


#### Satisfaction: sanitation (toilets, sewage, waste management...)

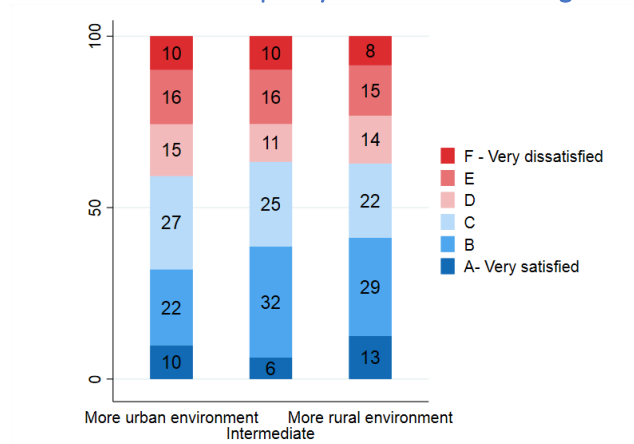


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

### Satisfaction: sound level outside the buildings



### Satisfaction: air quality outside the buildings

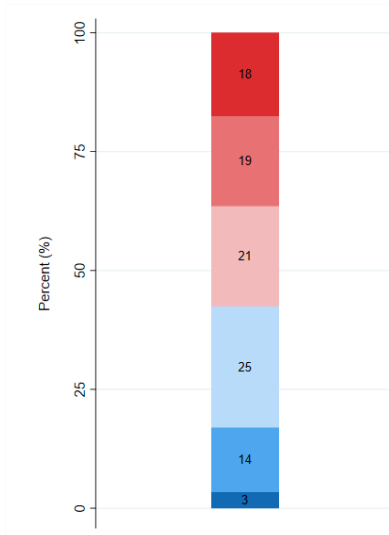


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

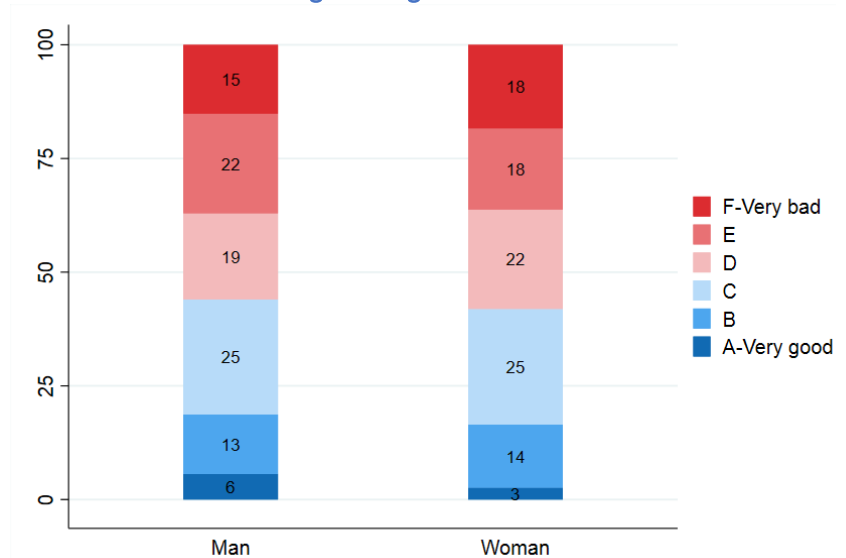
## II.5. Work/life

### Work/life balance

#### For all staff

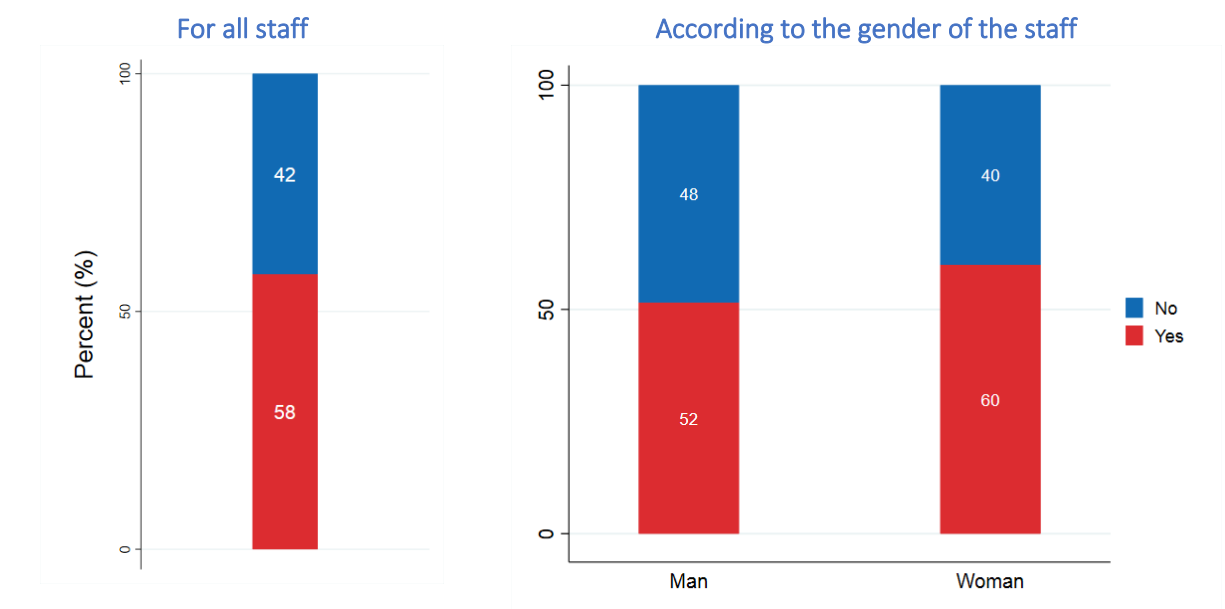


#### According to the gender of the staff



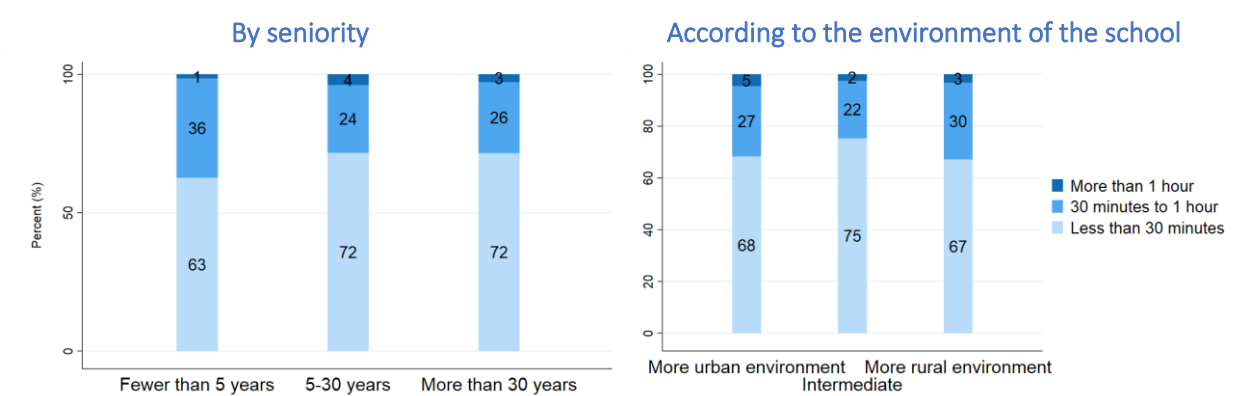
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

## Provides regular help/support to a family member or friend



Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

## Usual travel time from home to work



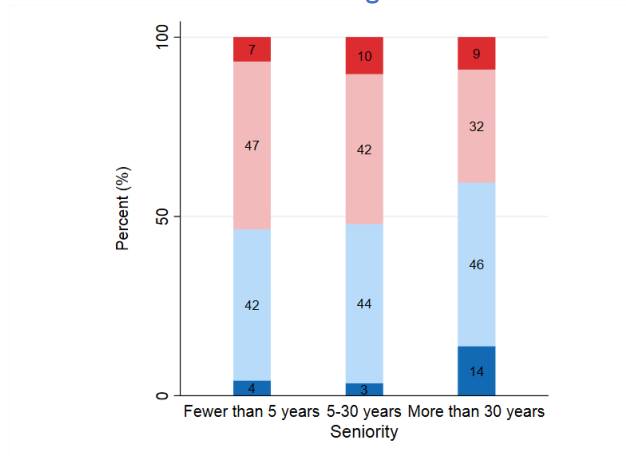
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

### III. Health and well-being of education staff

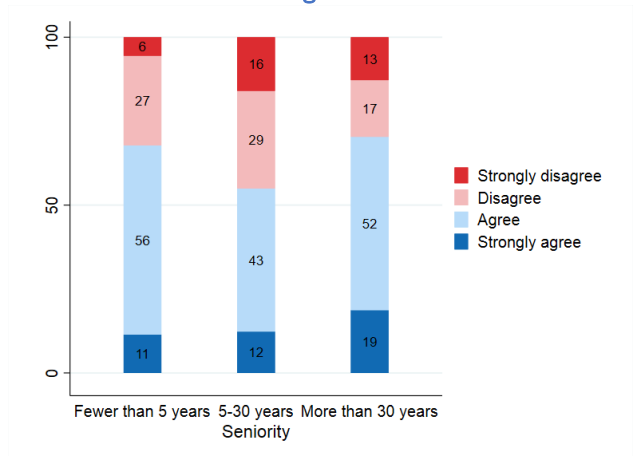
#### III.1. Indicators in the work context

To what extent do you agree or disagree with the following statements?

