

When should GBA be used?

- When women and men are directly or indirectly impacted by a project
- When gender equality issues arise

GBA can be used in many areas, specifically

- Education
- Health
- Regional development
- Public transit
- The fight against poverty and social exclusion
- Job access and retention
- Workplace health and safety
- Finances
- Sustainable development
- Economic development

What is GBA?

GBA is an analysis process that promotes gender equality in fact when applied to the projects of decision-making bodies.

- Decision makers can use GBA to detect different impacts on women and men which may result from adoption of a law, regulation, policy, program, measure, or public service.
- It can be used during the development, implementation, monitoring, evaluation and follow-up phases of a project.
- In some situations, it may lead to different initiatives for women and men to diminish documented inequalities.



Government Policies

The public policy *Turning Equality in Law into Equality in Fact* introduces GBA as a governance tool, presented as a cross-cutting approach to gradually integrate gender equality principles into all government decisions as well as those of local and regional decision-making bodies

Interested in GBA?

Want to know more?

Visit the Secrétariat à la condition féminine website at [www.scf.gouv.qc.ca].

For a copy of this document

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GENDER-BASED ANALYSIS (GBA)

in Government Practices and those of Local and Regional Decision-Making Bodies

Culture,
Communications et
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Québec



An Asset for
Decision Making

Québec



Where does GBA come from?

1995

- GBA was part of the Platform for action of the United Nations Fourth World Conference on Women,¹ adopted in Beijing in 1995 by over 180 countries and governments.

1997 to 2005

- In 1997 the Québec government's cabinet decided to experiment with GBA through a mobilizing project included in the Action Plan for Women Throughout Québec 1997–2000.²
- Nine GBA pilot projects were conducted in seven departments between 1997 and 2004.
- In 2005 a report on the results of these projects was published, entitled *Experimentation with Gender-Based Analysis in the Government of Québec: Its Lessons and Effects, 1997–2004*.³

2006

- The policy *Turning Equality in Law into Equality in Fact* and the first three-year action plan (2007–2010)⁴ were launched, reflecting the Québec government's commitment to implementing GBA in government policies and those of local and regional decision-making bodies

1. UNITED NATIONS, *Report on the Fourth World Conference on Women (A/CONF-177/20/Rev.1)*, New York, UN, 1996, 239 p.

2. SECRÉTARIAT À LA CONDITION FÉMININE, *Un avenir à partager, La politique en matière de condition féminine, Programme d'action 1997-2000 pour toutes les québécoises*, 1997, 138 p.

3. MINISTÈRE DE LA FAMILLE, DES AÎNÉS ET DE LA CONDITION FÉMININE, *Experimentation with Gender-Based Analysis in the Government of Québec: its Lessons and Effects, summary report 1997–2004*, Québec/Montréal, MFAFC, 2006, 16 p.

4. MINISTÈRE DE LA FAMILLE, DES AÎNÉS ET DE LA CONDITION FÉMININE, *Turning Equality in Law into Equality in Fact. Government Policy for Gender Equality and Action Plan 2007–2010*, Québec/Montréal, MFAFC, 2006, 91 and 57 p.

What are the advantages of integrating GBA?

GBA facilitates

- An enlightened view of the needs of women and men
- More relevant public services
- Optimal use of public funding

