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

Submitted by: Canada
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

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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.
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;
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 process used to examine the potential impacts and opportunities of a government policy, plan, program or other initiative on diverse groups of people. GBA+ puts people at the heart of policy development.
• The “plus” in GBA+ acknowledges that GBA goes beyond biological (sex) and socio-cultural (gender) differences.
• All federal officials should incorporate GBA+ into their work.
Building a Framework to Support GBA+ in Your Organization
How Do I Apply GBA+?

1. Identify Issue
2. Challenge Assumptions
3. Gather the Facts - Research and Consult
4. Develop Options & Make Recommendations
5. Monitor & Evaluate

Excellent Results for Diverse Canadians
Gender Training


• 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;

• 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.
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;

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!