User Instructions for the

GBA Plus Departmental Summary

**Table of Contents**

[Overview 3](#_Toc90633606)

[Information and Data Sources 3](#_Toc90633607)

[Training 3](#_Toc90633608)

[Template Instructions 4](#_Toc90633609)

[1. General Information 4](#_Toc90633610)

[2. Brief Description of the Budget/Off-Cycle Proposal 5](#_Toc90633611)

[3. Target Group (Policy Intent) 5](#_Toc90633612)

[4. Expected Outcomes 7](#_Toc90633613)

[A. Direct Benefits 7](#_Toc90633614)

[B. Indirect Benefits 10](#_Toc90633615)

[C. Income Distributional Impacts 11](#_Toc90633616)

[D. Generational Impacts 12](#_Toc90633618)

[5. A) Barriers to Participation or Access and/or Negative Impacts 13](#_Toc90633619)

[5. B) GBA Plus Responsive Approach 14](#_Toc90633620)

[6. Gender Results Framework 16](#_Toc90633621)

[7. Public and Stakeholder Engagement 18](#_Toc90633622)

[8. Monitoring and Evaluation 18](#_Toc90633623)

[9. Data Sources 19](#_Toc90633624)

[10. Summary GBA Plus Statement 19](#_Toc90633625)

[11. Contact Information 19](#_Toc90633626)

Overview

GBA Plus is an analytical tool used to support the development of responsive and inclusive policies, programs, and other initiatives. GBA Plus is a process for understanding who is impacted by the issue or opportunity being addressed by the initiative; identifying how the initiative could be tailored to meet diverse needs of the people most impacted; and anticipating and mitigating any barriers to accessing or benefitting from the initiative. GBA Plus is an intersectional analysis that goes beyond biological (sex) and socio-cultural (gender) differences to consider other factors, such as age, disability, education, ethnicity, economic status, geography, language, and sexual orientation.

The [GBA Plus Departmental Summary Template](https://canada-preview.adobecqms.net/en/department-finance/services/publications/federal-budget/proposals/gba.html) is a tool that captures key GBA Plus information for an initiative, policy or program in order to support and inform decision-making. These user instructions are intended to provide additional clarity, definition and examples to support the use of the template.

|  |
| --- |
| Publicly Available Informationi The information provided in the GBA Plus summary template may be made publicly available. |

Information and Data Sources

Foundational to a strong GBA Plus is clear and credible information upon which to base the analysis. Some key Government of Canada resources include:

* [Gender, Diversity and Inclusion Statistics Hub](https://www.statcan.gc.ca/en/topics-start/gender_diversity_and_inclusion)
* [Gender Results Framework Portal](https://cfc-swc.gc.ca/grf-crrg/index-en.html)
* [Statistics Canada data](https://www150.statcan.gc.ca/n1/en/type/data)

[Open Data](https://open.canada.ca/en/open-data)

Program Administrative Data

Examples of other data resources include:

[OECD](https://data.oecd.org/) Data

* [OECD](https://stats.oecd.org/) Statistics
* Academic articles

Training

Statistics Canada offers a variety of workshops, training, and conferences to help analysts expand and improve their data skills. For the full list of current offerings, please visit <https://www.statcan.gc.ca/eng/services/wtc>.

For more information on Government of Canada training related to GBA Plus please visit the websites of [Women and Gender Equality Canada](https://cfc-swc.gc.ca/gba-acs/course-cours-en.html) and the [Canada School of Public Service](https://www.csps-efpc.gc.ca/gbap-acsp-eng.aspx).

Template Instructions

Please read through these instructions carefully as you fill out the GBA Plus Departmental Summary document, also referred to as the “template.” Examples from Budget 2019, the 2020 Economic and Fiscal Snapshot, Budget 2021 and Budget 2022 have been provided throughout to provide clarity for more complex cases. Please see Budget 2019’s [Gender Report](https://budget.gc.ca/2019/docs/gba-acs/gba-acs-chap01-en.html), the 2020 Economic and Fiscal Snapshot [GBA Plus Summary](https://www.canada.ca/en/department-finance/services/publications/economic-fiscal-snapshot/gba-summary-economic-response-plan.html) (Snapshot 2020), [Budget 2021’s Impacts Report](https://www.budget.gc.ca/2021/report-rapport/anx5-en.html) and [Budget 2022’s Impacts Report](https://budget.gc.ca/2022/pdf/gdql-egdqv-2022-en.pdf) for more examples.