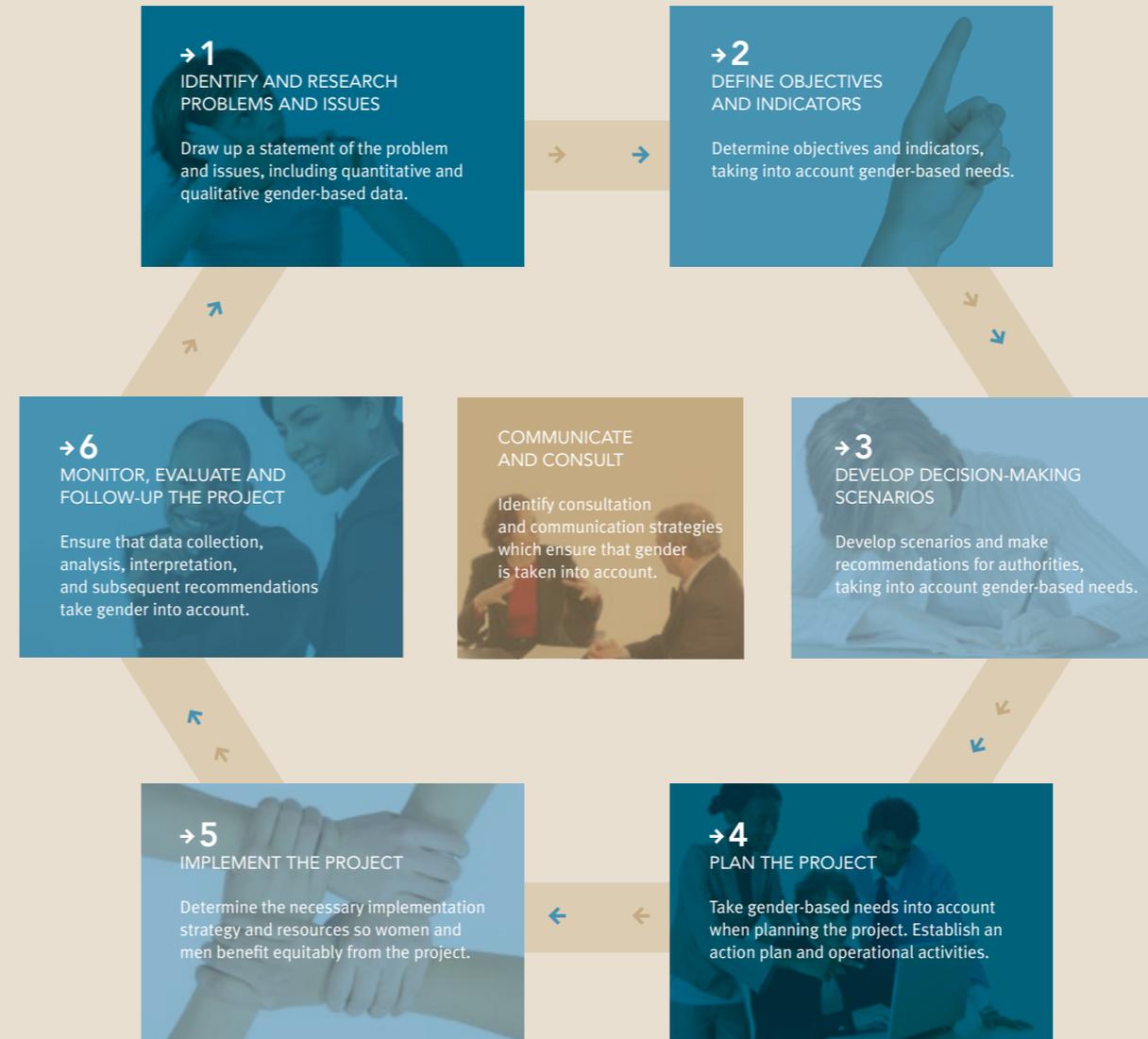
Consequently, GBA ensures

- Direct benefits for constituents
- A contribution to gender equality in fact



How can GBA be integrated into a project?

At each project phase, determine whether gender realities and needs are being addressed.



Paternity leave: a GBA case study

- Balancing professional and family life is a major concern for both women and men.
- Until recently, policies and programs addressing this topic focused primarily on women.
- The Québec Parental Insurance Plan introduced non-transferable paternity leave, which lets men assume greater caregiving responsibilities during the first year of their children's lives.
- This encourages couples to work out more equitable sharing of family responsibilities and to attain gender equality.

TRAINING AND SUPPORT

Secrétariat à la condition féminine is responsible for promoting GBA in departments, agencies, and local or regional decision-making bodies. It offers

- GBA awareness and training sessions
- Support for various entities that are integrating GBA