

# Gender-Based Analysis Plus Status of Women GBA+ PRIMER



# Learning Objectives

- Define the **key concepts of GBA+**
- Recognize how sex, gender, intersectionality and root causes can **influence the outcomes** of policies, programs, and legislation
- **Apply** some basic GBA+ concepts and processes



# Gender-Based Analysis Plus (GBA+)

- A **tool of analysis** that assesses the effects of policies, programs and services, and legislation on diverse groups of women, gender non-conforming, and men.
- **Raises awareness** about differences among the genders through intersectional analysis.
- Identifies ways to **reduce** and **prevent** inequality.



# Setting the Context for GBA+



# SUSTAINABLE DEVELOPMENT GOALS

**1** NO POVERTY

**2** ZERO HUNGER

**3** GOOD HEALTH AND WELL-BEING

**4** QUALITY EDUCATION

**5** GENDER EQUALITY

**6** CLEAN WATER AND SANITATION

**7** AFFORDABLE AND CLEAN ENERGY

**8** DECENT WORK AND ECONOMIC GROWTH

**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE

**10** REDUCED INEQUALITIES

**11** SUSTAINABLE CITIES AND COMMUNITIES

**12** RESPONSIBLE CONSUMPTION AND PRODUCTION

**13** CLIMATE ACTION

**14** LIFE BELOW WATER

**15** LIFE ON LAND

**16** PEACE, JUSTICE AND STRONG INSTITUTIONS

**17** PARTNERSHIPS FOR THE GOALS

# Canada's Commitment to Gender Equality

|      |   |
|------|---|
| 1981 | <ul style="list-style-type: none"> <li>▪ <b>Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)</b></li> </ul>   |
| 1995 | <ul style="list-style-type: none"> <li>▪ Canada: 4th World Conference for Women in Beijing</li> </ul>   |
| 1996 | <ul style="list-style-type: none"> <li>▪ Canada first implemented gender-based analysis</li> </ul>  |
| 2015 | <ul style="list-style-type: none"> <li>▪ Sustainable Development Goals</li> <li>▪ No. 5: Gender Equality</li> <li>▪ SW Canada Mandate letter includes:               <ul style="list-style-type: none"> <li>➤ Ensuring that a gender-based analysis is applied to proposals before they arrive at Cabinet for decision-making.</li> </ul> </li> </ul> |
| 2016 | <ul style="list-style-type: none"> <li>▪ Canada affirmed its commitment to GBA+ being embedded into policy processes, including a gender-sensitive budget delivery for 2017</li> </ul>  |
| 2017 | <ul style="list-style-type: none"> <li>▪ Canada delivered its first “gender budget”</li> </ul>  |

# Gender Gap in Canada

**BEST & WORST  
PLACES TO BE  
A WOMAN <sup>20</sup>/<sub>17</sub>**

**Canada has a gender gap.** Across the country, organizations, community groups, and hard working people are trying to change that. But is our government? If we're to close the gaps in jobs, education, health, safety and more, we need our prime minister to follow through on his feminist agenda and back it up with funding and action. Together we can bridge the divide between promise and practice, so that every city in Canada can be a good place to be a woman.

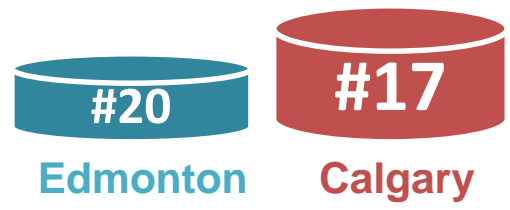


- 1 Victoria
- 2 Gatineau
- 3 Hamilton
- 4 Kingston
- 5 Vancouver
- 6 Québec City
- 7 St. John's

- 8 Sherbrooke
- 9 Halifax
- 10 Toronto
- 11 Ottawa
- 12 London
- 13 Kelowna

- 14 Abbotsford-Mission
- 15 Montréal
- 16 St. Catharines-Niagara
- 17 Winnipeg
- 18 Edmonton
- 19 Saskatoon

- 20 K/W Cambridge
- 21 Regina
- 22 Calgary
- 23 Barrie
- 24 Oshawa
- 25 Windsor

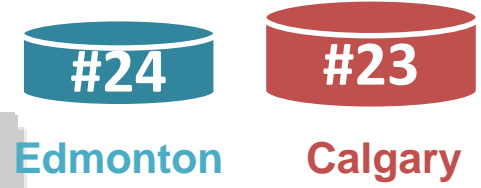


2014

Calgary has the biggest wage gap in the country 66%

Edmonton employment gap  
72% men  
63% women

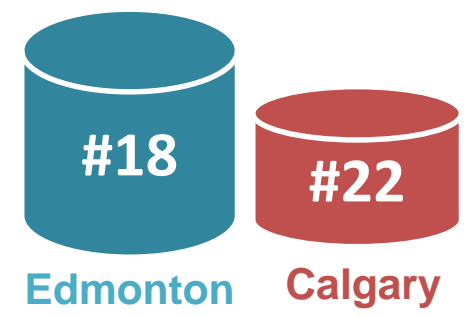
2015



2016

In leadership, Edmonton women make up 32% of elected posts, and 38% outside of politics