| 1. General Information |
| --- |
| This section collects descriptive information about the proposal, the organizations which will be involved in its development and delivery, and the timing of the GBA Plus summarized in this template.  |
| Proposal Title | * Please use the same title as used for [budget/off-cycle proposal template](https://canada.ca/en/department-finance/services/publications/federal-budget/proposals/proposal-template.html).
 |
| Sponsoring Department | * Using the drop-down menu, identify the lead department involved in the delivery of the proposal. If there is more than one department involved, please type the department’s name in the “Other Departments” box. It is expected that a GBA Plus summary be completed for all components of the proposal, which may require the coordination and input of multiple departments, as applicable. Where GBA Plus summaries for different components of a proposal are highly similar, one summary may be used for the entire proposal.
* *Strong Arctic and Northern Communities* encompasses a range of measures including enhanced economic development programming, infrastructure investments, a task force on post-secondary education, and research funding. Some of these initiatives provide targeted supports to Northern youth and Indigenous Peoples. In this example, multiple GBA Plus summaries were submitted as part of this proposal to reflect each of the distinct components.
 |
| Type of measure | * Proposals will be categorized as either a program, policy, legislation/regulation, or revenue measure.
	+ Select “policy” for those instances where the change exclusively relates to a new or change to government policy.
	+ Select “Revenue” for tax measures and other revenue-related measures.
	+ For all proposals that require legislation, select “legislation or regulation”.
	+ More than one choice is possible as many measures may involve both a program and legislation, or revenue and legislation.
* All proposals should be either new or existing. If the proposal is for an existing program, please differentiate between a modification of the program versus a renewal of the program exactly as it is.
 |
| Timing of Conduct of GBA Plus | * GBA Plus can and should be conducted at various stages throughout the development and delivery of a policy, program or initiative.
* This section is intended to identify at which stages of an initiative’s development the GBA Plus analysis was conducted and not when the GBA Plus summary template was filled out.
	+ For example, if the GBA Plus analysis was conducted early on in the initiative’s development and continuously updated throughout its development then *Early, Mid-point* and *Later* can be selected. If the GBA Plus was conducted after the initiative was finalized then *Later* should be selected.
	+ If the budget proposal relates to an existing initiative then, if possible to recall, please also identify at which stage of the development (i.e. *Early, Mid-point, or Later*) the analysis was first conducted.
* If clarification is necessary, please use the optional comments area provided.
 |

|  |
| --- |
| 2. Brief Description of the Budget/Off-Cycle Proposal |
| This section seeks a brief **description of the proposal**, not of the GBA Plus. This entire section should be 200 words or less. |
| Problem Statement | * In 150 words or less, the problem statement should describe “why” this proposal is being proposed. A question to ask when filling this out could be: What requirement or gap does the proposal address or respond to?
 |
| Proposal Summary | * In 150 words or less, the proposal summary should briefly define “what” the proposal is, how it addresses the problem and how it will be implemented.
 |

| 3. Target Group (Policy Intent) |
| --- |
| This section seeks information on the target population for the proposal, which may be different from the groups affected (section 4). Please choose **one** of the three categories that best describes the **target group** that the proposal is intended to benefit: all Canadians, specific regions or sectors, or a particular demographic group. It is expected that a single category would be selected in most circumstances; however, in rare instances, it may be appropriate to identify more than one target group (e.g. an initiative targeted at Indigenous persons in the Atlantic regions).If none of the options come close to reflecting the primary target group, then please use the explanatory box at the end of this section to specify the target group and provide further details. |
| All Canadians | * This option refers to those proposals that are aimed at the Canadian population as a whole or to support the broader values of Canadian society. Proposals designed to support government operations, environmental protection, scientific research, and international development and engagement, achieve fiscal savings, promote public safety or defense are all examples of proposals that would generally be characterized as aimed at all Canadians.
 |
| This is a tax integrity proposal | * This box is intended to identify tax integrity proposals, a particular subset of proposals which are seen to be aimed at all Canadians through their fiscal savings and improvements to the fairness and efficiency of the tax system.
 |
| International proposals | * For international proposals, “All Canadians” should be selected. When the proposal’s primary purpose is to support individuals in other countries then please also select “Individuals in other countries”.
 |
| Specific regions or sectors of the economy  | * This sub-section refers to proposals that are primarily aimed at specific:
	+ Regions of Canada. Some examples include remote regions, rural areas, urban areas, specific provinces or territories; or
	+ Industries or sectors of the economy. Some examples include the auto industry, oil industry, dairy sector, etc.
* Please provide more information in the comments box at the bottom of the page, including details on which region or industry.
 |
| A particular demographic group  | * This sub-section refers to proposals that are specifically targeted towards helping specific segments of the population. Some examples include: Indigenous women, homeless men, 2SLGBTQI+ individuals, low-income Canadians, etc.
 |
| **Examples for Target Group** i | For the majority of budget proposals, defining the target population will be straightforward; however, for proposals that have broader objectives (i.e. environment, research, etc.) as part of their design, there may be overlap across these categories. Here are some examples of how the target population was defined for some of the more complex measures from previous Budgets and Economic and Fiscal Updates:* The policy intent for *Commemorating Canada’s Veterans: Highway of Heroes* is for all Canadians to be reminded of those who have served in uniform; however, veterans are also expected to benefit from this recognition. In this example, “All Canadians” was selected, but “veterans" was also identified as a target group. Although the Highway of Heroes is located across part of southern Ontario, “Specific regions” was not selected as the region was not central to the measure’s objective.
* Generally speaking, measures which seek to improve the environment will be described as aimed at “All Canadians”; however, the specific region or sector may be noted when there is a strong regional or sectoral focus to the measure. Examples from Budget 2022 include *Building a National Network of Electric Vehicle Charging Stations and Industrial Energy Management.* In these examples, specific industries were identified as the target group.
* Several of Budget 2022 measures involved support to scientific research, where the objective was to strengthen Canada’s research sector in order to make possible discoveries and applications that benefit Canadians and the Canadian economy. For example *Small Modular Reactors,* and *Taking More Action to Eliminate Plastic Waste*. In these examples, the target population was noted as both “all Canadians” as well as companies and/or researchers in the specific sector.
* *Extending Canada’s Middle East Strategy*