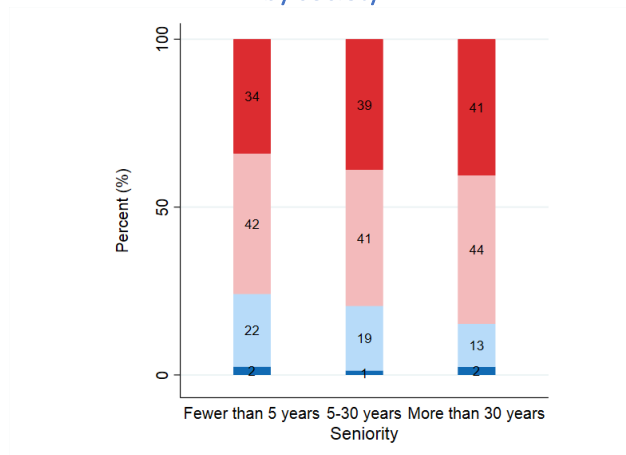
The advantages of my job far outweigh the disadvantages



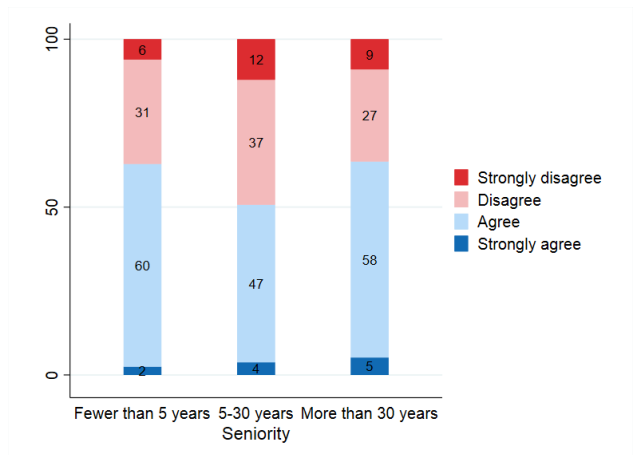
If I had to do it again, I would choose my profession again



I have the impression that my profession is valued by society



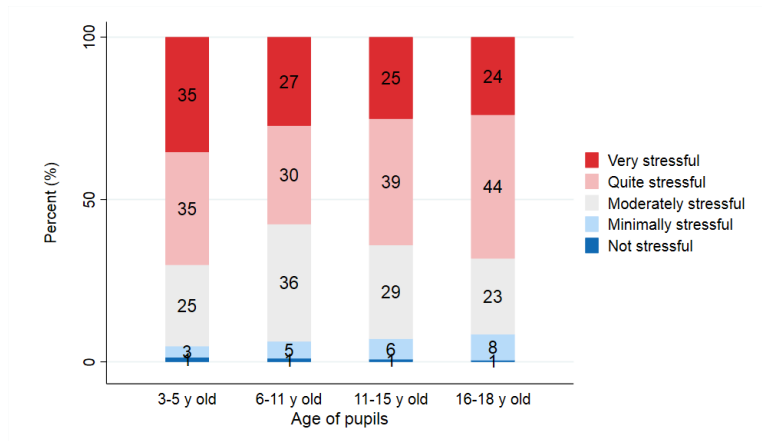
Overall, I am satisfied with my job



Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

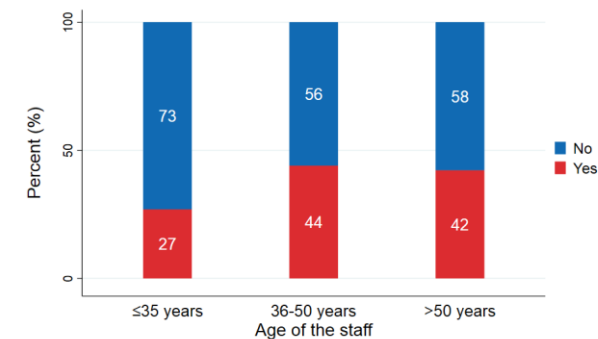


## How stressful has your job been since the start of the school year?

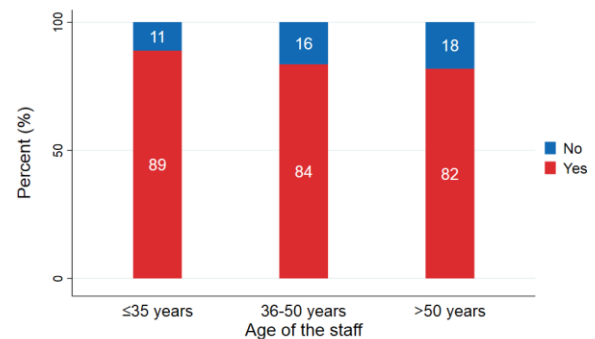


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

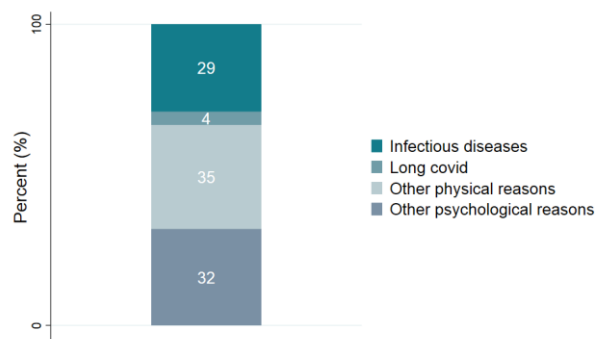
### Had sick leave (last 12 months)



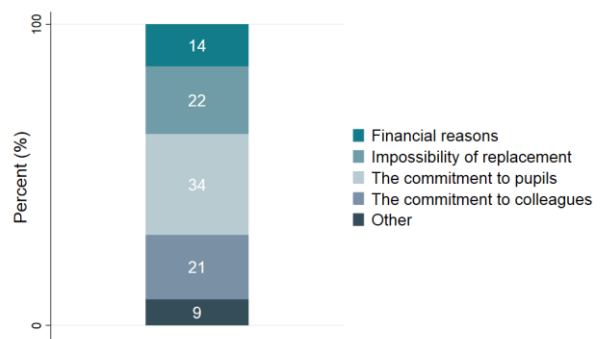
### Worked while sick (last 12 months)



### If yes, for what reason(s)?



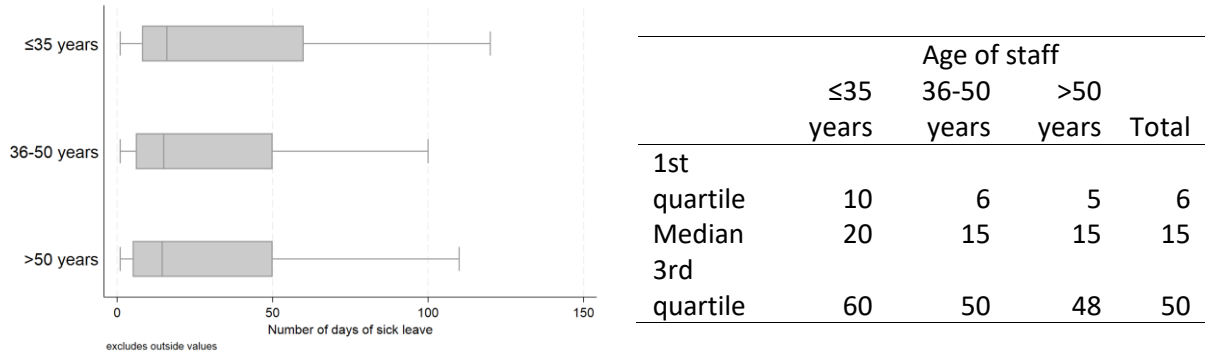
### If yes, for what reason(s)?



Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

## Number of days of sick leave\*

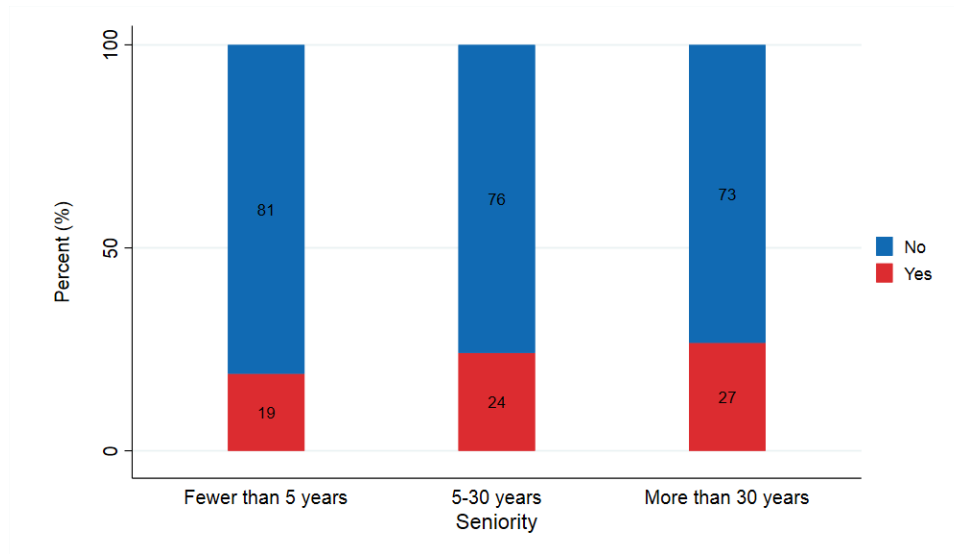
According to the age of the staff



\*Among staff who have been on sick leave

Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

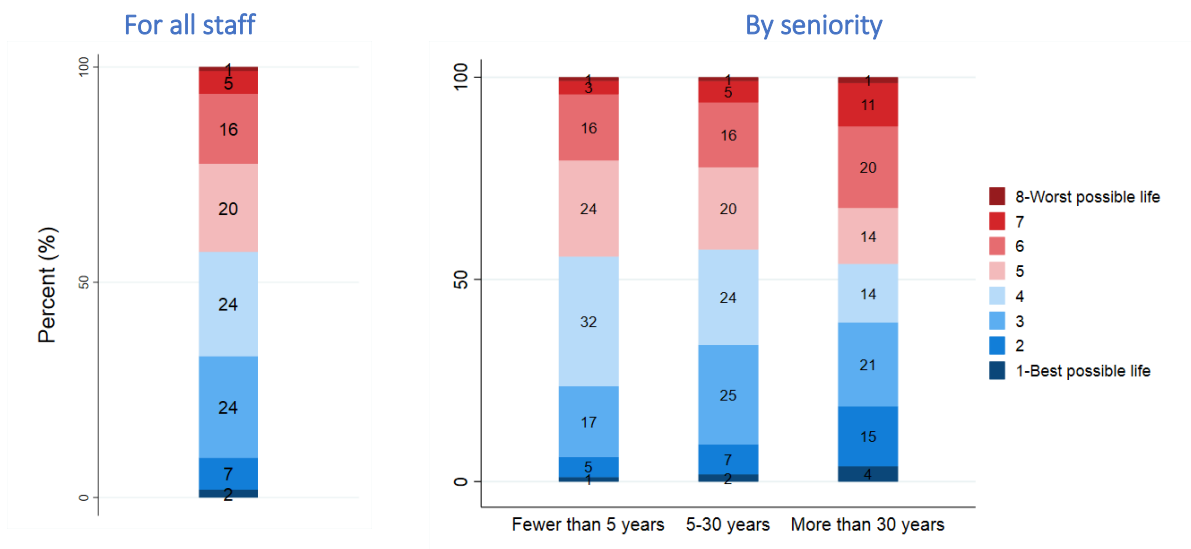
## In the last 12 months, have you been unable to work because of a voice disorder?



Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

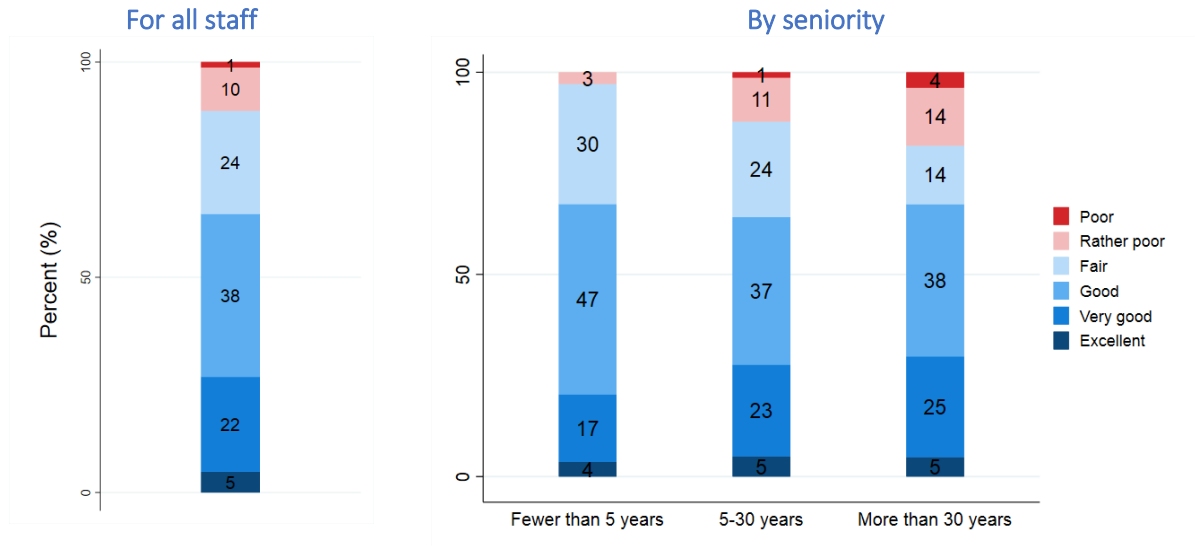
## III.2. Overall indicators

Quality of life: where do you currently place yourself on the ladder?



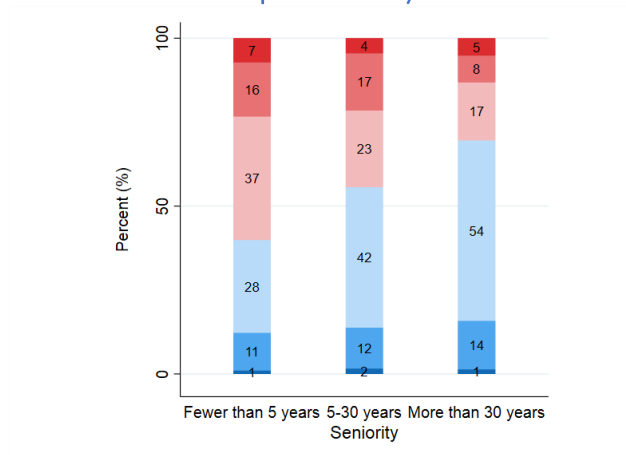
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

## How do you rate your health?

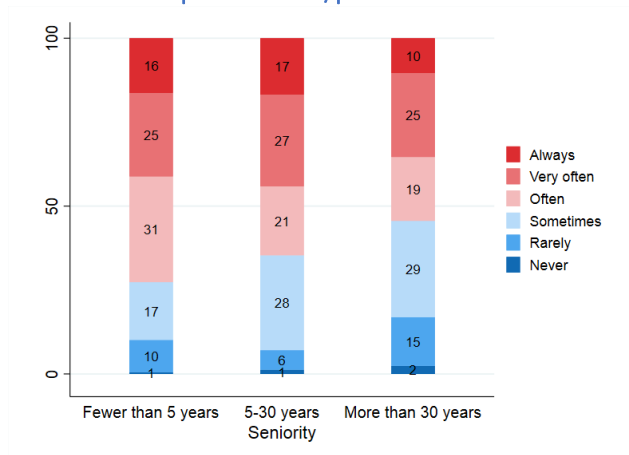


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

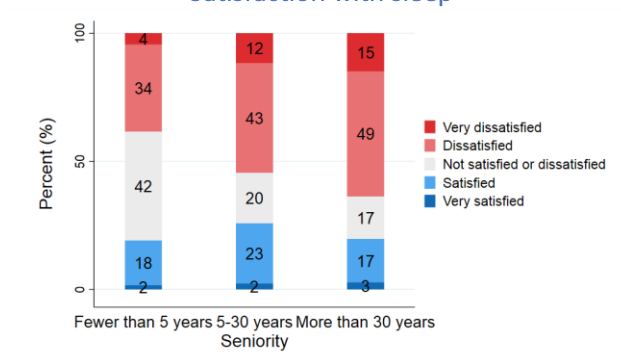
## Frequency of negative feelings (anxiety, depression, hopelessness...)