2017





# Our vision: Gender Equality in Alberta



# Understanding GBA+ Concepts

# Sex and Gender

## Sex

### Biological

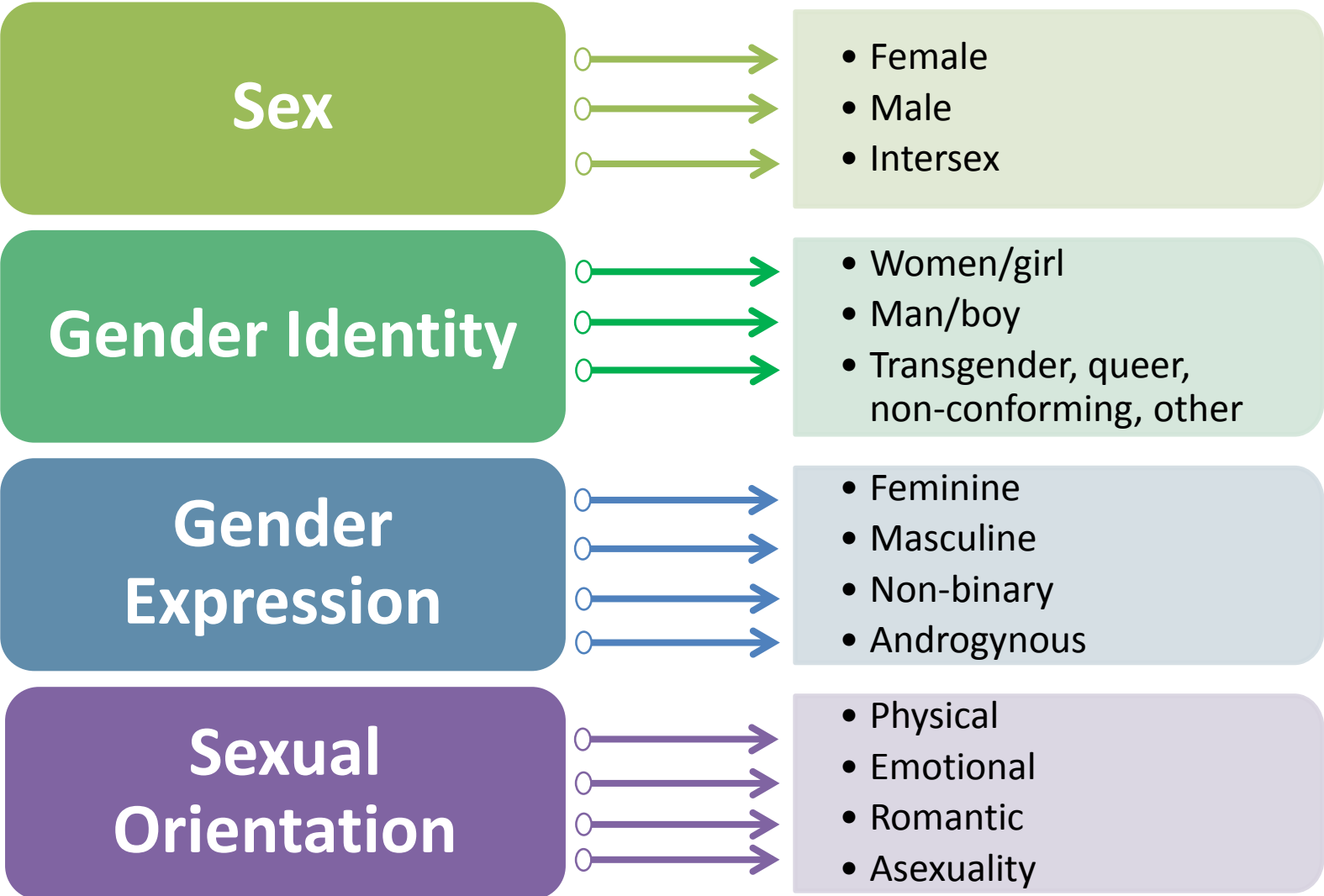
- Genetics, physiology, hormones, anatomy

## Gender

### Social construction

- Informed by society, culture, norms, history, responsibilities, expectations, roles