*)* was designed to enable Canada to have a significantly positive impact on crisis- affected populations in Iraq, Syria, Jordan and Lebanon, with an emphasis on women and girls. Therefore, “All Canadians” was selected as the target groups, while the demographic characteristics of who directly benefits from this strategy is “Individuals in other countries” in section 4 of the template. * In Budget 2021, *Helping Youth and Students Build Job Skills and Connect with Employers* targets Canadians between the ages of 15-30, with an increased focus on vulnerable youth facing multiple barriers to employment. In this example, the option chosen was “Children or Youth” and the specific youth subgroups that benefited most were described in Section 4 of the template.
 |
|  |  |

| 4. Expected Outcomes |
| --- |
| A proposal can affect people in a number of different ways, not all of which may be immediately obvious. It is important to consider all angles of how the proposal may affect people. This analysis should be linked to the quality of life domains identified in the [proposal template](https://canada.ca/en/department-finance/services/publications/federal-budget/proposals.html) for a given proposal. (The GBA Plus corresponds with the “fairness and inclusion” angle of the framework, which focusses on distributional impacts.)  |
| A. Direct Benefits | This section seeks to collect information on the gender and demographic characteristics of the recipient group over the short- and medium-term (five years). This group may align with the target client group or it may have different characteristics.  |
| Notable demographic characteristics  | * This table should identify demographic characteristics that are predominant in the benefitting group relative to the population at large, as is the case for the majority of budget proposals. For example, if 25 per cent of the people benefitting from a proposal are low-income compared to the 11 per cent of Canadians classified as low-income in 2018, then “lower income” would be considered a notable demographic characteristic.
* If all income levels are benefitting equally then do not select any income level check boxes. The same applies for any sub-set of demographic characteristics; if all boxes are selected then no group is disproportionately benefiting. Leave the boxes unselected.
* Recognizing that some of the categories have diversity within, please use the <specify> field to add clarity, as appropriate (e.g. specifying two-spirit for the 2SLGBTQI+ section, or Atlantic Canada for the particular regions section, etc).
	+ ***Students*:** includes full-time, part-time and life-long learners.
	+ ***Workers:*** includes people in the paid labour force, whether employed or looking for a job. Does not include volunteers or those who work in the home.
	+ ***Lower-educated individuals*:** Highest level of education is high school or less.
	+ ***Higher-educated individuals*:** Have completed a first college diploma or university degree.
	+ ***Lower, middle and higher income*:** Identifying impacts across the income distribution can be challenging given that a family’s position greatly depends on household size and geographic location. For these reasons, use your judgment to assess how a particular policy affects different types of people across the income distribution. Note that Statistics Canada has identified the [Market Basket Measure thresholds](https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1110006601) for identifying a standard of living in Canada according to geographic location and family size.
	+ ***Newcomers/Immigrants*:** recent immigrants, foreign students, or foreign workers
* For international proposals targeted at individuals in other countries please select the demographic characteristics of the expected beneficiaries as well as “Individuals in other countries”.

