GBA PLUS IMPLEMENTATION SURVEY RESULTS

HIGHLIGHTS

Results of the fourth Gender-based Analysis Plus (GBA Plus) Implementation Survey show that progress continues in advancing GBA Plus across the federal government.

(73 federal departments and agencies responded in respect of the fiscal year ended March 31, 2020.)

CAPACITY

Elements of GBA Plus Capacity	2019	2020	
GBA Plus Champion or other senior management representative to lead GBA Plus	73%	79%	↑
Discussion of GBA Plus at senior management committees	75%	76%	↑
Resources dedicated to the development, delivery or promotion of GBA Plus training for employees	64%	76%	↑
Tools and resources to assist employees in applying GBA Plus to their work	73%	76%	↑
An intra-departmental network or working-level group dedicated to GBA Plus	57%	66%	↑
A formal GBA Plus policy or statement of intent	49%	61%	↑
A departmental GBA Plus implementation plan/action plan	45%	54%	↑

*Comparison of the 67 departments who responded in both 2019 and 2020 surveys.

Full Time Equivalents (FTEs)

The vast **majority (88%)** of departments had some staff dedicated to GBA Plus.

Over a quarter (28%) of departments had **more than 5 staff** dedicated to GBA Plus.

Only 12% of departments had no staff dedicated to GBA Plus.

TRAINING

Mandatory GBA Plus training is becoming more common:

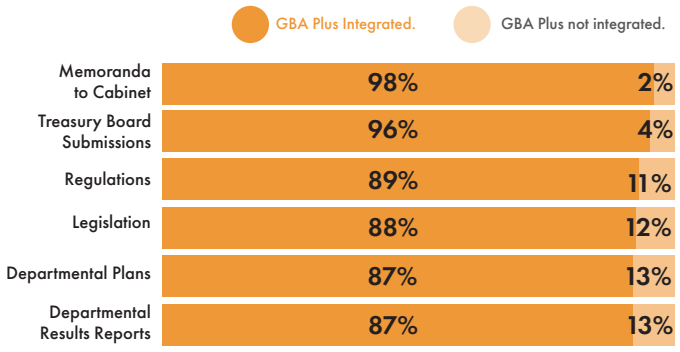
In 2020, 54% of federal departments had mandatory GBA Plus training, compared to 38% in 2019.

*Results for the 68 departments that responded to the 2019 and 2020 surveys.

Most departments offer GBA Plus training in a variety of functional areas:

APPLICATION

GBA Plus is applied often to Cabinet documents and other work.



GBA Plus is most often applied at the **ANALYSIS AND RESEARCH** phase of the policy development cycle.

GBA Plus is least often applied at the **PROBLEM DEFINITION** and **EVALUATION** phase of the policy development cycle.

DATA COLLECTION

Most departments report access to data disaggregated by a variety of identity factors when conducting GBA Plus.

GOING FORWARD

Continue to advance GBA Plus implementation with a focus in some areas:

- More GBA Plus integration in procurement and information management/information services
- Data access and availability
- Training offerings and tools
- Tracking and monitoring
- Redesigning the survey tool and methodology

For more information: women-gender-equality.canada.ca/en/gender-based-analysis-plus

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