

# Gender Based Analysis Plus GBA+

# GBA+

- An analytical tool to advance gender equality.
- When applied to government work, GBA+ can help us understand how diverse groups of women, men, girls and boys experience public policy in Alberta.
- The “+” refers to other identity factors that **must** also be considered in addition to gender.
  - sexual orientation, education, ability, geography, cultural ethnicity, income, age, language etc.
- This is referred to as intersectionality.



# Benefits for GBA+ in Government

- Enhanced Decision-making
- Improved Data and Information
- Improved Effectiveness
- Equality of Outcomes



# Application of GBA+

- Key Considerations:
  - Assessing the Issue
  - Conducting research
  - Undertaking consultation
  - Developing outcomes, goals and objectives
  - Developing policy options and recommendations
  - Communicating the policy, program and service
  - Program implementation
  - Monitoring and evaluation

# Municipal Governments and GBA+

- How does each option address the issues that were raised in the examinations of trends? Can existing programs and services be easily modified to better meet the needs of diverse groups of women and men?
- What are the pros and cons of each option?
- Which options will accomplish our goals most efficiently and effectively?
- What are the costs associated with each option? What are the revenues available to fund each option?
- Will the social and economic benefits to diverse groups of women and men in implementing the option outweigh the costs to government?

# Municipal Governments and GBA+

- **Data Collection**

- SERVICES, PROGRAMS, AND POLICIES DATA

- What are the services, programs, and/or policies provided by your department?
    - Collect and review data disaggregated by gender, race, and other defining characteristics to determine who is currently benefiting, participating, being served or affected.
    - Identify trends and impacts based on the data. For effective trend analysis, you will need to review data for at least two years. What patterns do you note?
    - Review any recent needs assessments, program evaluations, audits, and/or community reports, particularly any that focus on gender or discrimination.



# Municipal Governments and GBA+

## – BUDGET DATA

- Review the budget guidelines, priorities, and audit with a particular focus on any references to gender.
- What is your department's total annual budget for each of the past two years?
- In the past two years, what was the budget allocation for each service/program and what was each service/program's source of funds?
- Where is most of the money going? This question is important to ensuring that gender is considered in the main policies and spending of your department/program.
- What are your department's budget priorities?
- Who determines your department's budget priorities, i.e., who in your department/program is involved in putting the budget together? Include job titles and gender (and other demographic information where available)

# Municipal Governments and GBA+

## – EMPLOYMENT/WORKFORCE DATA

- Collect and review data on the people who work for your department/program disaggregated by gender, race and other identities in each occupation category and salary range. What patterns do you note?
- What is the percentage of women and men in your department? Which classifications or levels are under or over represented?
- List professional development programs. Do any target women in particular, including career ladders or apprentice programs. What are the utilization rates by gender and race if available?
- Review recruitment efforts, particularly those targeting diverse groups.
- Review workplace safety policies.

# Municipal Governments and GBA+

- **Service Delivery**

- BUDGET

- What are your department's budget priorities? Do any of them include references to gender, race or other defining characteristics?
    - Which programs are most important for gender equality?
    - Which programs in your department do you think impact women and men differently? How much is allocated to those programs?
    - If your department had additional resources, what additional programs/services would you create to promote gender equity?
    - Which programs are the most vulnerable in terms of funding source? Are these programs that serve women and/or girls?



# Resources

- Online GBA+ course developed by Status of Women Canada:  
<http://www.swc-cfc.gc.ca/gba-acsgba-course-coursacs-eng.html>

# Thank You

Questions?

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