**Snapshot 2020 Example:** *Canadian Emergency Business Account*(CEBA) targets all small-scale businesses and not a specific demographic or group. However, a large proportion of small and medium-sized enterprises (SMEs) are majority men-owned, with much fewer being women-owned (63 per cent vs. 16 per cent; 21 per cent are equally owned between men and women).  Therefore, men are expected to disproportionately benefit from the program and so “men” should be selected. i**Budget 2021 Example**: *Creating New Opportunities for Skilled Tradespeople* targets apprentices and employers who hire them however, this measure is expected to directly benefit young men since they are overrepresented in most Red Seals trades and apprentices. The statistics on apprentices show that 86% are men and 53% are under 25 years of age. Therefore, “predominantly men” and “individuals 18-29” would be selected.i**Budget 2022 Example**: *Working with Provinces and Territories to Advance the National Action Plan to End Gender-Based Violence* will directly benefit women and girls, notably those at higher risk of experiencing gender-based violence. These groups also face increased barriers in accessing supports and services due to systemic inequalities, such as sexism, racism, poverty, and discrimination based on sexual orientation or gender expression.i* If “The benefitting group has no notable characteristics beyond those of the Canadian population overall” is selected then this means no subset of the population is disproportionately benefiting. Please do not select any demographic characteristics in this instance unless a clear explanation is provided.
 |
| Multiple groups  | * In cases where the selected characteristics reflect more than one distinct group of people (rather than one group possessing all these characteristics), please select the “multiple groups” option and use the explanation box at the end of this section to provide details of each group and the relevant characteristics.
* *Giving Young Canadians Digital Skills* provides funding to not-for-profit organizations so that they can offer coding and digital skills education to Canadian youth. While all the clients are children or youth, the program places a particular focus on youth that are girls, Indigenous, persons with disabilities, or those living in rural, remote and northern communities. In this example, the “multiple groups” box would be selected and an explanation would be provided to clarify that this measure was expected to help Indigenous youth, girls, youth with disabilities, etc.
* *Expanding Health-related Tax Relief Under the GST/HST System* would directly benefit persons with disabilities and health issues; however, there are three specific facets to this tax measure: providing tax relief for human ova and in vitro embryos, for foot-related medical devices, and for multidisciplinary health care services. In this example, the “multiple groups” box would be selected and clarification that there are three distinct groups and their corresponding characteristics would be included in the explanation box at the end of this section.
* *Speeding Up Housing Construction and Repairs for Vulnerable Canadians* benefits Canadians experiencing housing affordability challenges. This group is comprised of multiple demographic characteristics which could intersect in certain circumstances i.e. persons with disabilities, racialized groups, Indigenous peoples, single-parents, women, and seniors. Accordingly, in this example, “multiple groups” was selected and clarification was provided.
 |
| No notable characteristics | * This response should be used in the rare case that the benefitting group truly has no notable characteristics beyond that of the Canadian population overall. If this option is selected, do not fill out the table of demographic characteristics. Some examples are tax tightening proposals, which are assumed to benefit the entire population through the expected fiscal savings, or proposals to improve public safety for Canada as a whole.
 |
| Long-term benefits | * In some cases, the short- and medium-term impacts (up to 5 years) may differ from the long-term impacts. Please use this section of the form to describe any differences to the benefitting group, if applicable.

