



## Presentation to Canadian Evaluation Society

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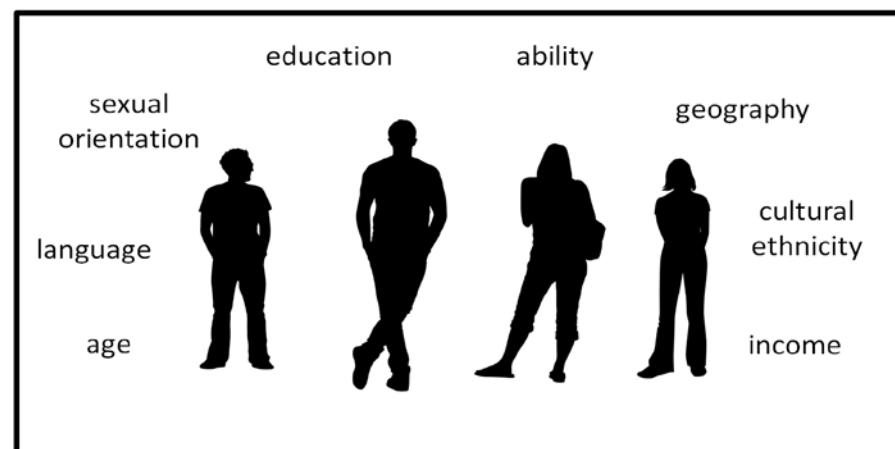
Status of Women Canada

# Status of Women Canada

- Status of Women Canada (SWC) promotes equality for women and their full participation in the economic, social and democratic life of Canada
- SWC three priority areas:
  - increasing women's economic security and prosperity;
  - encouraging women's leadership and democratic participation; and
  - ending violence against women and girls.
- Centre of Excellence for Gender-based Analysis (GBA)

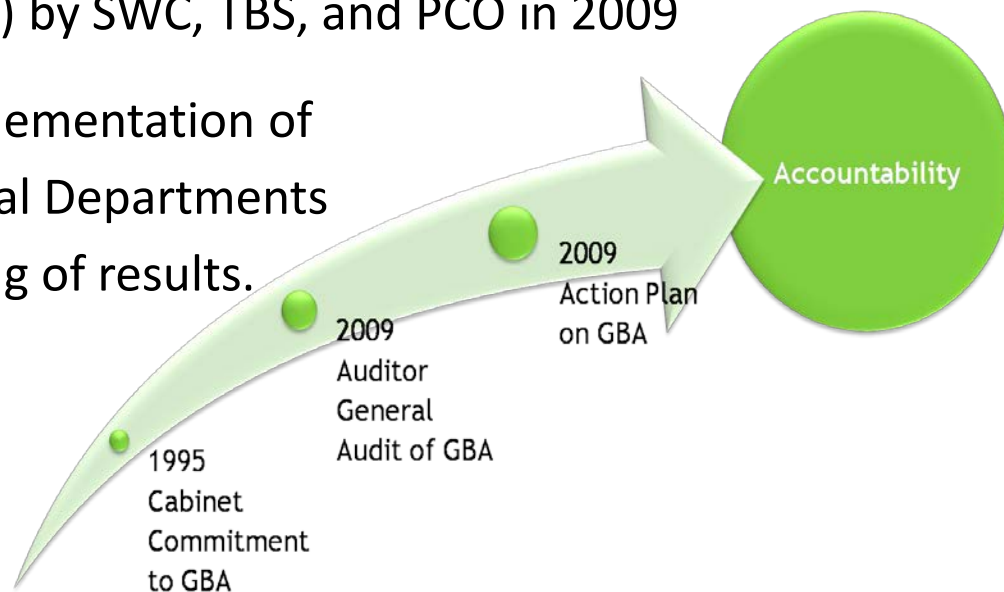
# What is Gender-based Analysis+?

- An **analytical tool** which:
  - Recognizes the importance of the social and economic context
  - Highlights the impacts of policies and programs on diverse groups
  - Is based on sound data, research and information
  - Invites you to examine and question underlying assumptions
- A key **competency** which can be applied across many sectors and functions
- The “Plus” highlights that this analysis goes beyond gender - requires considering **numerous intersecting identity factors**



# GBA is a GoC Commitment

- GBA is a 1995 Cabinet commitment, based on international obligations
- 2009: **Office of the Auditor General** audited and reported on application of GBA in 9 federal departments – found little evidence of its use
- The **Departmental Action Plan on GBA** was tabled to Parliament (Public Accounts Committee) by SWC, TBS, and PCO in 2009
- Provides a blueprint for implementation of **GBA+ Frameworks** by Federal Departments and agencies, and monitoring of results.



# The Benefits of a GBA+ in Evaluations

- GBA+ identifies impacts on clients based on the characteristics of diverse population groups (i.e.: How does a program impact single mothers aged 18-23 vs. Single males aged 35-40?)
- By demanding a wider and more heterogeneous sampling, GBA+ encourages a participatory approach that can inform management's response program and policy improvements
- GBA+ encourages a more rigorous, expansive, and systematic use of comparison groups to provide baseline data
- Identifying gaps through GBA+ provides more comprehensive analysis of impacts and outcomes, leading to improved accuracy and precision within policies and programs
- More comprehensive evaluations help to meet demands for greater accountability to the public

# How can you apply GBA+ in Evaluation?

GBA+ interventions can be raised throughout the Evaluation process, for example:

- Developing a logic model, that is inclusive of all objectives for a diverse audience
- Identifying metrics that can capture unintended impacts, disaggregated by gender and other relevant factors
- Ensuring that data analysis and Evaluation Reports include GBA-informed recommendation

Sample GBA+ questions:

- Do the data collection methods consider diverse clients' realities?
- Who is the target client group being consulted for feedback on the program/policy?
- Is there a way to capture unintended impacts on certain groups?

# The Path Forward: GBA+ in Evaluation

Initiating the conversation with the evaluation community to establish areas for better integrating GBA within the Evaluation Process, including:

- 1) Discussion and development of a Community of Practice
  - Identifying members of the evaluation community who could take the lead in developing and promoting GBA as collaborative partners using forums like GCPedia
- 2) Creation of a guide for embedding GBA+ within the evaluation process
  - Developing sustainable methods of applying GBA within evaluations, and showcasing such practices within a suite of Case Studies
- 3) Disseminating Products to the broader evaluation community
  - Sharing such methods with the evaluation community to better inform policy and program development within federal organizations

# Resources

- Status of Women Canada website: [www.swc-cfc.gc.ca](http://www.swc-cfc.gc.ca)
- “GBA+” Tab links to **free online training-**
  - 2 hour interactive course – *Introduction to GBA+*
  - Participants receive certificate of completion
- GCPedia page: [http://www.gcpedia.gc.ca/wiki/Gender-Based\\_Analysis%2B](http://www.gcpedia.gc.ca/wiki/Gender-Based_Analysis%2B)

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# Questions for Discussion

- What level of GBA+ have you experienced throughout your career?
- What gaps pose the greatest challenge to integrating GBA+ in Evaluation?
- Where and how can we better embed GBA+ within Evaluations?