## Feeling of imbalance (time/energy) in professional/private life

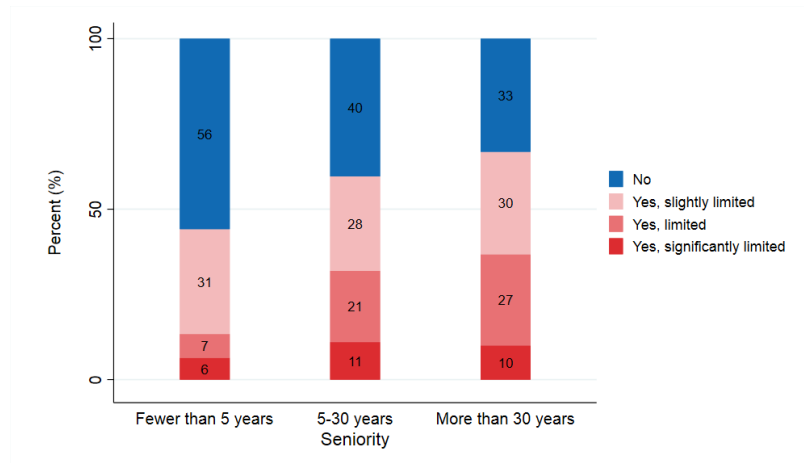


## Satisfaction with sleep



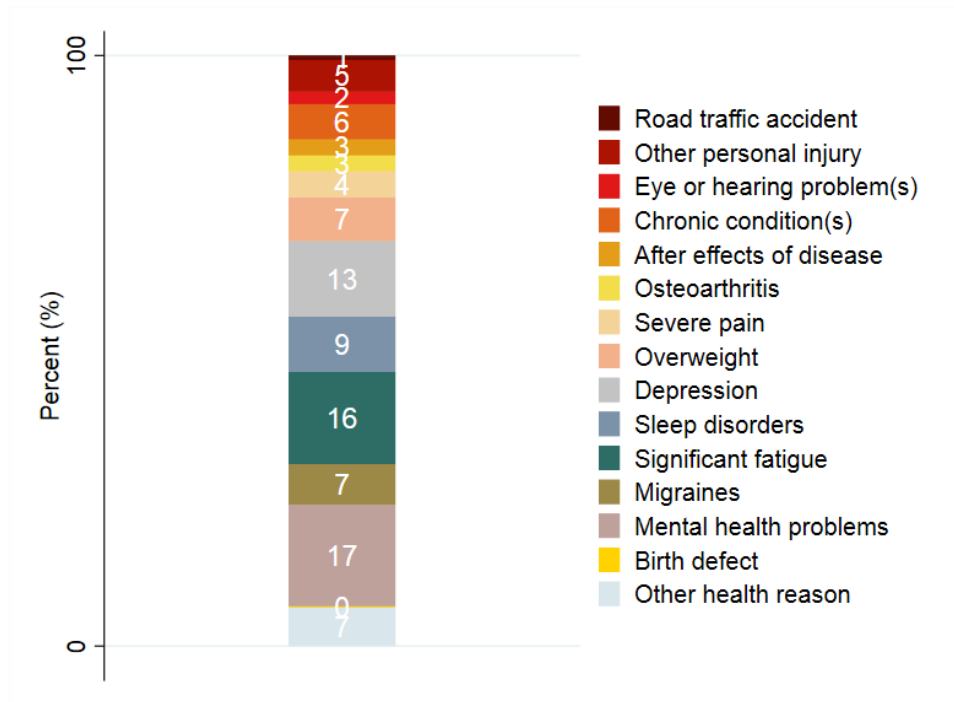
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

## Limitation in daily activities because of a health problem (past 6 months)



Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

## If yes, for what reason(s)?

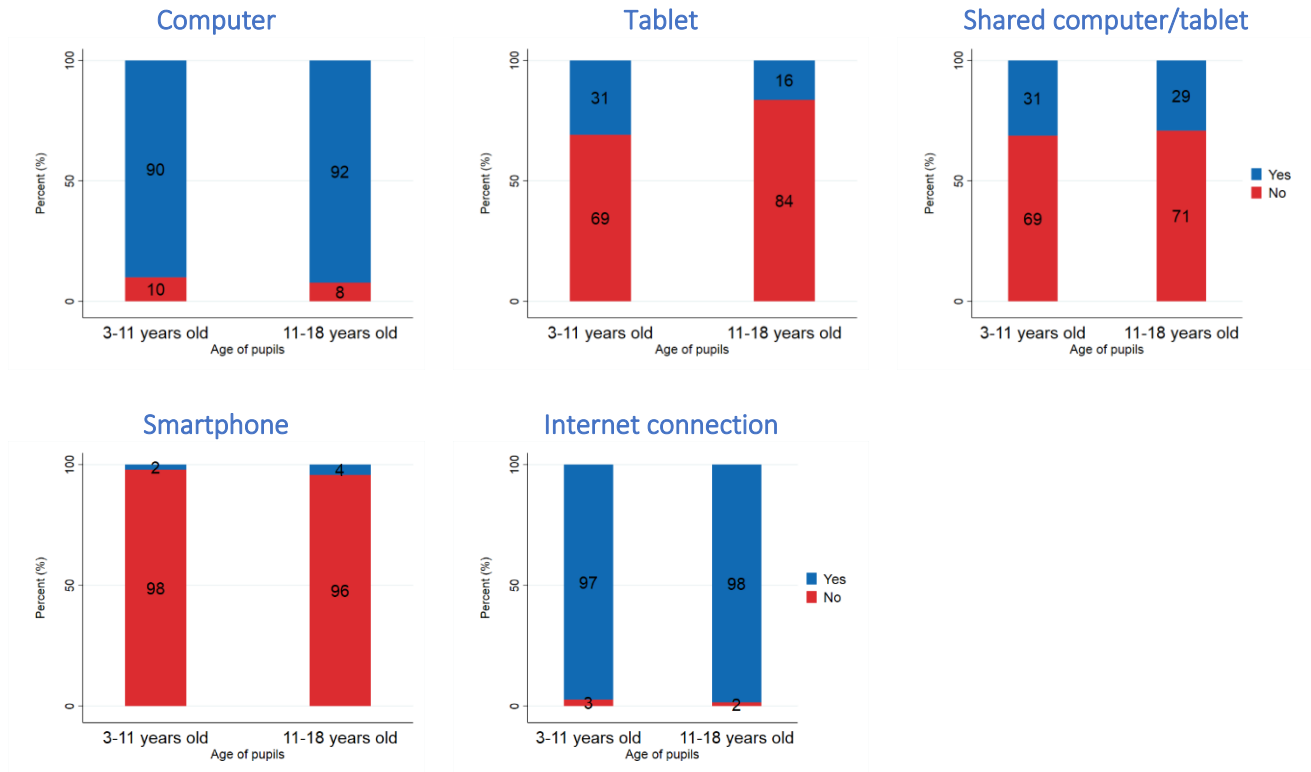


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

## IV. Use of digital tools

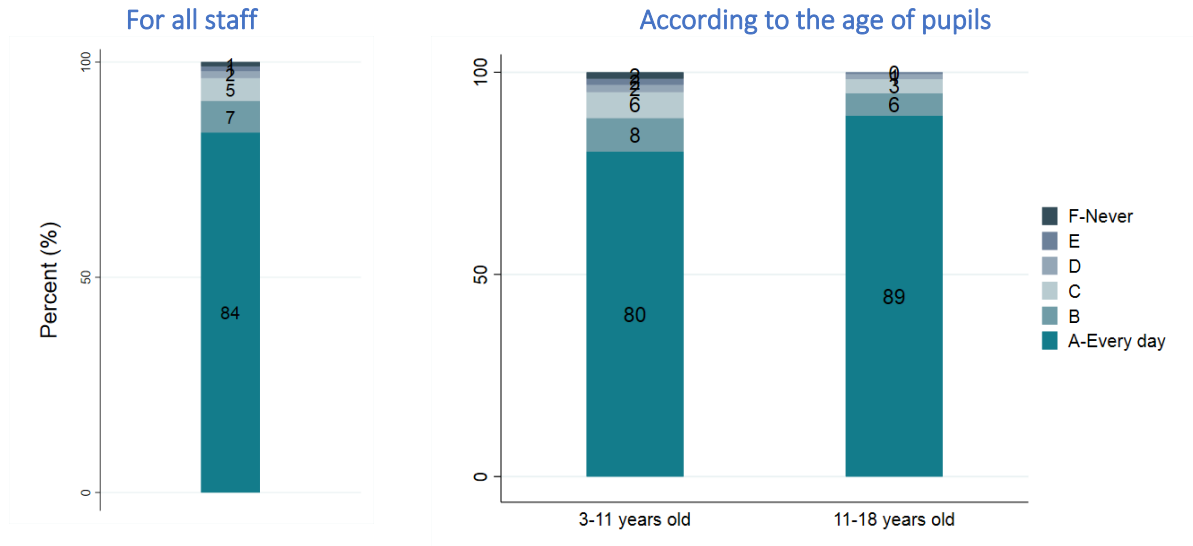
### IV.1 Equipment and frequency of use

As a professional, are you equipped with the following equipment?



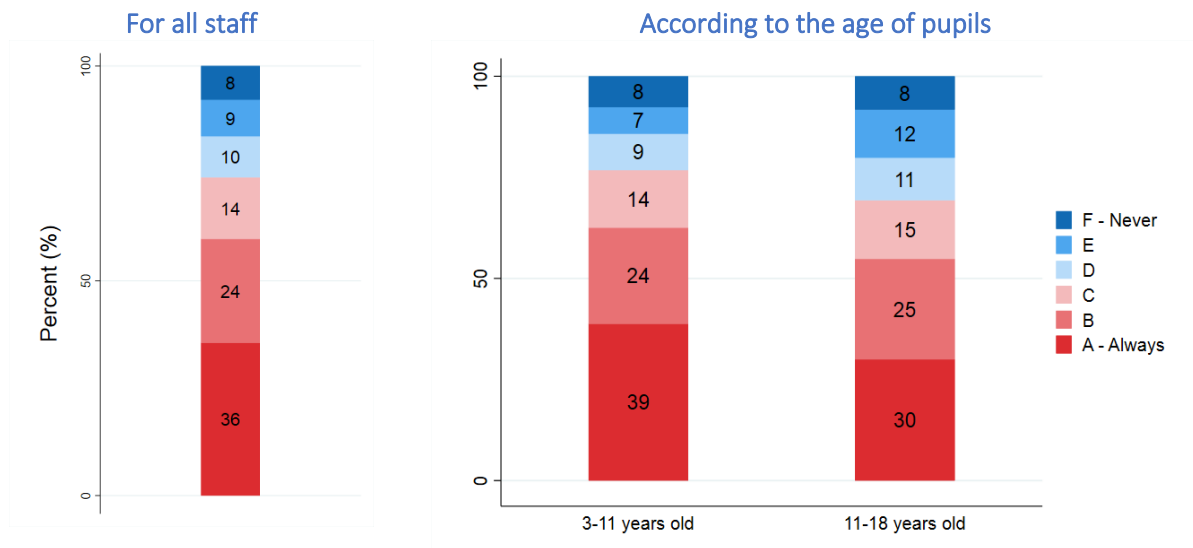
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

