

GENDER-BASED ANALYSIS PLUS (GBA PLUS)

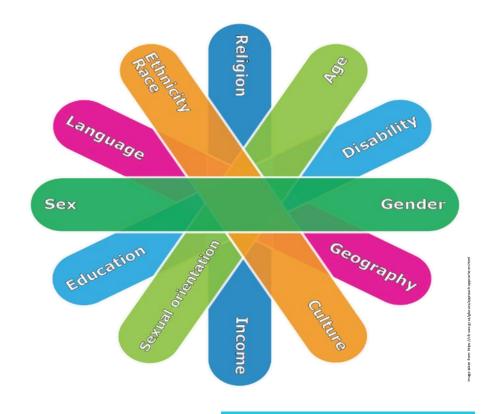
Canada- Chile Dialogue – January 2022





GBA Plus is an analytical tool used to assess how diverse people are impacted by government decisions.

GBA Plus seeks to understand how various aspects of people's identity influence the way they experience government policies and initiatives – this is referred to as an intersectional approach.



What is GBA Plus?

Purpose of GBA Plus

- ✓ Development of effective programs and policies that take into account Canada's diverse society.
- ✓ Ensure that the diverse experiences of the Canadian population are not missed or misunderstood.
- ✓ Help ensure that policies and initiatives do not inadvertently cause inequalities or exacerbate existing ones.

In December 2021, new
Mandate Letters called
on Ministers to continue
efforts to further
integrate and
strengthen GBA Plus

The Evolution of GBA Plus in the Government of Canada

1995

2007

2011

2015

2016

2018

2019

2021

Government Commitment to GBA

Following the
United Nations'
fourth World
Conference on
Women in Beijing
China, and with the
endorsement of the
Beijing Declaration
and Platform for
Action, the
Government of
Canada committed
to conducting a
GBA on all policies
and programs

GBA Mandatory in Submissions to TBS

The 2007 revised Guide to Preparing Treasury Board Submissions made it mandatory for GBA information to be included in any TB submission

Re-branding to GBA Plus

In 2011, the Government of Canada rebranded GBA to GBA Plus. The 'Plus' was added to encourage consideration of the multiple factors that shape experiences and outcomes, beyond sex and gender. With this rebranding, the GBA Plus wheel was introduced

Auditor General Audit of GBA Plus

Recommended that Status of Women Canada, Privy Council Office and Treasury Board Secretariat work with all federal organizations to identify the barriers to GBA Plus implementation and to periodically assess and report on progress

GBA Plus Action Plan

The 2016-20 GBA
Plus Action Plan
included a
requirement for
GBA Plus in
Memoranda to
Cabinet and a
commitment to
embed into policy
processes.

GBA Plus being mandatory in TB submissions was re-affirmed.

Governance to support GBA Plus was implemented. Training was expanded with CSPS.

Budget 2018

Canadian Gender
Budgeting Act
passed. GBA Plus is
legislated for all
new annual Budget
measures, for tax
expenditures, and
for existing
expenditures

The Cabinet
Directive on
Regulations comes
into force and
requires
assessments of
social and
economic impacts
of regulatory
proposals.

Mainstreaming GBA Plus

GBA Plus commitments are included in all Ministerial mandate letters

The Impact
Assessment Act
came into force.
GBA Plus is
legislated for all
major initiatives as
part of impact
assessments

Strengthening GBA Plus

New GBA Plus strengthening tools launched for Federal Public Servants in June 2021.

Budget 2021 investments to strengthen disaggregated data in order to power GBA Plus

Gender Budgeting

 The Canadian Gender Budget Act came into force in December 2018, and enshrines gender budgeting in the federal government's budgetary and financial management process.

 The Gender Results Framework was also introduced as a tool for federal budget decisionmaking and for gender analysis of the annual budget.

 Budget 2019 moved further by providing Canadians access to the Budget 2019 Gender Report, a publication of comprehensive GBA+ summaries for each budget measure.

 In line with legislation, ECCC conducts GBA Plus for each funding proposal submitted to Finance Canada.















Gender Results Framework

- The Government of Canada has committed to advancing gender equality through significant investments in key programs, policies and initiatives. While Canada is a leader in many facets of gender equality, there is still work left to do.
- Introduced in Budget 2018, the Gender Results Framework represents the Government of Canada's vision for gender equality, highlighting the key issues that matter most. It is a whole-of government tool designed to:
 - Track how Canada is currently performing
 - Define what is needed to achieve greater equality
 - Determine how progress will be measured going forward
- Under this framework, the federal government has identified six key areas where change is required to advance gender equality.



The role of data in GBA Plus



- Data is a key component of GBA Plus. Data disaggregated by gender, income, ethnic background, Indigeneity, (dis)ability, education, and other identity factors is particularly useful to understand potential differential impacts of your proposal.
- However data and information gaps exist in relation to specific environmental issues.
- ECCC is increasing efforts around data collection through program implementation in order to strengthen our ability to report monitor and report progress on GBA Plus.
 - A particular focus will be placed on data collection and management, including privacy issues and departmental capacity to manage and store data

Ongoing GBA Plus Work at ECCC

- To support capacity building at ECCC, the department established a GBA Plus Centre of Expertise to provide guidance, gather and build resources and share information across the department.
- To fill gaps in data and knowledge, ECCC works with partners, including academic partners to strengthen departmental capacity for GBA Plus.
 - For example, in 2021, ECCC commissioned two contracts with academics to further understand GBA Plus issues in relation to nature and biodiversity, and environmental justice.
- GBA Plus Planning and Reporting: There has been an increasing focus on better integration of GBA Plus in planning and reporting activities, including measuring and monitoring GBA Plus progress on all aspects of the policy cycle.