**Budget 2022** *Making the Switch to Zero-Emission Vehicles More Affordable*  is available to all driving-age Canadians; benefits will initially accrue to early adopters of ZEV, who are more likely to be men, middle-aged, well-educated, high-income earners, and live in urban areas. In this example, increased ZEV uptake will have significant benefits for all Canadians by reducing greenhouse gas emissions and improving air quality over the longer term. i |
| B. Indirect Benefits | This section seeks to collect information on the notable gender and demographic characteristics of the group or groups of people who may receive secondary benefits from the proposal – for example through playing a role in the delivery of a proposal or experiencing the benefits of the proposal in a secondary way.As with the direct benefits section, if there is more than one distinct group being indirectly affected, please provide details on the specific breakdowns. If there is insufficient supporting data to make a determination, please choose “There is insufficient information to adequately assess the indirect impacts” and use the box at the end of this section to explain those data gaps. It is expected that every budget proposal has been sufficiently developed as to be clear who may be directly benefitting; however, it is understandable that not all proposals have the data available to confirm indirect beneficiaries. **Budget 2021 and Budget 2022 Examples:** i * *Promoting Official Languages* will directly benefit students in official language minority communities. However, as women make up 70 per cent of education services, they are expected to indirectly benefit. In this case, “women” would be selected as an indirect beneficiary.
* *Increasing Canada’s Contributions to NATO* will directly benefit all Canadians through an increase in defense and security, and the promotion of peace. However, benefits will accrue to Canada’s defence industries, whose employees are predominantly men. For example, 81 per cent of employees in aerospace and 87 per cent of employees in shipbuilding are men. In this case, “men” would be selected as an indirect beneficiary.
* *Increasing Loan Forgiveness for Doctors and Nurses in Rural and Remote Communities* directly benefits health care workers in rural and remote areas, as well as people living in these communities who currently do not have access to doctors and nurses. However, the program also indirectly benefits women, who were the majority of 5,490 health care workers who used the program in 2019-20. The demographic characteristics of this group would be selected in this section. For example, in 2019-20, 83 per cent of rural and remote health professionals were women, therefore “predominantly women” would be selected.
 |
| C. IncomeDistributional Impacts | Distributional impacts should be considered relative to existing incomes and tax contributions. Please explain the assumptions behind your assessment in the explanation box at the end of this section. * For example, a government funded program that provides equal per capita benefits to all Canadians would be considered progressive, while an equal per capita tax on individuals would be considered regressive.
* Generally speaking, “strongly benefits low-income individuals” would tend to be selected for proposals with impacts concentrated among low-income groups (e.g. CPP auto enrollment). Proposals that carry benefits to both lower income and wealthier Canadians but that may be more valuable to low income individuals may be identified as “somewhat benefits low income individuals” (e.g. Canada Service Corps, Apprenticeship support, etc.).

**Budget 2019 Example:** *Ensuring Everyone Who Is Eligible Receives Canada Pension Plan Benefits* will ensure that seniors who have not applied enroll CPP contributors for a CPP pension once they reach age 70 if they have not applied. In this example, “Strongly benefits low income individuals” was selected.i* For proposals that are not tax or direct transfers (i.e. grants and contributions, regulatory proposals, other programs etc.), this section should indicate whether benefits are most likely concentrated among Canadians of different income levels.

**Snapshot 2020 Example:** *Health & Social Support for Northern Communities* provides support for northern communities including support for air carriers, enhanced food subsidies and other emergency health care preparations and response. The measures will benefit low-income individuals, who are particularly vulnerable to the impacts of COVID-19, and who are overrepresented in small, isolated, and remote Northern communities. In this example, “Somewhat benefits low income individuals” was selected.i**Budget 2021 Example*:*** *Removing Barriers to Internal Trade* has the potential to increase productivity and reduce costs of goods and services, benefiting Canadians broadly. Lower-income Canadians will benefit disproportionately as a result of reduced costs of living as this group spends more as a percentage of their income on consumption of goods. In this example, “Somewhat benefits low income individuals” was selected.ii**Budget 2022 Example:** *An Employment Strategy for Persons with Disabilities* would improve the employment prospects of persons with disabilities and make workplaces more inclusive and accessible. It is expected that persons with disabilities from all age groups (with various intersecting identities and low income) would predominantly benefit from this measure, given their lack of attachment to the labour market. In this example, “Somewhat benefits low income individuals” was therefore selected. |
| D. Generational Impacts  | Generational impacts should be considered relative to the contributions of those benefiting from the proposal. For example, a new government program for retired seniors that is funded from the current tax base would primarily benefit seniors.* For proposals that benefit the generations between youth and seniors, please select no significant generational impacts and describe the impacts in the explanation box for this section.

**Budget 2021 Example:** *Support for Farmers* and *Agricultural Climate Solutions* are expected to benefit older men since 71 per cent of operators in the agriculture are men and the average age of all farm operators is 55. In these examples, “Primarily benefits the baby boom generation or seniors” was selected.i**Budget 2022 Example:** *Implementation of the United Nations Declaration on the* *Rights of Indigenous Peoples Act* is expected to benefit Indigenous peoples, in a gender-balanced way, by ensuring that laws, policies and programs are fair and equally accessible to all Canadians. It is likely to benefit youth and future generations, as advances made pursuant to the Act will be forward looking. As such, “Primarily benefits youth, children or future generations” was selected. |