## Frequency of use of digital tools in the context of professional activity



Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

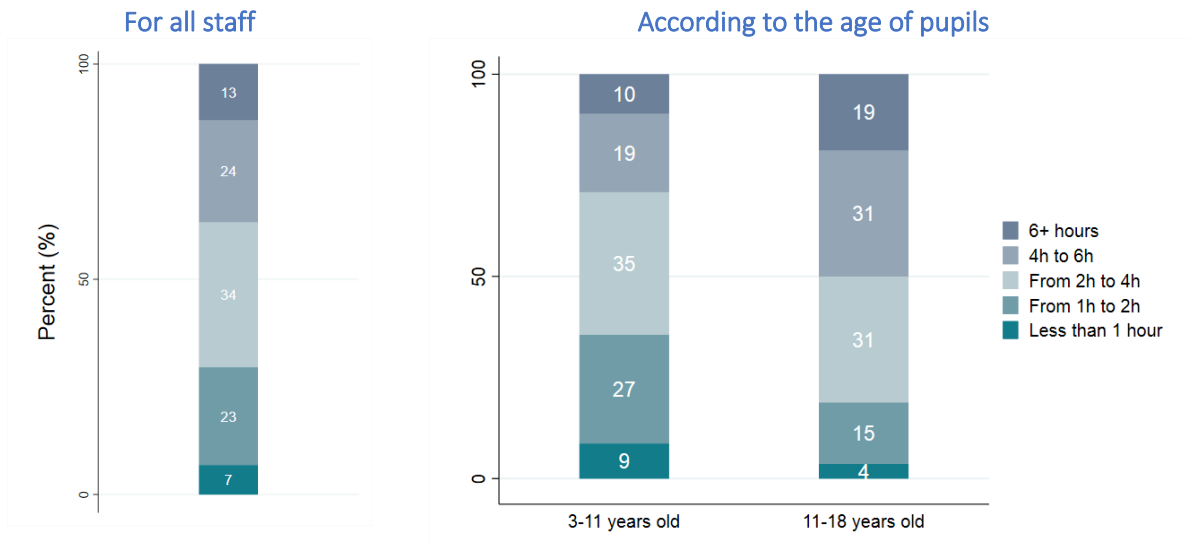
## Frequency of use of personal digital equipment for professional activities



Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

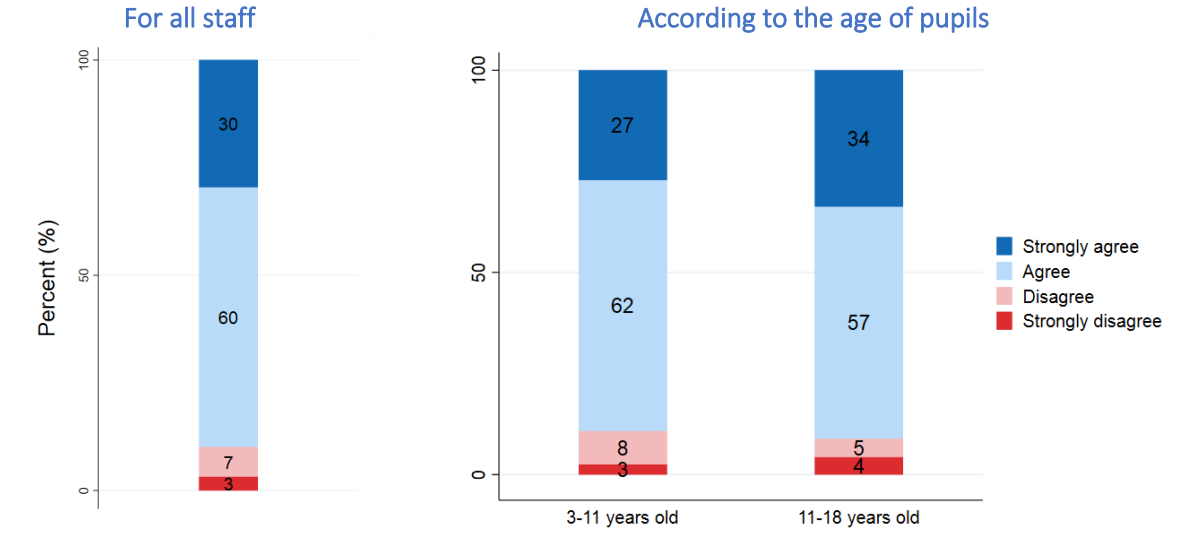
## IV.2 Adherence and attitude towards digital tools and technologies

### Average daily time of work spent on digital tools



Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

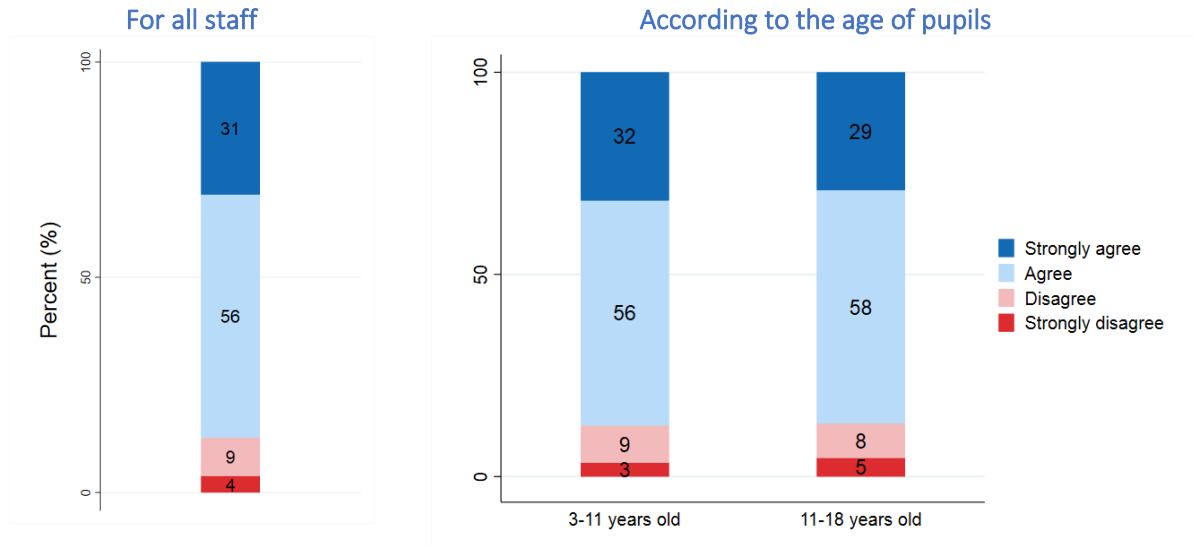
### I feel comfortable with digital tools



Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

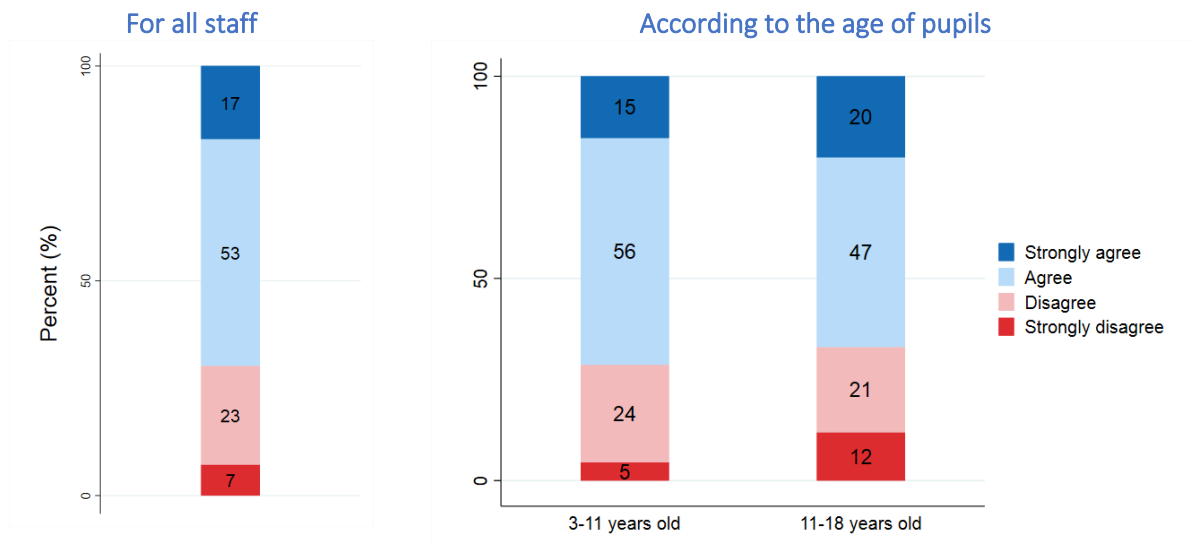


## In my job, digital tools make my work easier



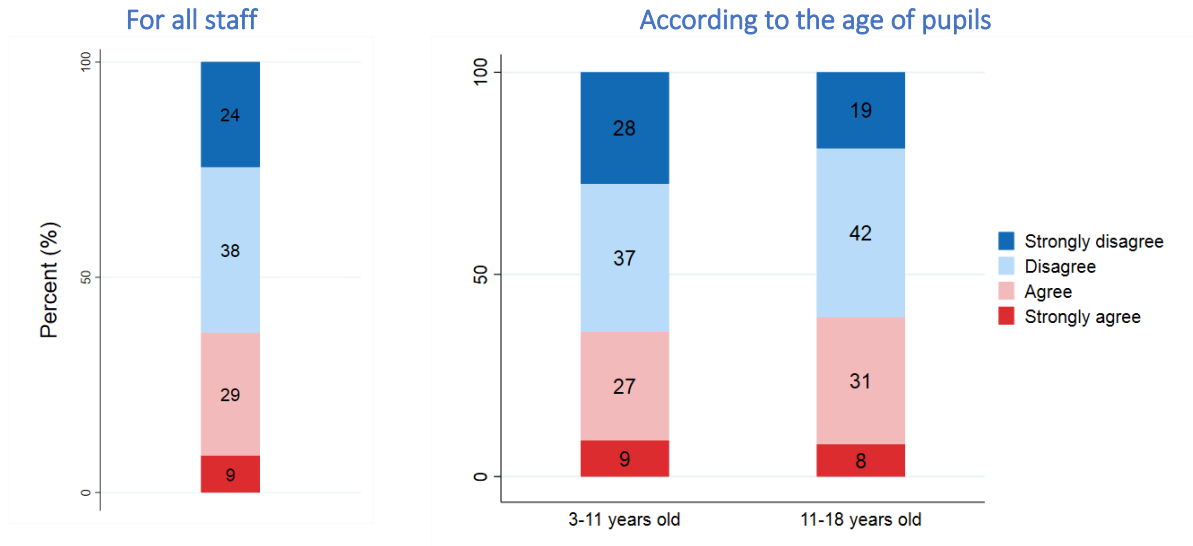
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

## The use of digital technology in my work is supported by the administration



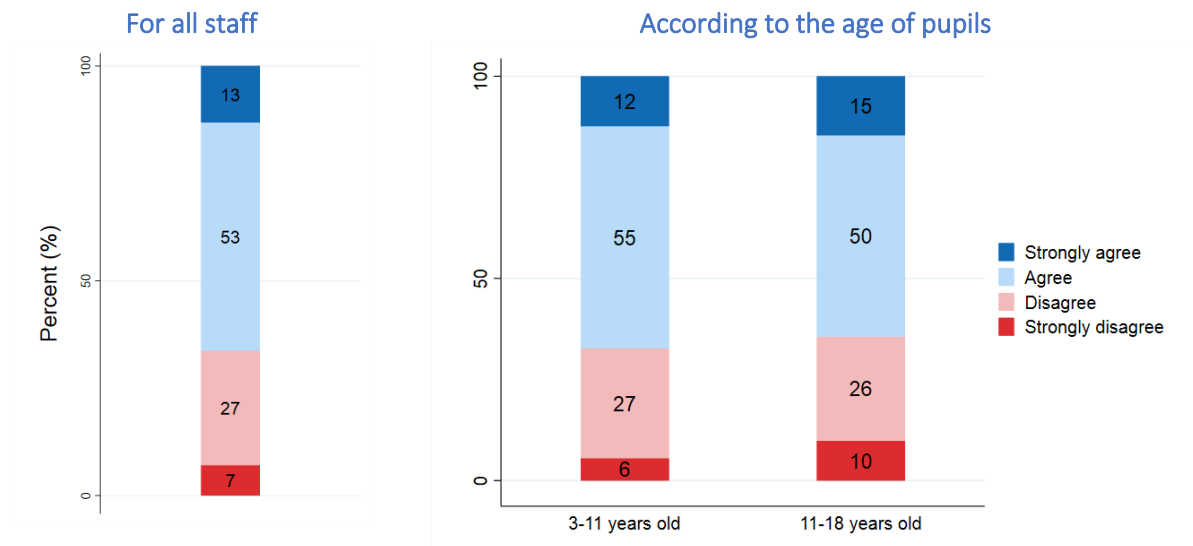
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

## The use of digital technology in my work is a source of stress for me



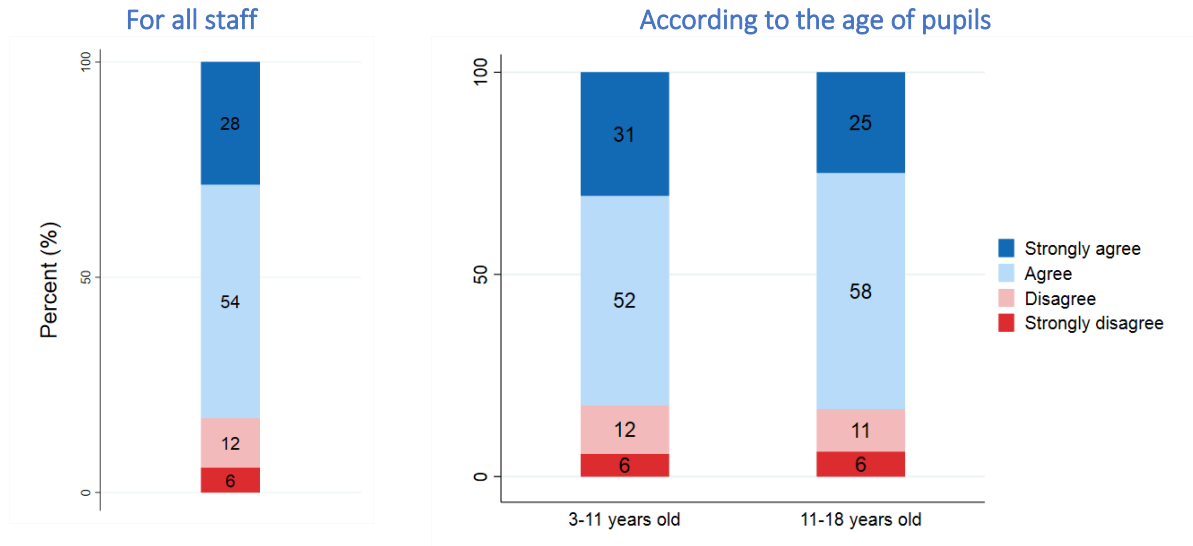
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

## Digital tools have enabled me to improve my relationships with students/families



Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

## I am in favour of using digital tools with pupils

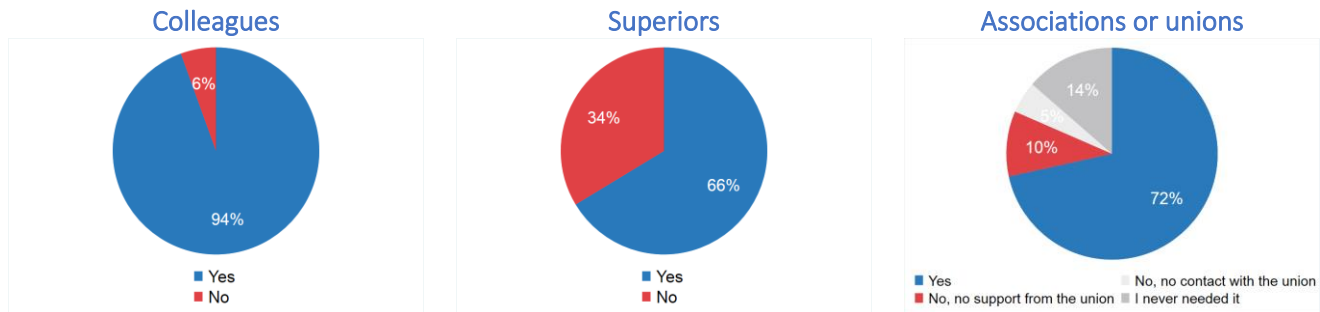


Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

## V. Needs identified by education personnel

### V.1. Support at work

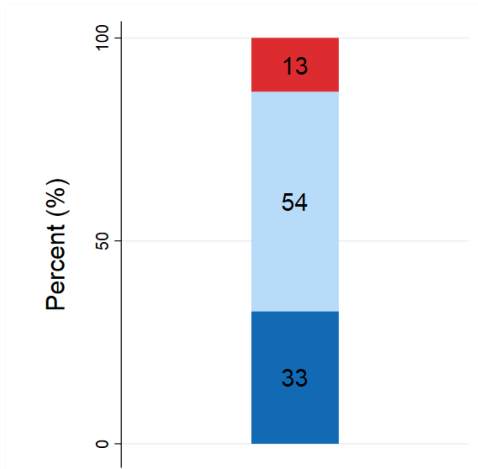
If needed, in your school do you get support from the following stakeholders



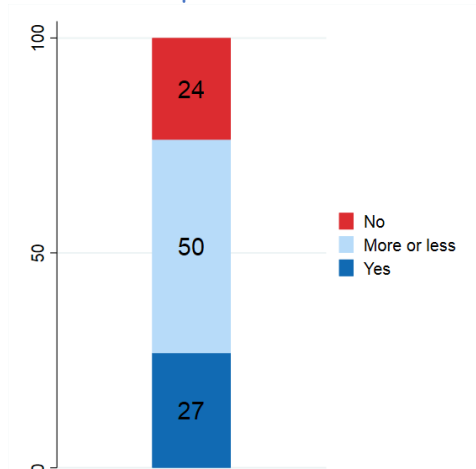
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

## V.2. Health-related information

In general, do you feel that you are well informed about health issues?