# Sex and Gender Concepts

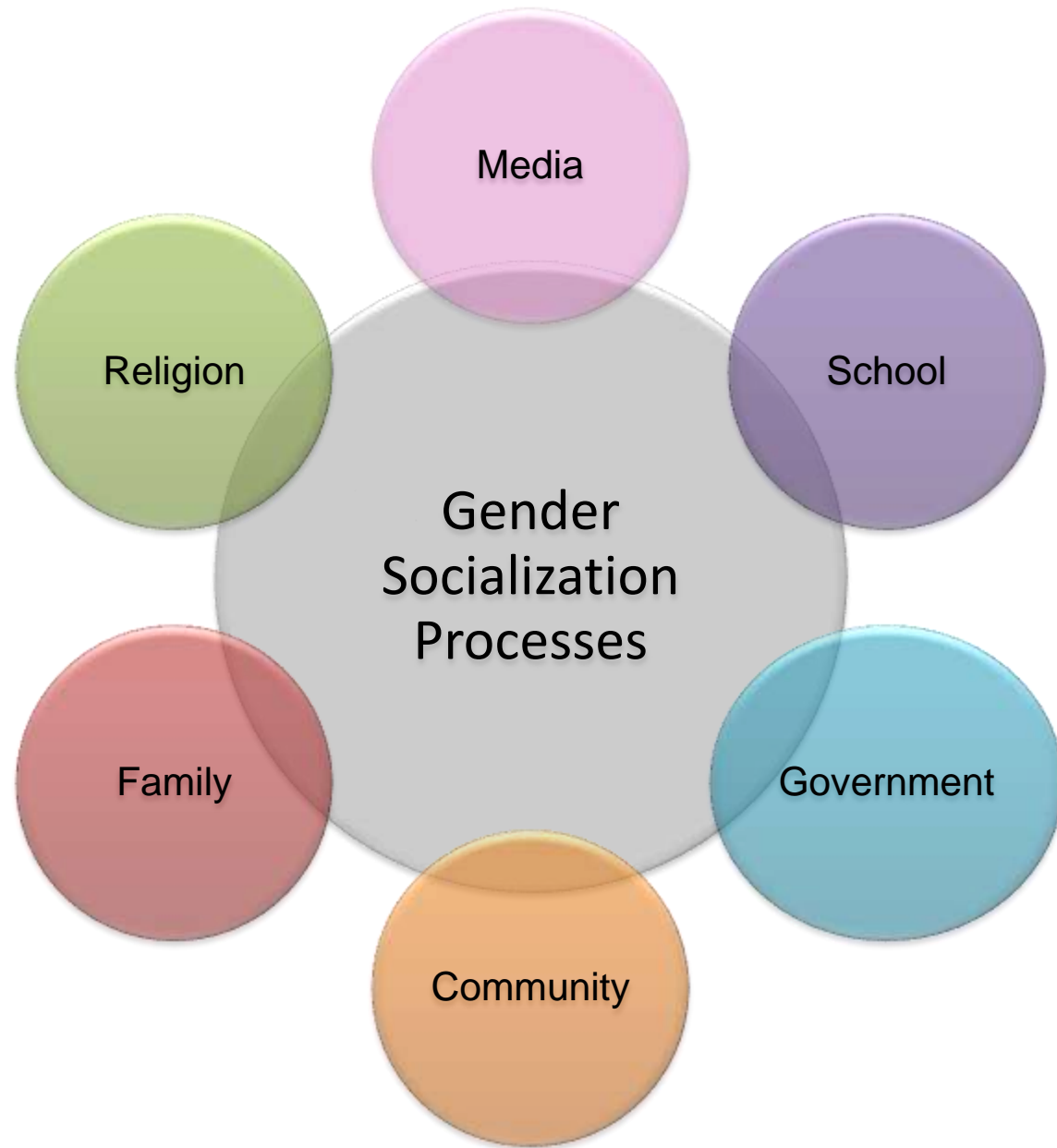


# Sex and Gender in GBA+

- Both *sex* and *gender* influence the experience of policies, programs, and initiatives.
- Importantly, differential effects of an initiative will **most often reflect gender differences** such as:
  - Socially constructed roles;
  - Differential power relationships; and
  - Gender norms, expectations, and stereotypes.
- These differences are the result of the **gender socialization process**.

# Media – Gender Socialization





# Privilege





# + = Intersectionality

- Promotes the understanding that human beings are shaped by multiple identity factors.



Adapted  
Kimberly

Johns Hopkins University –  
Diversity Wheel

# + = Intersectionality

- Helps us understand how different factors affect access to *rights* and *opportunities*.
- These factors interact to form systems of inequality and structures of *power*, *privilege*, and *oppression*.
  - e.g.: laws, policies, state governments and other political and economic institutions, media.
- Inequities are the result of intersections of different:
  - social locations, power relations and experiences.

# What does this mean?

- Visible minorities, women and gender non-conforming people (to name a few) are often excluded in:
  - Decision-making and leadership;
  - Access and control over resources;
  - Labour market participation and economic security; and
  - Health, safety, and social resources.
- Exclusions are amplified by **ethnicity, ability, socioeconomic status, gender identity, sexual orientation, etc.**