| 5. A) Barriers to Participation or Access and/or Negative Impacts |
| --- |
| This section should be used to identify the gender and demographic groups which are expected to face a barrier to participation/access and/or be negatively affected by the proposal. Please select the appropriate checkbox and identify the demographic characteristics of the group(s) impacted. Demographic characteristics should only be selected if they are predominant relative to the Canadian population at large.If no barriers to access/participation or negative impacts are anticipated then please skip to section 6. If these have been identified then please complete section 5 B) GBA Plus Responsive Approach.  |
| Barriers to Access or Participation | Barriers to participation or access are not always obvious but should always be considered. Barriers usually arise as a result of an existing inequality.* For example, a proposal may create an opportunity for a specific group, but inadvertently perpetuate an inequality or create a barrier for another group. For example, a program to promote coding for elementary school students may have low take-up from children in low-income families owing to high participation fees. While this may not create a negative impact per se, such barriers should be noted and proactive strategies should be developed whenever possible. Another example would be proactive strategies which take into consideration the circumstances of rural and remote communities and people living in them. This could include using a variety of communication channels to reach Canadians without high-speed internet access, personalized support, and specific adaptations to promote rural access to the program.
* Please provide details in the explanation box.

i**Budget 2021 Example:** *Creating New Opportunities for Skilled Tradespeople*is expected to benefit men as they are overrepresented in most Red Seal trades (86 per cent of apprentices are men). Women comprised about 14 per cent of apprentices overall, and fewer women than men apprentices were registered in a Red Seal trade (59 per cent versus 81 per cent). Acknowledging this disparity and in an attempt to not perpetuate an existing inequality, an additional $5,000 per apprentice position ($10,000 in total) will be provided to incent employers to hire and train apprentices from underrepresented groups, including women, Black and racialized Canadians. In this example, “Predominantly Women” would be selected and the expected barriers explained in the text box. Section 5 B i) would then be completed.**Budget 2021 Example:** *Working with Provinces and Territories to Advance the National Action Plan to End Gender-Based Violence* will directly benefit women and girls, notably those at higher risk of experiencing gender-based violence, including women and girls with disabilities; Black, Indigenous and racialized women and girls; immigrant and refugee women; 2SLGBTQI+ people; and women living in northern, rural, and remote communities. These groups also face increased barriers in accessing supports and services due to systemic inequalities. In this example, “Predominantly Women” would be selected, other intersecting demographic characteristics and expected barriers would also have to be explained in the text box. Section 5 B i) would then be completed. i |
| Negative Impacts | Negative impacts occur when one group is materially harmed or lesser off, either intentionally or unintentionally, as a result of the initiative being proposed.* Please provide details in the explanation box.

i**Budget 2021 Example**: *Supporting Safe Air Travel* includes advancing the Known Traveler Digital Identity pilot project. Research has shown that facial recognition technology could result in increased scrutiny and delayed processing time for certain demographics. In this case, “The proposal carries, or could carry, negative impacts for one or more specific demographic group(s)” would be checked off, the demographic characteristics of those negatively impacted would be selected, an explanation would be provided in the text box, and section 5 B) ii. would be completed.**Budget 2022 Example**: *Clean Electricity* will negatively impact coal mining communities through job losses, income insecurity due to job loss, re-training requirements, re-employment and increased job competition in local industries. Individuals over the age of 60 who are still in the labour market may also experience severe economic and social impacts and be unable to adapt to a clean new electricity system. In this case, “The proposal carries, or could carry, negative impacts for one or more specific demographic group(s)” would also checked off, the demographic characteristics of those negatively impacted would be selected, an explanation would be provided in the text box, and section 5 B) ii. would be completed.i |

| 5. B) GBA Plus Responsive Approach |
| --- |
| This section should be completed if section 5 A) was completed and should be used to describe any program designs or implementation elements associated with the proposal that seek to reduce potential barriers to access/participation or to mitigate negative impacts of the proposal.  |
| 1. Steps for addressing potential barriers to access or participation
 | * This section should be completed for proposals which identified groups that are could face a barrier to access/participation in section 5 A).