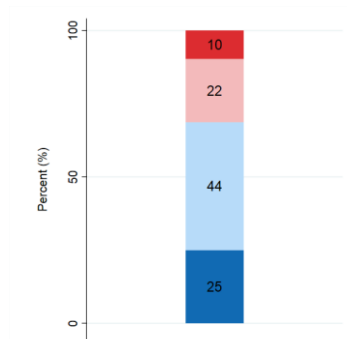
Do you know your rights regarding occupational health?



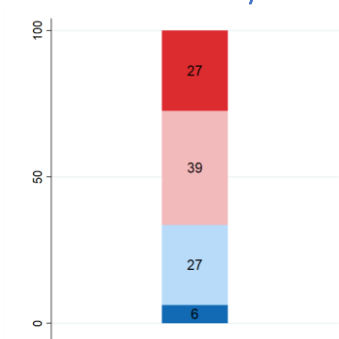
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

To what extent are these persons concerned about staff health and well-being?

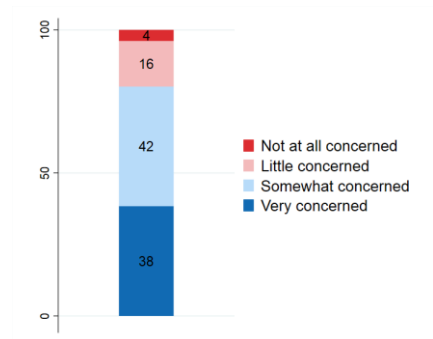
School administration



The hierarchy

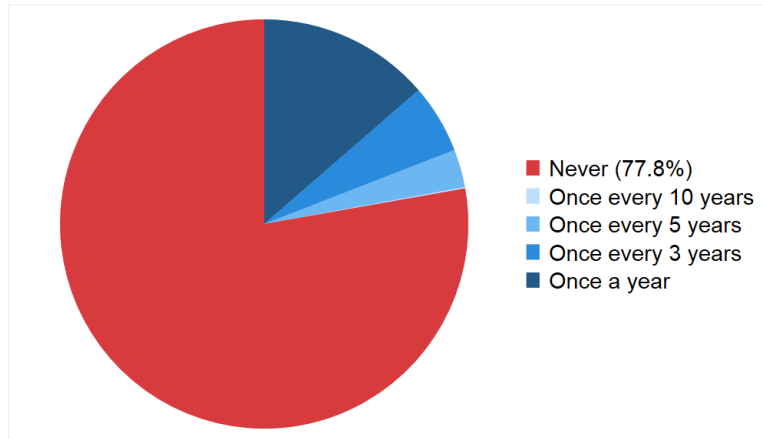


The unions



Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

## Frequency of occupational medical appointments



Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

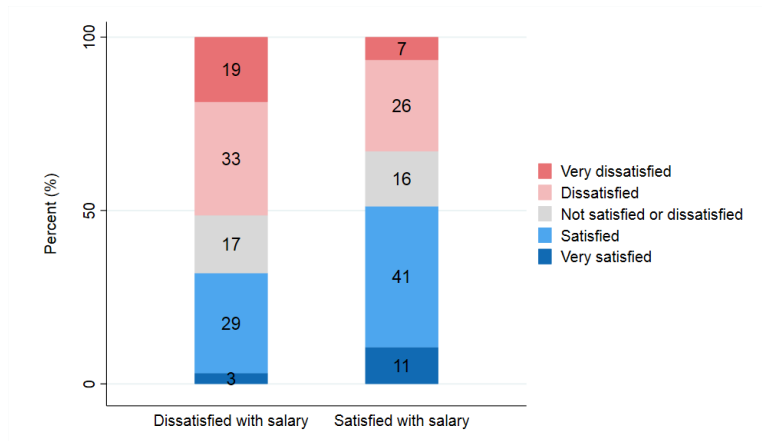
## V.3. Social protection

Do you have access to training and/or prevention resources on health/well-being?



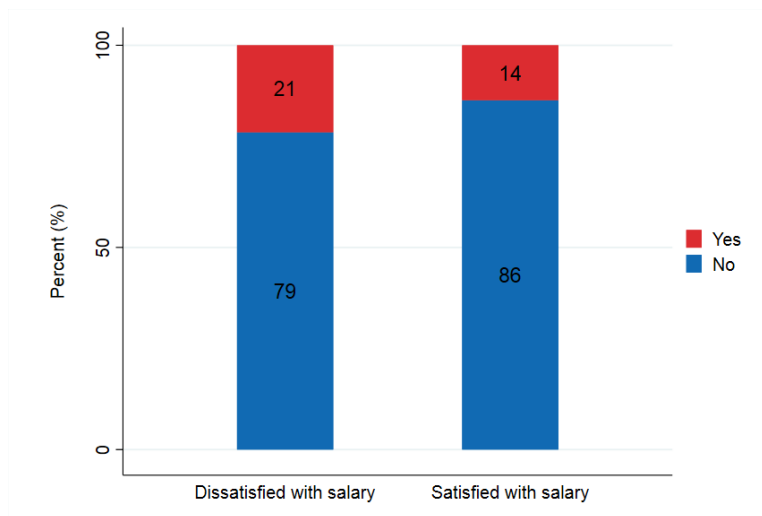
Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

### Are you satisfied with your access to healthcare in your country?



Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

### In the past year, did you forgo some healthcare because of financial problems?



Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada

## Appendix: Response distribution, question by question for all staff

	N	%
Age of pupils		
3-5 y old	136	19%
6-11 y old	338	45%
11-15 y old	320	27%
16-18 y old	116	9%
Role		
Teacher	765	85%
School principal	15	2%
Other administration	21	2%
Other support personnel	109	11%
Quality of life: where do you currently place yourself on the ladder?		
1-Best possible life	17	2%
2	78	7%
3	219	24%
4	207	24%
5	190	20%
6	134	16%
7	54	5%
8-Worst possible life	11	1%
How do you rate your health?		
Excellent	44	5%
Very good	213	22%
Good	334	38%
Fair	207	24%
Rather poor	96	10%
Poor	16	1%
Limitation in daily activities because of a health problem (past 6 months)		
Yes, significantly limited	94	10%
Yes, limited	186	20%
Yes, slightly limited	263	28%
No	367	42%
Frequency of negative feelings (anxiety, depression, hopelessness...)		
Never	15	2%
Rarely	125	12%
Sometimes	378	41%
Often	213	24%
Very often	140	17%
Always	39	5%
Feeling of imbalance (time/energy) in professional/private life		
Never	14	1%
Rarely	62	7%
Sometimes	261	27%
Often	188	22%
Very often	231	27%

Always	154	16%
Satisfaction with sleep		
Very dissatisfied	113	11%
Dissatisfied	382	42%
Not satisfied or dissatisfied	186	22%
Satisfied	208	22%
Very satisfied	21	2%
The advantages of my job far outweigh the disadvantages		
Strongly disagree	82	10%
Disagree	372	42%
Agree	412	44%
Strongly agree	44	4%
If I had to do it again, I would choose my profession again		
Strongly disagree	129	15%
Disagree	268	28%
Agree	394	45%
Strongly agree	119	13%
I have the impression that my profession is valued by society		
Strongly disagree	342	38%
Disagree	378	41%
Agree	172	19%
Strongly agree	18	2%
Overall, I am satisfied with my job		
Strongly disagree	94	11%
Disagree	319	36%
Agree	460	49%
Strongly agree	37	4%
How stressful has your job been since the start of the school year?		
Very stressful	242	28%
Quite stressful	335	35%
Moderately stressful	268	31%
Minimally stressful	55	5%
Not stressful	10	1%
Evaluation of the opportunities of training		
A-Very good	53	6%
B	159	18%
C	231	24%
D	161	18%
E	144	16%
F-Very bad	162	17%
Evaluation of the opportunities of promotion		
A-Very good	23	3%
B	89	10%
C	239	27%
D	164	18%
E	152	16%
F-Very bad	243	27%
Evaluation of salary		



A-Very good	65	7%
B	173	19%
C	239	27%
D	167	19%
E	146	16%
F-Very bad	120	13%
Work/life balance		
A-Very good	31	3%
B	127	14%
C	237	25%
D	191	21%
E	172	19%
F-Very bad	152	18%
Satisfaction with commuting		
A- Very satisfied	464	49%
B	206	22%
C	93	10%
D	65	8%
E	37	5%
F - Very dissatisfied	45	6%
Usual travel time from home to work		
Less than 30 minutes	675	71%
30 minutes to 1 hour	202	26%
More than 1 hour	33	3%
Average number of pupils in classes taught		
Fewer than 10	46	4%
10-19	233	29%
20-29	491	53%
30 or more	140	14%
Do you feel safe at your workplace?		
Yes, always	176	19%
Most of the time	634	71%
Rarely	72	8%
Not at all	28	2%
Satisfaction: facilities		
A- Very satisfied	126	14%
B	296	34%
C	209	22%
D	126	14%
E	91	9%
F - Very dissatisfied	62	7%
Satisfaction: material conditions (workspaces, teaching materials, Internet...)		
A- Very satisfied	53	5%
B	240	28%
C	284	31%
D	157	17%
E	107	11%
F - Very dissatisfied	69	8%

