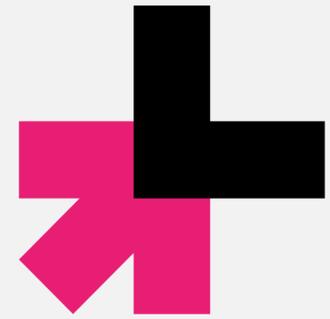


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**HeForShe**

# Canada

**Advancing gender equality  
through the implementation  
of gender-based analysis  
plus (GBA+)**



## Global Context

**While many advances have been made, significant equality gaps remain between women, men and gender-diverse people.**

In 2020, women in Canada earned on average only 89 cents to every dollar earned by men. Women are also more likely to experience domestic and sexual violence. They also continue to be under-represented in leadership and executive positions, occupying 34% of all new appointments to the boards of Canada's 100 largest publicly traded companies in the last six years (2014-2020). The gap is even larger for women with particular intersecting identify factors, such as Indigenous, Black and other racialized peoples, religious minorities, trans women and women with disabilities.

Around the world, the COVID-19 pandemic has exposed vulnerabilities in social, political, and economic systems that threaten decades of progress on gender equality. In addition, gaps are exacerbated when individuals hold multiple intersecting identities in which they face systemic barriers, marginalization, and vulnerability. For example, in Canada the COVID-19 crisis has exacerbated existing economic, health, and social inequalities, creating disproportionate impacts on cis and trans women, Two-Spirit and gender-diverse people, especially for those from equity-deserving communities.

"To create a country, a world, and an economy that works for everyone, we have to recognize that public policy impacts people differently. That's why we have put gender equality and intersectionality at the heart of everything we do. From appointing Canada's first gender-balanced cabinet and creating a government department for Women and Gender Equality, to applying Gender-based Analysis Plus (GBA+) to every policy decision we make, Canada is focused on creating a country that leaves no one behind. But while we've made significant progress, we know that there is so much more to do.

That's why we're investing in early learning and child care, continuing to address gender based violence, both here at home and around the world, and finding real solutions to reverse the she-cession and get women back into the workforce. We will always keep striving for true equity."

**Rt. Hon Justin Trudeau  
Prime Minister of Canada**

34%

Women occupied 34% of all new appointments to the boards of Canada's 100 largest publicly traded companies in the last six years (2014-2020)

## Key Stages of Implementation

### Advancing gender equality and delivering on Gender-based Analysis Plus (GBA+) commitments is a shared responsibility across the Government of Canada

GBA+ is an analytical process used to assess how initiatives affect and are experienced by people of diverse and intersecting identities.

The “plus” in GBA+ acknowledges that GBA goes beyond biological (sex) and socio-cultural (gender) differences to include other identity factors like race, ethnicity, religion, age and mental or physical disability. Where gender identity is concerned, GBA+ is inclusive and can be applied to the needs of women (trans and cisgender women), men (trans and cisgender men), Two Spirit individuals, people who identify as non-binary, gender fluid, gender-diverse, and all gender identities.

As a whole-of-government strategy, every federal organization is responsible for incorporating GBA+ considerations into their work. The broad application of GBA+ is about ensuring that efforts are not restricted to promoting equality through specific measures to help women and targeted groups. It is about mobilizing all policies and measures specifically for the purpose of responding to the needs of all Canadians and advancing equality.

### Concretely this involves:

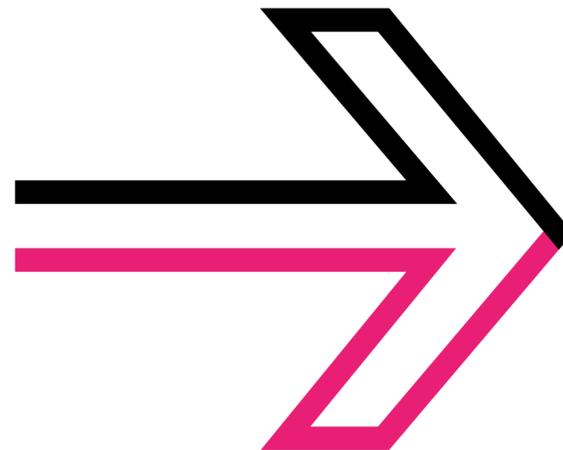
Systematically examining policies and initiatives and taking into account the possible impacts on diverse groups identifying gender and inclusion-related challenges, risks, opportunities and levers

Assessing how gender and inclusion considerations can shape the design and implementation of the initiative

Developing a gender and inclusion approach that includes action items and mitigation strategies that incorporate these considerations into all relevant aspects of the initiative. This is demonstrated through the gender responsive approach in Budget 2021 that took into account the gender-specific impacts of proposed investments.

In 2016, the Government of Canada released an Action Plan on GBA+ (2016-2020), outlining the Government’s renewed commitment to GBA+ and its plan to strengthen implementation across all federal departments.