**Budget 2019 Example:** *Expanding the Canada Service Corps* is aimed at youth across the country, providing them with volunteer opportunities to increase leadership and develop new skills. Recognizing that some youth may experience barriers in participating, the program developed new incentives and supports to reduce the barriers identified by underrepresented youth, including targeted outreach to increase participation amongst young men and boys. i**Budget 2021 Example**: *Enhancing the Canada Workers Benefit* could introduce barriers to participation (as described in the above example under 5. A). In response to the potential barrier to access that secondary earners could face, introducing a secondary earner exemption will allow secondary earners benefitting from the CWB, about 75 per cent of whom will be women, to exclude a portion of their earnings from the benefit’s income test, mitigating or preventing this decline. This new feature will help ensure that everyone is able to participate in the workforce. i**Budget 2022 Example:** *Addressing Global Health Priorities* contains elements to promote access to health services and products for those who may be in vulnerable situations or marginalized, including women and girls. Canada supports implementing partners that consider the needs of program recipients at all stages of programming to help identify potential barriers and better promote access to health services and products.i **Budget 2022 Example:** *Renewing and Expanding the Oceans Protection Plan* recognizes that some partners such as Indigenous peoples, are often in remote areas, and may therefore experience barriers to participation (e.g., not having a reliable internet connection). The Oceans Protection Plan will continue to take steps to reduce barriers to participation, such as through regional engagement sessions to reach a greater number of communities.i |
| 1. Mitigation measures to respond to potential negative impacts
 | * Only complete this section if you identified specific groups which could face negative impacts in section 5 A).
* It is expected that mitigation measures have been considered if the GBA Plus identified potential negative impacts. Mitigation measures should be described with sufficient detail and provide enough context to understand the following:
	+ Scope and expected effect of the measure
	+ Any potential costs of the measure (where applicable) and the associated source of funds.
* In cases where mitigation measures have not been considered where the GBA Plus identified potential differential or negative impacts, further information must be provided as to how mitigation measures will be considered going forward.
* For measures whose purpose is to address inequality by favoring a particular target group, please choose “targets a specific client base; no mitigation measures are proposed to address the differential impact on groups outside of the target client base.”

i**Budget 2021 Example**: In the S*upporting Safe Air Travel* example outlined above, Transport Canada would select “The proposal includes mitigation measures” and explain the mitigation measures to ensure that advanced technologies used for identity verification, such as facial recognition, do not introduce negative impacts based on disability, ethnicity, age or gender. |

**Budget 2022 Example:** In the *Clean Electricity* also highlighted above, the Regional Energy Tables and Pan-Canadian Grid Council will seek diverse and inclusive membership, and engagements through the course of its work, thereby reducing any potential negative impacts on workers and communities. The Regional Energy Tables and Pan-Canadian Grid Council will enable the transition to net-zero electricity, which will create significant economic opportunities, in the form of new industries, markets, supply chains and jobs, and enable communities to capitalize on those aforementioned economic opportunities.

i

| 6. Gender Results Framework |
| --- |
| Gender Results Framework | * The Gender Results Framework is a whole-of- government tool to help define what is needed to achieve greater equality and to determine how progress will be measured going forward. Not all proposals will advance the Framework’s goals. Only those proposals that demonstrably move the needle on the Gender Results framework should be articulated in this section of the template.
* For examples of measures which were identified as advancing the Gender Results Framework please see [Budget 2022’s Impacts Report](https://budget.gc.ca/2022/pdf/gdql-egdqv-2022-en.pdf).
* For proposals that advance the Framework, please indicate which pillar (only one) will be advanced by choosing the goal (e.g. equal and full participation in the economy) or objective (e.g. reduced gender wage gap) from the corresponding drop-down menu. Please include an explanation of how the proposal advances the Framework in the box at the end of this section. More information on these goal statements, objectives and indicators can be found on [Women and Gender Equality’s website](https://cfc-swc.gc.ca/grf-crrg/index-en.html).
* Although only gender is included in the title of the Framework, it is aligned with the Government of Canada’s policy of GBA Plus, ensuring that gender is considered in relation to other intersecting identity factors. Wherever possible, intersecting identity factors should be considered for all of the relevant indicators. For example, a measure that is designed to promote literacy among Indigenous populations could be described as advancing the Education and Skills Development pillar. For more information, please see the Gender Results Framework below.

**Budget 2022 Example**: *Increasing the Capacity of Superior Courts* is expected to advance the Leadership and Democratic Participation Pillar. Increased judicial capacity of superior courts helps improve access to justice for all Canadians by addressing court delays, ultimately strengthening the public’s confidence in the justice system. New judges are selected through a superior courts judicial appointment process that aims to achieve a gender-balanced bench, reflecting the diversity of Canadian society. Of the judges who have been appointed since October 2016, 57 per cent have identified as women, 4 per cent as Indigenous, 10 per cent as visible minorities, 1 per cent as a person with a disability, and 7 per cent as a member of the 2SLGBTQI+ community..i |
| Canada’s Gender Results Framework |