# Understanding Equity and Equality



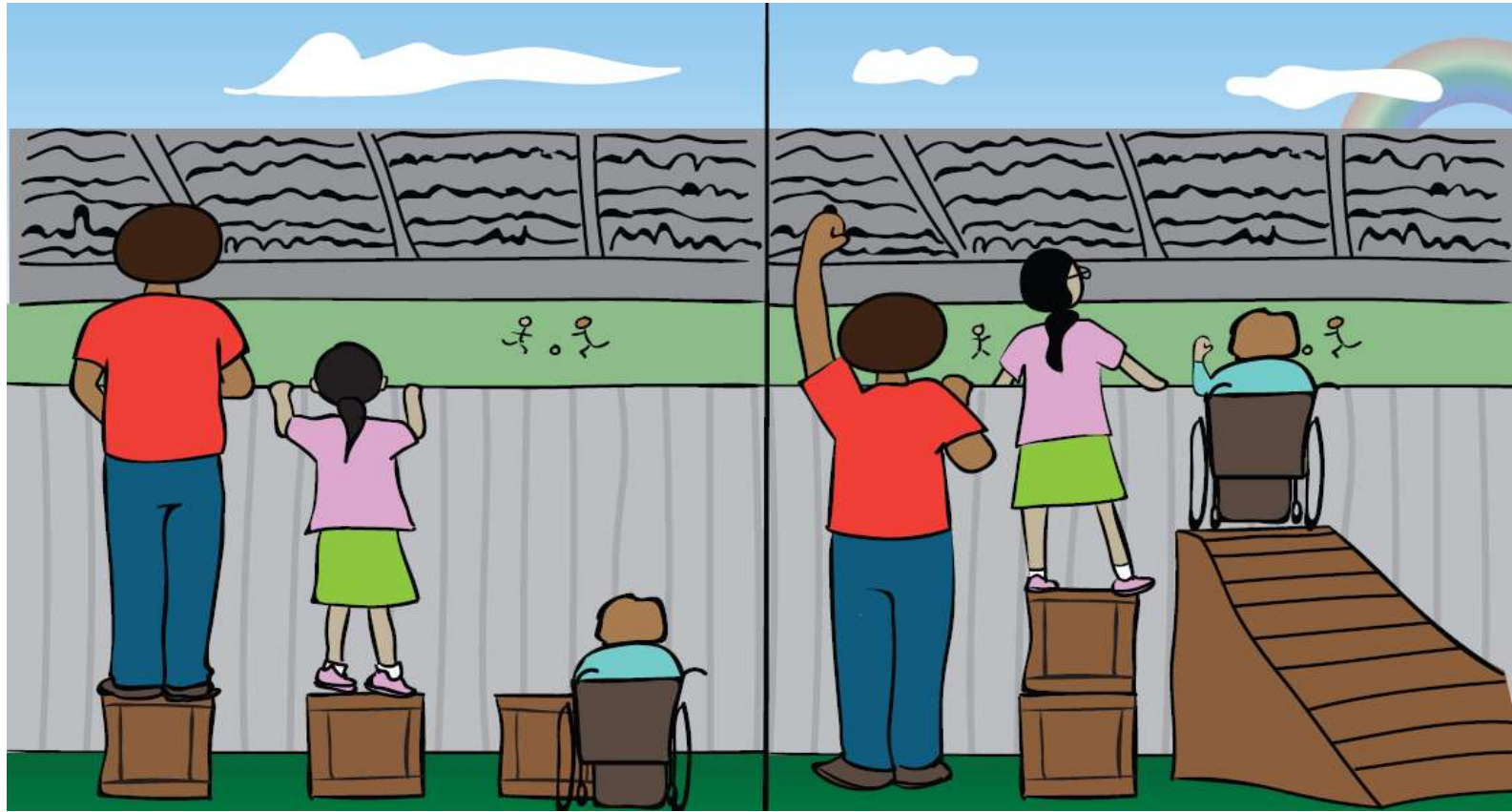
# EQUITY

- Means treatment according to people's ***respective needs***.
- May require ***different treatment*** or compensation for historical or social disadvantages.
- Ensures people have ***appropriate measures*** to achieve their desires, needs, and aspirations.

# EQUALITY

- Achieved when everyone enjoys the same rights and all people ***benefit equally*** in all aspects of society;
- Factors such as gender, race, sexual orientation, socioeconomic status, etc. ***do not limit*** those rights and benefits; and
- The different behaviours, aspirations and needs of people are ***equally valued***.