### The Plan includes the following actions:

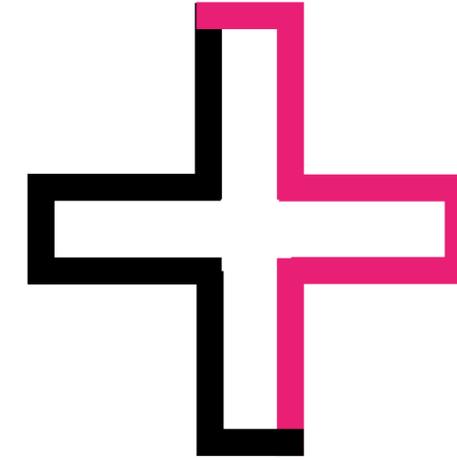


### Identifying and analyzing barriers to GBA+ implementation

The Department for Women and Gender Equality Canada (WAGE) works with other federal departments and agencies to identify and understand persistent challenges to GBA+ implementation. To overcome challenges and capitalize on opportunities, WAGE plays both a leadership and supporting role with a view to enable others to take meaningful action.

### Assessing and reporting on the implementation of GBA+ in federal departments

WAGE has developed a robust framework to monitor progress on GBA+ capacity and implementation across the federal government, as well as identify GBA+ informed outcomes and results. This includes periodically surveying federal departments and agencies on the state of GBA+ implementation. The first GBA+



Implementation Survey was conducted in 2016, and subsequently in 2017 and 2019. While the Survey found that capacity to conduct GBA+ had increased, and that GBA+ was consistently applied in Cabinet documents, it also identified ongoing challenges, such as inconsistent monitoring and reporting of GBA+ implementation and impacts. The results of the Survey continue to inform the Department’s work with federal departments and agencies to improve the quality and scope of GBA+.

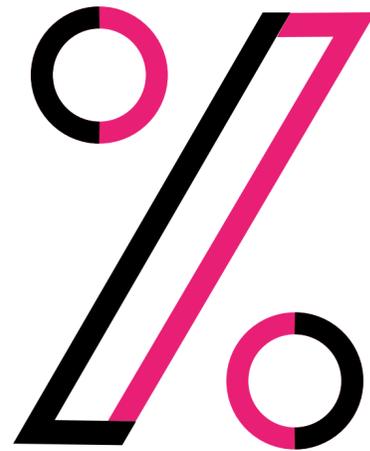
### Assessing and assigning sufficient resources to deliver the GBA+ mandate

The Government of Canada has made investments in GBA+-related measures in the 2016, 2017, 2018, 2019 and 2021 budget exercises.

Resources were targeted to strengthen GBA+ implementation in strategic areas to ensure that the foundation for success is in place, including:

- **Institutionalizing GBA+ across key areas of government business and decision-making**
- **Involving stakeholders (e.g. through a national GBA+ Forum held in November 2018)**
- **Setting clear equality measures (Budget 2018 introduces the Gender Results Framework that determines how progress is measured)**

- **Enhancing the availability of gender and diversity disaggregated data and analysis (e.g. Budget 2018 announced creation of a Centre for Gender, Diversity and Inclusion Statistics)**
- **Enhancing gender-based violence programming that aims to make communities more resilient to threats of gender-based violence and engages men and boys to end gender-based violence (e.g. Budget 2021's proposed investment of \$601.3 million over five years to advance towards a new National Action Plan to End Gender-based Violence)**
- **Investments to help women enter or return to the workforce post pandemic (e.g. Budget 2021 proposes new investments of up to \$30 billion over the next five years and \$9.2 billion ongoing for the introduction of a national early learning and childcare plan).**



The Government of Canada's response to COVID-19 has included robust GBA+ in the design and delivery of the initiatives implemented. The Government has launched a wide range of measures – in collaboration with provincial and territorial governments – to minimize the negative health, economic, and social impacts of this rapidly evolving crisis. Measures have been put in place to help those most in need, including Indigenous peoples, individuals experiencing gender-based violence, seniors, those living in poverty, small businesses, students, those living and working in long-term care facilities and not-for profit organizations.

The Department for Women and Gender Equality leads on the implementation of GBA+ across the Government of Canada. Much of its leadership is exercised by supporting and enabling others to act. This includes ensuring that GBA+ practitioners have the information, competencies and networks to deliver.

## Resources

The Government of Canada offers an online Introduction to GBA+ course that is available to anyone interested in learning more about GBA+. The course can be found at:

[https://cfc-swc.gc.ca/gba-acs/course-cours/eng/mod00/mod00\\_01\\_01.html](https://cfc-swc.gc.ca/gba-acs/course-cours/eng/mod00/mod00_01_01.html)

WAGE leads an interdepartmental community of practice, which meets regularly and has established a collaborative online space where federal departments can share knowledge, good practices, tools and training in areas of common interest.

WAGE also engages with other levels of government through the Federal/Provincial/Territorial Forum of Ministers Responsible for the Status of Women. Cooperation specific to GBA+ is undertaken through a dedicated working group that seeks to advance GBA+ and strengthen know-how for mainstreaming of gender and inclusion analysis more generally. The GBA+ Working Group is currently working on the development of a cross-jurisdiction evaluation framework. The framework is being designed to provide a common but flexible structure to evaluate the impact of GBA+ on policies, programs, services and ultimately on the clients governments in Canada serve.

## Contact

For inquiries about GBA+, contact the Department for Women and Gender Equality Canada.

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