|  |  |
| --- | --- |
| **Education and Skills Development** | **Equal opportunities and diversified paths in education and skills development*** More diversified educational paths and career choices
* Reduced gender gaps in reading and numeracy skills among youth, including Indigenous youth
* Equal lifelong learning opportunities and outcomes for adults
 |
| **Economic Participation and Prosperity** | **Equal and full participation in the economy*** Increased labour market opportunities for women, especially women in underrepresented groups
* Reduced gender wage gap
* Increased full-time employment of women
* Equal sharing of parenting roles and family responsibilities
* Better gender balance across occupations
* More women in higher-quality jobs, such as permanent and well-paid jobs
 |
| **Leadership and Democratic Participation** | **Gender equality in leadership roles and at all levels of decision-making*** More women in senior management positions, more diversity in senior leadership positions
* Increased opportunities for women to start and grow their businesses, and succeed on a global scale
* More company board seats held by women, more diversity on company boards
* Greater representation of women and underrepresented groups in elected office and ministerial positions in national and sub-national governments
* Increased representation of women and underrepresented groups as administrators of the justice system
 |
| **Gender-Based Violence and Access to Justice** | **Eliminating gender-based violence and harassment, and promoting security of the person and access to justice*** Workplaces are harassment-free
* Fewer women are victims of intimate partner violence and sexual assault
* Fewer victims of childhood maltreatment
* Fewer women killed by an intimate partner
* Increased police reporting of violent crimes
* Fewer Indigenous women and girls are victims of violence
* Increased accountability and responsiveness of the Canadian criminal justice system
 |
| **Poverty Reduction, Health and Well-Being** | **Reduced poverty and improved health outcomes*** Fewer vulnerable individuals living in poverty
* Fewer women and children living in food insecure households
* Fewer vulnerable individuals lacking stable, safe and permanent housing
* Child and spousal support orders are enforced
* More years in good health
* Improved mental health
* Improved access to contraception for young people and reduced adolescent birth rate
 |
| **Gender Equality Around the World** | **Promoting gender equality to build a more peaceful, inclusive, rules-based and prosperous world*** Feminist international approach to all policies and programs, including diplomacy, trade, security and development
 |

 |

|  |
| --- |
| 7. Public and Stakeholder EngagementThis section seeks to confirm whether the public was engaged on the proposal and to understand the nature of the feedback received during those engagements. |
| General Comments | * Please describe the nature and format of public consultations, including details on what point in the development of the proposal these consultations took place and how the target population was involved.
 |

|  |
| --- |
| 8. Monitoring and EvaluationThis section seeks to collect information on how the performance of the proposal will be actively monitored from a GBA Plus perspective. Please consider this section in relation to the quality of life domains identified in the [proposal template](https://canada.ca/en/department-finance/services/publications/federal-budget/proposals/proposal-template.html). |
| General Comments | * Budget 2019, Snapshot 2020, and both Budget 2021 and 2022 emphasized the importance of disaggregated data collection across government programs to improve inclusiveness. Where feasible, please describe any plans to improve the collection of disaggregated administrative data and strengthen reporting practices associated with this proposal.
* If no plans are in place, please explain the data collection plan going forward, or specify why there is no data collection plan in place.
* In some cases, it may be determined that no further monitoring is required, in which case a rationale will be required in this section.
 |

|  |
| --- |
| 9. Data SourcesThis section seeks to collect information on what data sources were used to inform this analysis. Were there any notable data gaps?  |
| General Comments | This section should be used to clearly source the information used for this analysis. Do not worry about formatting but please hyperlink any URLs. * Indicate your data sources using the checkboxes, and provide further details in the right-hand column (e.g. hyperlinks, table names, articles, etc.). If any supporting information should not be made publicly available, please be clear about which information is sensitive in nature.
* Please identify any notable data gaps.
 |

|  |
| --- |
| 10. Summary GBA Plus Statement  |
| General Comments | * Please provide a brief description, using the information from questions 3 to 6 in this questionnaire. If applicable, please include information regarding equality and the Gender Results Framework, from question 6.
* Please describe impacts in a neutral, factual tone and avoid promotional language. See [Budget 2022’s Impacts Report](https://budget.gc.ca/2022/pdf/gdql-egdqv-2022-en.pdf) for examples.
* The statement should include the following elements:
* Primary target client group for the proposal, as well as the expected impacts on quality of life (direct, indirect, negative) on different groups of women, men and gender-diverse people (as applicable) as a complement to data inputs.
* Brief description of measures, if any, included in the proposal in order to mitigate expected negative impacts or reduce barriers to participation.
 |

|  |
| --- |
| 11. Contact Information |
| General Comments | * At a minimum, please include the contact information for both the analyst and Director General responsible for the GBA Plus. Additional contact information may be provided, if required.
* It is recommended that your department’s GBA Plus Focal Point review the GBA Plus Summary Template for consistency across your department. Please include the GBA Plus Focal Point’s name and date of review beside their name.
* For proposals originating from Finance, sign-off/approval of the GBA Plus is indicated by marking the date of sign-off/approval beside the reviewer’s name.
 |