# EQUITY is the process that leads to EQUALITY



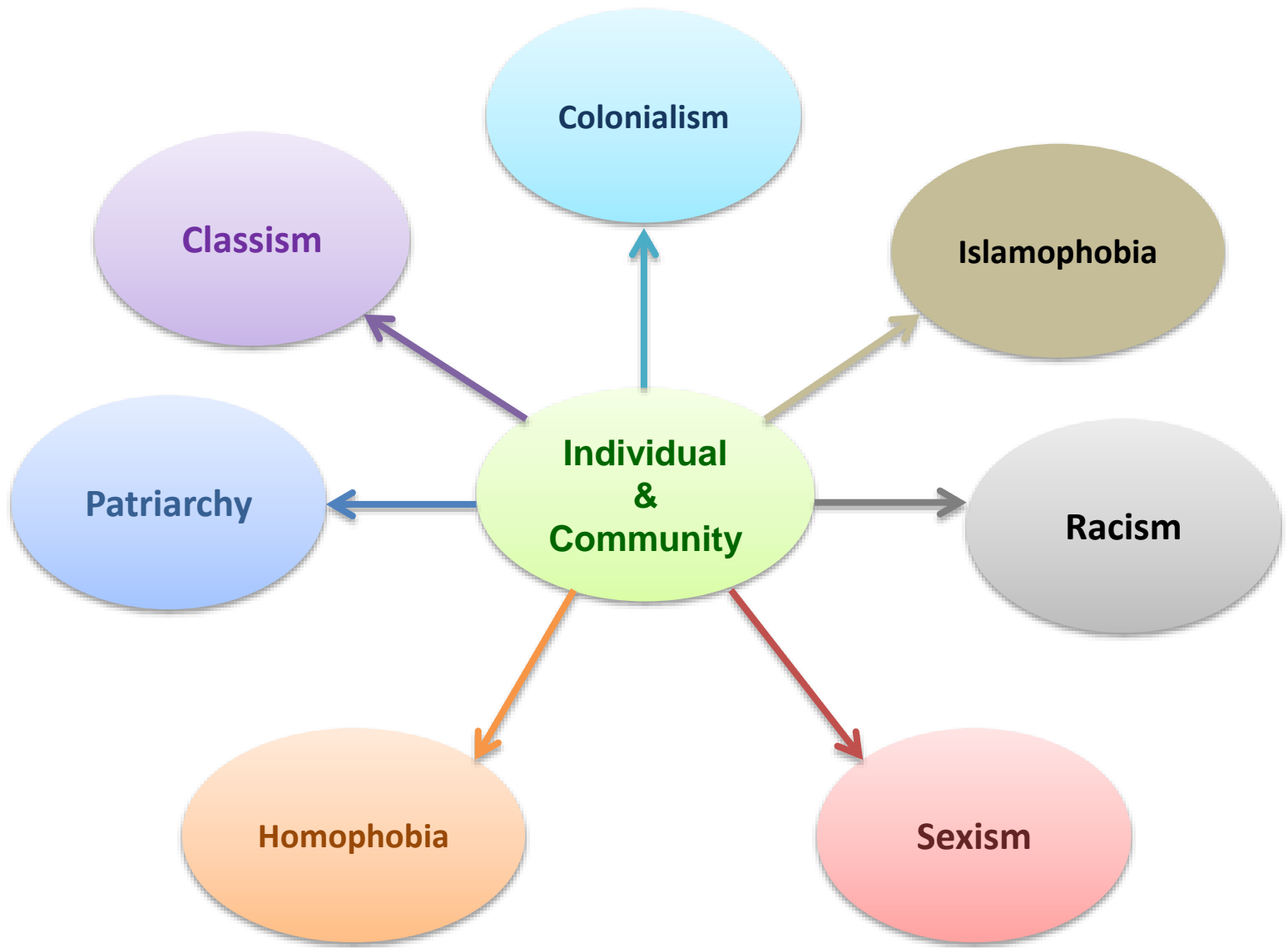
Same treatment

Equitable treatment

# Understanding History and Root Causes



# Root Causes



# Canada's Colonial Legacy



Royal Proclamation of 1763

Sets out the rules for British interactions with Indigenous peoples. Stated Indigenous people were not to be “molested or disturbed on their lands.” The proclamation portrays Indigenous nations as autonomous political entities, living under the protection of the Crown.



Indian Act 1876

Regulated all aspects of Indigenous peoples' lives. Defined Indigenous peoples as wards of the Crown, without citizenship privileges.



Indian Residential School System 1870-1996

Part of the government's agenda to assimilate Indigenous peoples. About 150,000 Indigenous children were removed from their homes and families against their will. Indigenous languages, clothing, and spiritual practices were prohibited.



UN Declaration on the Rights of Indigenous Peoples 2007

Offers guidance on cooperative relationships with Indigenous peoples to states, the United Nations, and other international organizations based on the principles of equality, partnership, good faith and mutual respect.



Truth and Reconciliation Commission of Canada 2015

94 "calls to action" urging government to change policies and programs in an effort to repair the harm caused by residential schools and move forward with reconciliation.

# Waves of Feminism



1870s-1920s

Maternal feminists campaigned for the vote, prohibition, and better conditions for child labourers. Alberta women were enfranchised in 1916 and federally in 1918.



1960-1970s

Accomplishments include: legalization of birth control (1969), Royal Commission on Status of Women (1971), maternity leave for women (1972), equal pay for work of equal value (1978).



1990-Present

Third-wave feminism is organized around equality in employment, anti-racism, queer rights, (dis)abilities, as well as eliminating violence against women.

# Waves of Immigration



1867-1947

Exclusion of Chinese communities, South Asian Communities (India, Pakistan, Bangladesh, Sri Lanka) , and Japanese communities.



1947-1967

*The Canadian Citizenship Act* introduces less restrictions.



1967-Present Day

Points system now impacts immigration based on qualifications and not country of origin.

# “Race”, Racism and Ethnicity

stereotypes

prejudice

discrimination

- **Race:** a group of people identified as distinct from other groups because of **supposed** physical or genetic traits shared by the group.
- **Racism:** the belief that **race** accounts for differences in human character or ability and that a particular race is superior to others. Often exhibited through comments and behaviours that are meant to **offend** and **oppress a specific group of people while privileging another.**
- **Ethnicity:** A **shared culture** and **way of life.** This can be reflected in language, religion, material culture such as clothing and food, and cultural products such as music and art. Ethnicity is often a major source of social cohesion and social conflict.

# **Gender-Based Analysis Plus (GBA+) in Practice**

# Application of GBA+



## Application of GBA+

The use of GBA+ leads to **intersectional and gender responsive** policies, programs and legislation when:



- root causes, gender norms, roles, and inequalities have been considered;

*AND*

- measures have been taken to actively address inequalities.



# Application of GBA+

What **A**ssumptions are you making?

Who could be left **B**ehind?

Who did you **C**onsult?

What **D**ata did you look at?

How are you ensuring **E**quality of outcomes?

# Guidelines for Identifying Good Examples of GBA+

- ✓ GBA+ is applied early in the initiative
- ✓ GBA+ is applied to research
- ✓ GBA+ is used in designing consultations
- ✓ GBA+ is considered in the development of options and considerations
- ✓ GBA+ is applied to the evaluation and monitoring of the initiative
- ✓ GBA+ is used to communicate the initiative

# Benefits of GBA+ in Government

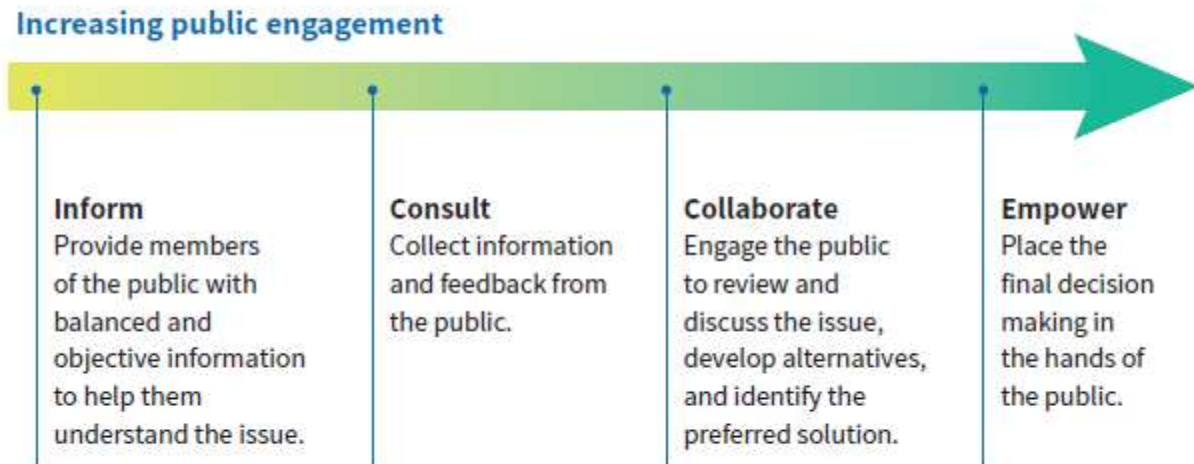
- Enhanced decision-making:
  - Solutions address specific needs and circumstances and achieve better results for Albertans.



