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Gender Based Analysis - A Canadian Approach to Gender-Sensitive Policy Making

Submitted by: Canada



**Symposium on Gender Mainstreaming and
Women Empowerment to Fight Corruption
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Global Affairs
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Gender Based Analysis +

A Canadian Approach to Gender-Sensitive
Policy Making

APEC Anti-Corruption and Transparency Working Group
Symposium on Gender Mainstreaming and Women
Empowerment to Fight Corruption

Putrajaya, Malaysia

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Canada

Gender and Corruption



- Impacts of corruption disproportionately affects women and vulnerable populations;
- Both women and men are affected by corruption in its many forms; however, women's traditional roles prevent them from gaining full access to their civic, social and economic rights and make them vulnerable to corruption on a daily basis;
- Very little information or data available on the gender and corruption nexus.

Setting the Stage



Canada has a long history of gender-sensitive policy making:

- Gender equality is enshrined in the *Charter of Rights and Freedoms*, which is part of the Constitution of Canada;
- Key domestic and international milestones contributed to increase prominence of Gender Based Analysis within the Government of Canada:
 - Beijing Platform for Action – 1995;
 - Federal Plan for Gender Equality – 1995;
 - Agenda for Gender Equality – 2000;
 - CEDAW Optional Protocol – 2002;
 - Report of the Auditor General of Canada – 2009;
 - Gender Base Analysis Action Plan – 2016.

The Current Commitment to Achieve Gender Equality



The Government of Canada's current agenda includes commitment to taking action in many areas that can advance gender equality:

- Equal opportunities and diversified paths in education and skills development;
- Equal and full participation in the economy;
- Gender equality in leadership roles and at all levels of decision-making;
- Eliminating gender-based violence and harassment, and promoting security of the person and access to justice;
- Reduced poverty and improved health outcomes;
- Promoting gender equality to build a more peaceful, inclusive, rules-based and prosperous world.

Progress to Date



Canada has recently taken concrete steps to further promote gender equality, including:

- In December 2018, new legislation creating the Department for Women and Gender Equality;
- Addressing gender-based violence (e.g., Gender Based Violence Strategy, National Housing Strategy including shelters, training for judges);
- Supporting economic equality (e.g., flexible work arrangements, child and home care supports, Canada Child Benefit, science programs for girls, inclusive innovation, training supports);
- Promoting women in leadership (e.g. leading by example through Government appointments, targeted funding strategies to build pipeline);
- Ensuring systematic use of GBA+ across government.

What is GBA+



- GBA+ is an analytical tool that helps assess the potential impacts and opportunities of a program or other initiative on diverse groups of people at the heart of policy development.
- The “plus” in GBA+ refers to the intersection of biological (sex) and socio-cultural factors.
- All federal offices are required to use GBA+ in their work.



Building a Framework to Support GBA+ in Your Organization



How Do I Apply GBA+?



Gender Training



- Online Course and microlearning videos: <https://cfc-swc.gc.ca/gba-ac/course-cours-en.html>
- Classroom Courses: Canada School of Public Service (CSPS) offers intensive in-person learning products on GBA+;
- GBA+ Awareness Week: coincides with Gender Equality Week in September;
- Additional Resources: <https://cfc-swc.gc.ca/gba-ac/resources-ressources-en.html>

Gender Budgeting



- Gender budgeting is a foundational element of the Government's strategy to improve equality in Canada;
- The Government's Gender Results Framework (GRF) was introduced in Budget 2018 as a whole-of-government tool to help guide future policy decisions and to track developments in gender equality and diversity across a number of identified policy priorities;
- The ***Canadian Gender Budgeting Act*** was passed by Parliament in December 2018, enshrining the Government's commitment to decision-making that takes into consideration the impacts of policies on all Canadians in a budgetary context.

Gender Results Framework (GRF)



- The Department of Finance gathered statistics on a number of GRF indicators, assessing the current situation, noting important action that has been taken to advance progress and highlighting areas where further attention is needed;
- GRF indicators reflect the Government's commitment to tracking progress;
- The GRF is aligned with GBA+, ensuring that gender is considered in relation to other intersecting identity factors. Wherever possible, intersecting identity factors will be considered in the above indicators;
- <https://www.budget.gc.ca/2019/docs/plan/chap-05-en.html>

GBA+ and Anti-Corruption



- Justice Canada Policy on Gender-Based Analysis Plus (GBA+);
- Laws/Policies/Enforcement/Prosecutions/Punishment;
- GBA+ Units and GBA+ Action Teams;
- Employment Equity Act and Employment Equity Regulations;
- International Advocacy.

Challenges and Obstacles



Based on survey results, top reported barriers to GBA+:

- Timing: tight time constraints, GBA+ considered late in process, little opportunity to apply results of analysis;
- Research and data: organizations not aware of data that is available or have not identified research/data requirements to support effective GBA+;
- Training, tools and resources: GBA+ knowledge limited to a few;
- Prioritization and accountability: limited mechanisms to ensure/track implementation and application.

This Is Just the Beginning



- The international community has made significant gains in the global fight against corruption;
- Better understandings of its economic, political and social costs have spurred recent international efforts to fight corruption, encourage transparency and increase accountability;
- Canada strongly supports and encourages the work undertaken by APEC, UNODC and other international organisations to better understand the differentiated impacts of corruption;
- These collective efforts will help the global community identify more inclusive and effective ways to prevent and address corruption.



Thank you!