## Satisfaction: amenities (electricity, drinking water...)

A- Very satisfied	244	27%
B	302	37%
C	185	18%
D	79	8%
E	70	7%
F - Very dissatisfied	30	4%

## Satisfaction: sanitation (toilets, sewage, waste management...)

A- Very satisfied	209	23%
B	303	36%
C	179	19%
D	86	8%
E	82	8%
F - Very dissatisfied	51	6%

## Satisfaction: sound level inside the buildings

A- Very satisfied	122	13%
B	281	32%
C	243	27%
D	107	10%
E	86	8%
F - Very dissatisfied	71	9%

## Satisfaction: sound level outside the buildings

A- Very satisfied	283	32%
B	368	42%
C	148	16%
D	56	5%
E	38	3%
F - Very dissatisfied	17	1%

## Satisfaction: air quality inside the buildings

A- Very satisfied	85	9%
B	229	27%
C	234	25%
D	131	13%
E	131	16%
F - Very dissatisfied	100	9%

## Satisfaction: air quality outside the buildings

A- Very satisfied	277	30%
B	383	46%
C	146	14%
D	61	6%
E	27	2%
F - Very dissatisfied	16	2%

## Computer

Yes	816	91%
No	94	9%

## Tablet

Yes	216	26%
No	694	74%

Shared computer/tablet		
Yes	270	30%
No	640	70%
Smartphone		
Yes	27	3%
No	883	97%
Internet connection		
Yes	888	98%
No	22	2%
If yes: the connection's speed quality is:		
A-Excellent	116	13%
B	329	38%
C	237	27%
D	126	13%
E	58	6%
F-Very bad	22	3%
Frequency of use of personal digital equipment for professional activities		
A - Always	310	36%
B	223	24%
C	130	14%
D	88	10%
E	90	9%
F - Never	69	8%
Frequency of use of digital tools in the context of professional activity		
A-Every day	771	84%
B	64	7%
C	44	5%
D	12	2%
E	12	1%
F-Never	7	1%
Average daily time of work spent on digital tools		
Less than 1 hour	59	7%
From 1h to 2h	195	23%
From 2h to 4h	307	34%
4h to 6h	223	24%
6+ hours	126	13%
I feel comfortable with digital tools		
Strongly disagree	33	3%
Disagree	66	7%
Agree	554	60%
Strongly agree	257	30%
In my job, digital tools make my work easier		
Strongly disagree	35	4%
Disagree	85	9%
Agree	529	56%
Strongly agree	261	31%
The use of digital technology in my work is supported by the administration		
Strongly disagree	75	7%

Disagree	216	23%
Agree	460	53%
Strongly agree	159	17%
The use of digital technology in my work is a source of stress for me		
Strongly disagree	190	24%
Disagree	360	38%
Agree	278	29%
Strongly agree	82	9%
Digital tools have enabled me to improve my relationships with students/families		
Strongly disagree	76	7%
Disagree	251	27%
Agree	471	53%
Strongly agree	112	13%
I am in favour of using digital tools with pupils		
Strongly disagree	55	6%
Disagree	114	12%
Agree	515	54%
Strongly agree	226	28%
At work, are you informed in advance about important decisions?		
A - Always	34	5%
B	145	16%
C	196	22%
D	178	18%
E	227	25%
F - Never	130	15%
Is your work recognised / valued by the school administration and/or superiors?		
A - Always	84	10%
B	228	25%
C	195	21%
D	151	16%
E	171	19%
F - Never	81	9%
In your school, do you make important decisions as a team?		
A - Always	51	5%
B	171	22%
C	215	22%
D	165	19%
E	185	18%
F - Never	123	14%
How much autonomy do you have in your work?		
No autonomy	31	3%
Little autonomy	147	18%
Relative autonomy	539	57%
A great autonomy	193	21%
School climate		
A-Very good	103	12%
B	275	30%
C	236	27%

D	115	12%
E	99	10%
F-Very bad	82	9%
Quality of the relationship with the school administration		
A - Very good	223	25%
B	277	30%
C	196	21%
D	82	8%
E	77	9%
F - Very bad	55	6%
Quality of the relationship with the colleagues		
A - Very good	293	33%
B	376	41%
C	159	18%
D	50	5%
E	27	3%
F - Very bad	5	0%
Quality of the relationship with parents		
A - Very good	215	24%
B	386	39%
C	223	26%
D	61	7%
E	20	4%
F - Very bad	5	0%
Quality of the relationship with pupils		
A - Very good	431	49%
B	375	39%
C	74	9%
D	21	3%
E	6	0%
F - Very bad	3	0%
Level of discipline of pupils		
A-Very good	83	8%
B	235	26%
C	219	24%
D	121	13%
E	125	13%
F-Very bad	127	15%
Have you been the victim of workplace violence in the past 12 months?		
Yes	367	40%
No	543	60%
Perpetrator(s) of the violence = pupil(s)		
Yes	299	84%
No	68	16%
Perpetrator(s) of the violence = member(s) of the school staff		
Yes	105	25%
No	262	75%
Perpetrator(s) of the violence = parent(s)		

Yes	112	29%
No	255	71%
Perpetrator(s) of the violence = person(s) external to the school		
Yes	35	8%
No	332	92%
Perpetrator(s) of the violence = unidentified person(s)		
Yes	33	8%
No	334	92%
At work, have you witnessed violence in the past 12 months?		
Yes	672	75%
No	238	25%
If needed, support from colleagues		
Yes	850	94%
No	60	6%
If needed, support from superiors		
Yes	595	66%
No	315	34%
If needed, support from associations or unions		
Yes	647	72%
No, no support from the union	92	10%
No, no contact with the union	44	5%
I never needed it	127	14%
In general, do you feel that you are well informed about health issues?		
Yes	318	33%
More or less	484	54%
No	108	13%
Do you know your rights regarding occupational health?		
Yes	262	27%
More or less	442	50%
No	206	24%
How concerned is the school administration about the well-being of staff?		
Not at all concerned	87	10%
Little concerned	198	22%
Somewhat concerned	404	44%
Very concerned	221	25%
How concerned are the supervisory authorities about the well-being of staff?		
Not at all concerned	233	27%
Little concerned	356	39%
Somewhat concerned	266	27%
Very concerned	55	6%
How concerned are the unions about the well-being of staff?		
Not at all concerned	30	4%
Little concerned	140	16%
Somewhat concerned	377	42%
Very concerned	363	38%
Do you have a staff health liaison person?		
Yes	263	29%
No	647	71%

Frequency of occupational medical appointments		
Once a year	133	14%
Once every 3 years	49	5%
Once every 5 years	23	3%
Once every 10 years	2	0%
Never	703	78%
Do you have access to training and/or prevention resources on health/well-being?		
Yes	562	61%
No	348	39%
If yes, do you use / have you used them?		
Yes	262	44%
No	300	56%
Are you satisfied with your access to healthcare in your country?		
Very dissatisfied	124	12%
Dissatisfied	277	29%
Not satisfied or dissatisfied	141	16%
Satisfied	298	35%
Very satisfied	70	7%
In the past year, did you forgo some healthcare because of financial problems?		
Yes	160	17%
No	750	83%
Gender*		
Man	141	25%
Woman	763	74%
I currently identify as	6	1%
Age of staff		
30 years and less	38	10%
31-40 years	160	23%
41-50 years	347	42%
51 years and over	365	25%
Do you live in a couple?		
Yes	680	74%
No	230	26%
Do you live with children?		
Yes	530	56%
No	380	44%
Do you live with relatives, friends, roommates?		
Yes	105	13%
No	805	87%
Provides regular help/support to a family member or friend		
Yes	572	58%
No	338	42%
Seniority		
1 year	8	2%
2 to 4 years	52	10%
5 to 9 years	103	14%
10 to 14 years	134	17%
15 to 19 years	187	22%

20 to 30 years	352	31%
Over 30 years	74	5%
Contractual situation		
Permanent contract / Civil servant status	788	84%
Temporary contract	100	14%
Daily contract	22	2%
Full-time / Part-time		
Full-time	825	90%
Part-time	85	10%
Number of pupils in the school		
Fewer than 100	39	4%
Between 100 and 199	82	9%
Between 200 and 799	574	68%
More than 800	215	20%
School environment		
A - Very urban	164	17%
B	223	25%
C	193	22%
D	137	14%
E	119	12%
F - Very rural	74	9%
Social background of the majority of pupils		
A - Very advantaged	35	4%
B	129	14%
C	294	33%
D	264	26%
E	109	14%
F - Very disadvantaged	79	9%
School sector		
Public	898	99%
Private	12	1%
School type		
General	868	96%
Vocational	21	2%
Other	21	2%
Do you have a membership in a union?		
Yes	899	98%
No	9	1%
Do not want to answer	2	0%

\*In order to include all respondents in the statistics and adjust the whole sample, people who ticked "I currently identify myself as..." were reclassified among the most likely group given their level of education

Source: I-BEST 2023, ESN/FESP. Field: education personnel, Canada