# Public Engagement

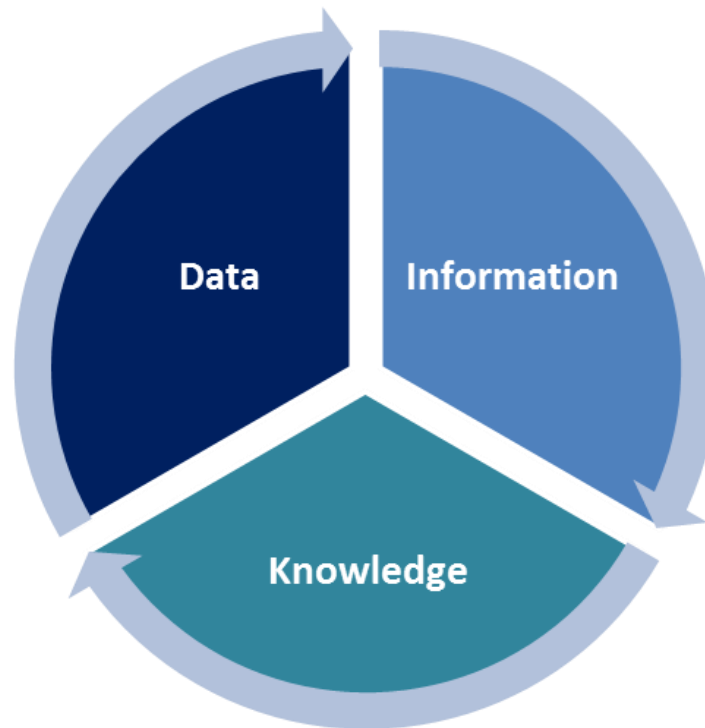


# GBA+ In Public Engagement



# Benefits of GBA+ in Government

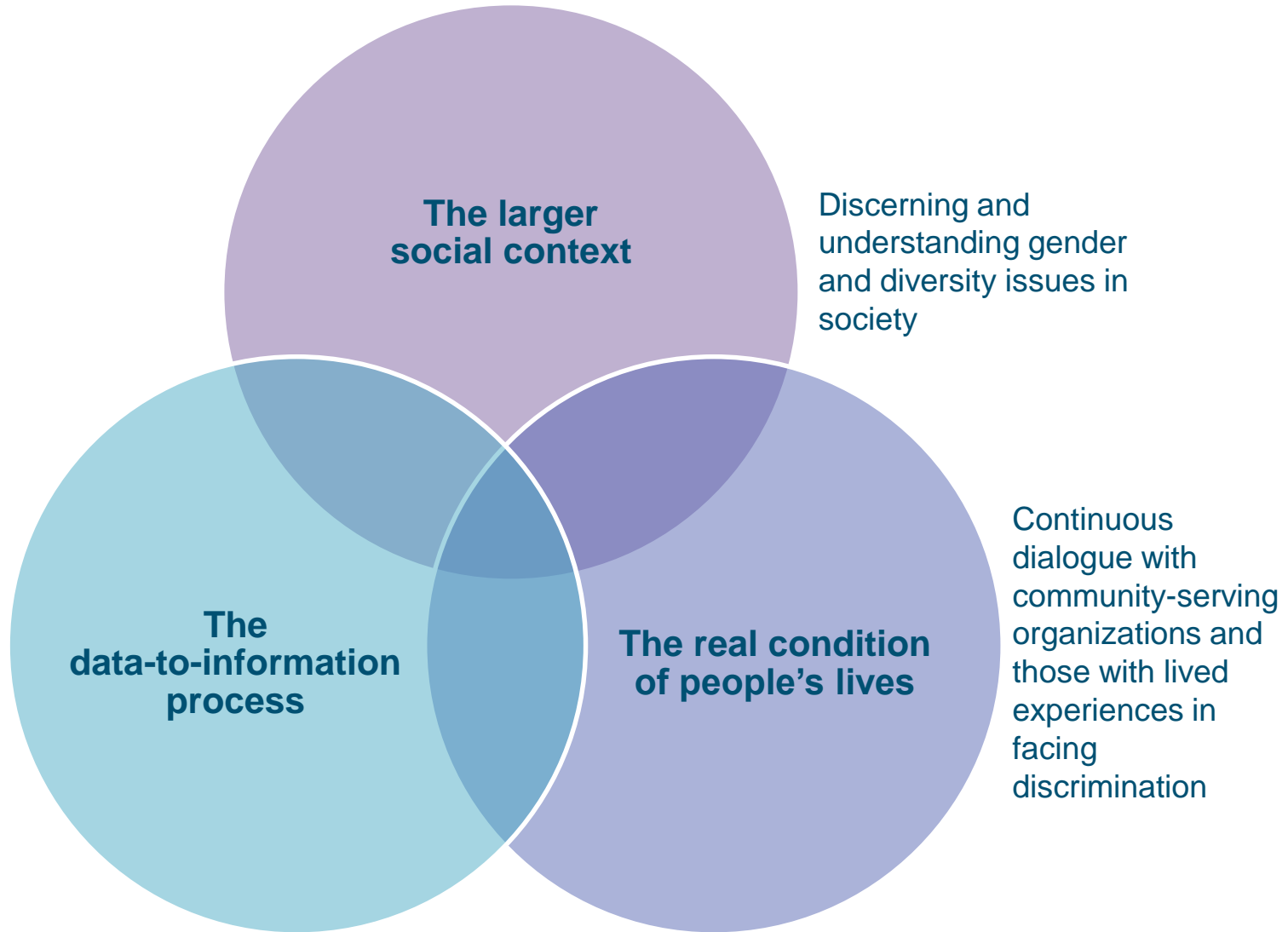
- Improved data and information:
  - Understand differences between groups based on gender and diversity factors.



# Gender & diversity responsive data and information continued...

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Being aware that each step in the data production, analysis and dissemination process can be subject to gender and diversity bias perpetuating equally biased results



# What does this look like?

## Gender Wage Gap Example:

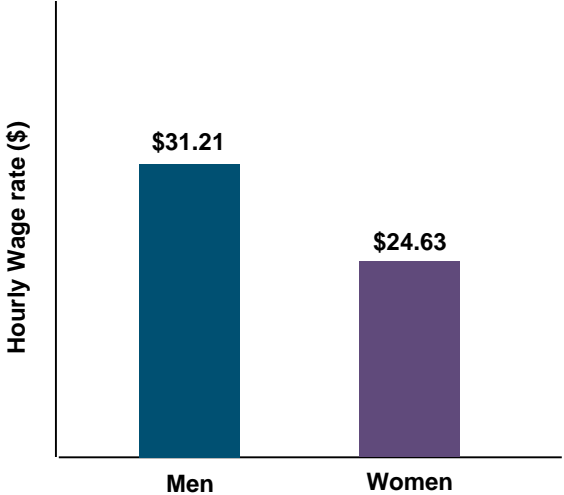
### Conventional Statistics on Gendered Issues

- Raises awareness of differences
- Allows people to make their own judgment, stories, and conclusions about numbers with little to no context - (therefore, usually drawn from widely held stereotypes, often including bias)

Women choose lower paying fields, those are just the areas they want to work in

Men have more experience and are better qualified for higher positions

Women don't want to work as much, so they take part-time jobs, which are often lower paying



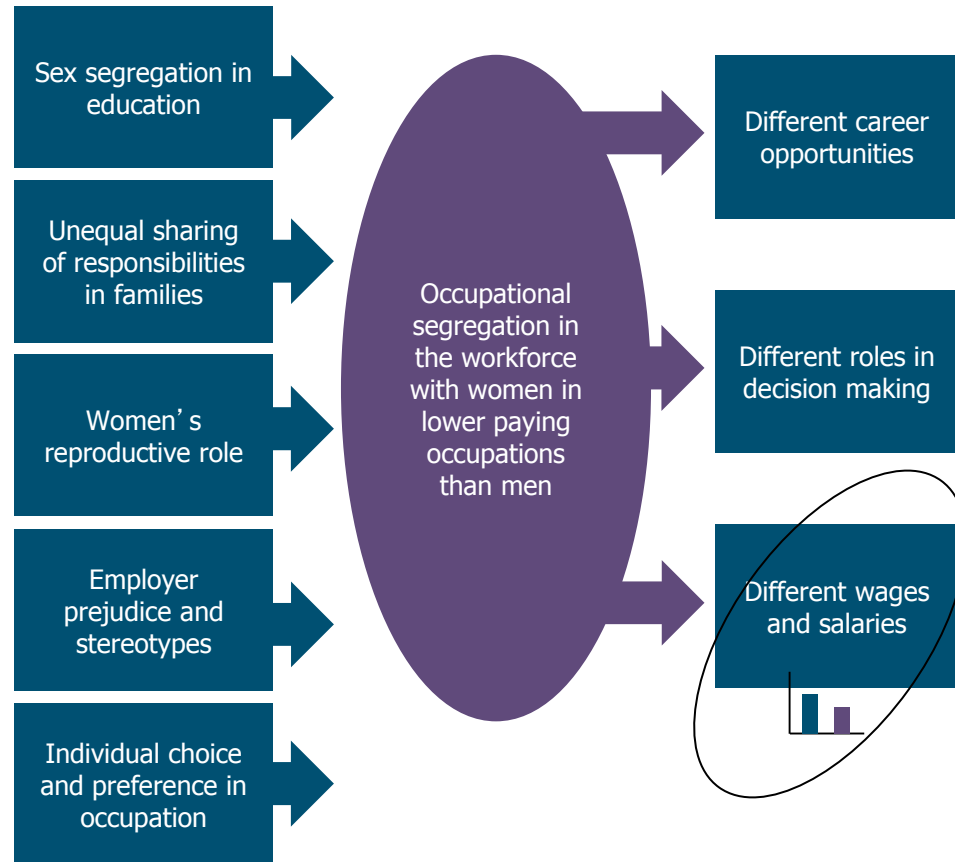


# How would it look different?

## Gender Wage Gap Example:

### Gender & Diversity Responsive

- Includes what we know of the storyline (the social context) in the statistics
- Brings in complexity and contextualizes issues
- Identifies sources of different outcomes

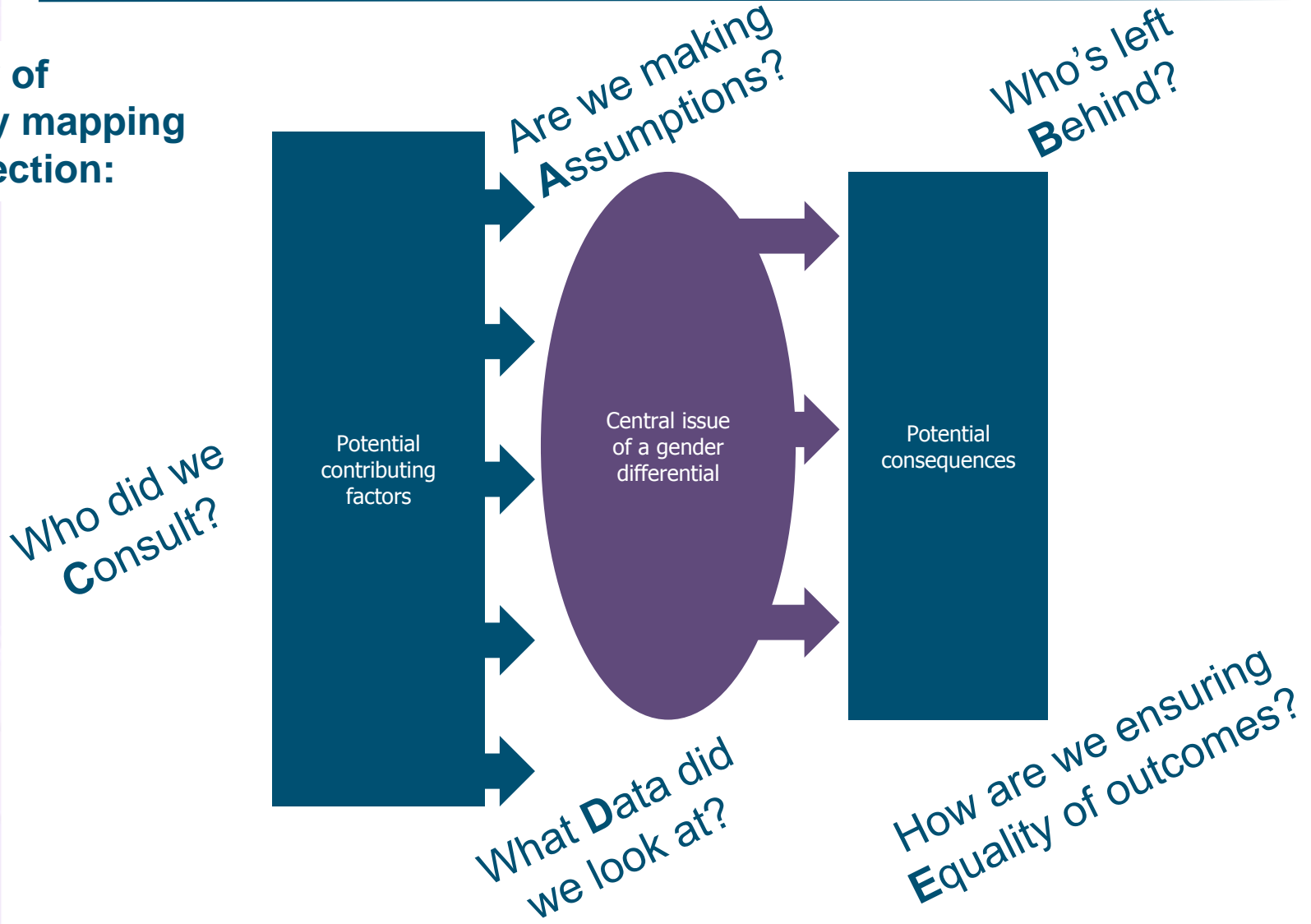


And who is experiencing them?



# Gender & diversity responsive statistics

It's a way of efficiently mapping data collection:



# Building gender and diversity responsive statistics & indicators

## Bring the data together

- Where does it exist?
  - Start with the data area(s) in your own area; what do they have and do they have relationships elsewhere that will facilitate your request(s)
  - Government, municipalities and external partners have different requirements and processes for accessing and sharing data

## Make a data collection strategy for what data you think/hope exists

- What do you need to speak to the issue?
  - (Ex: Government & Municipalities– your department, other divisions, Statistics Canada, in literature, community organizations)
  - meet with data areas in your ministry for ideas about what may exist

## Consider the issue(s) you are trying to address

- What is the current knowledge and discourse?
  - Jurisdictional scans, literature, community organizations, Government & Municipal data

# Benefits of GBA+ in Government

- Improved effectiveness:
  - Highlights potential negative (unintended) outcomes; and
  - Identifies differential affects to different groups so that mitigation strategies can be identified.



# Benefits of GBA+ in Government

- Equality of outcomes:
  - Ensures every Albertan benefits from and is affected equally by policies, programs, legislation.



# Resources

- Status of Women – What is GBA+
- Five GBA+ Templates
- Inclusive Language and Communication Guide
- Gender Mainstreaming Video  
<https://www.youtube.com/watch?v=udSjBbGwJEg>
- Online GBA+ course developed by Status of Women Canada:  
<http://www.swc-cfc.gc.ca/gba-ac/gbacourse-coursacs-eng.html>

спасибо 谢谢  
GRACIAS

**THANK YOU**

ありがとうございました MERCI

DANKE धन्यवाद

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Questions?

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