



GBA PLUS

GENDER-BASED ANALYSIS PLUS

WAGE's Contribution Under the *Impact Assessment Act*

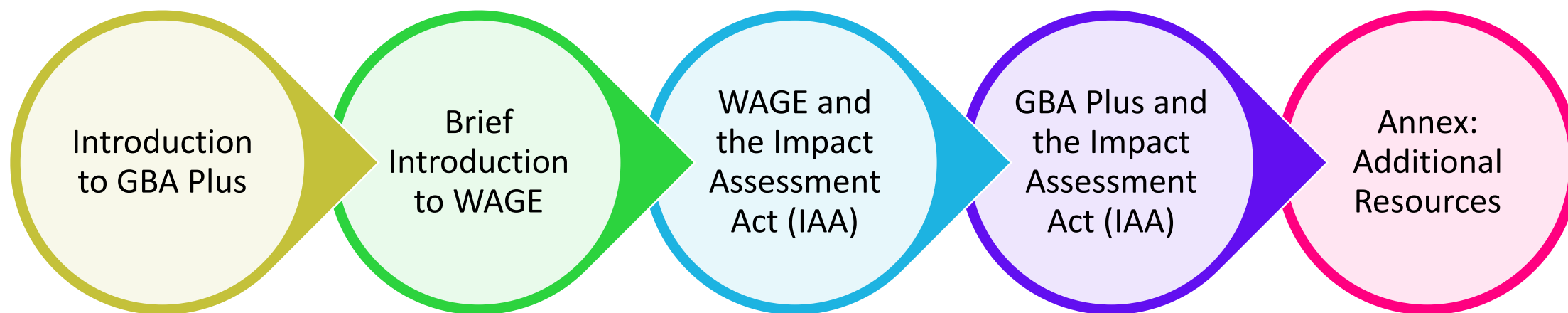
Presentation to the Regional Assessment in the Ring of Fire Area

By Megan Kirby and Ludia Bae, GBA Plus Centre of Expertise at Women and Gender Equality Canada (WAGE)

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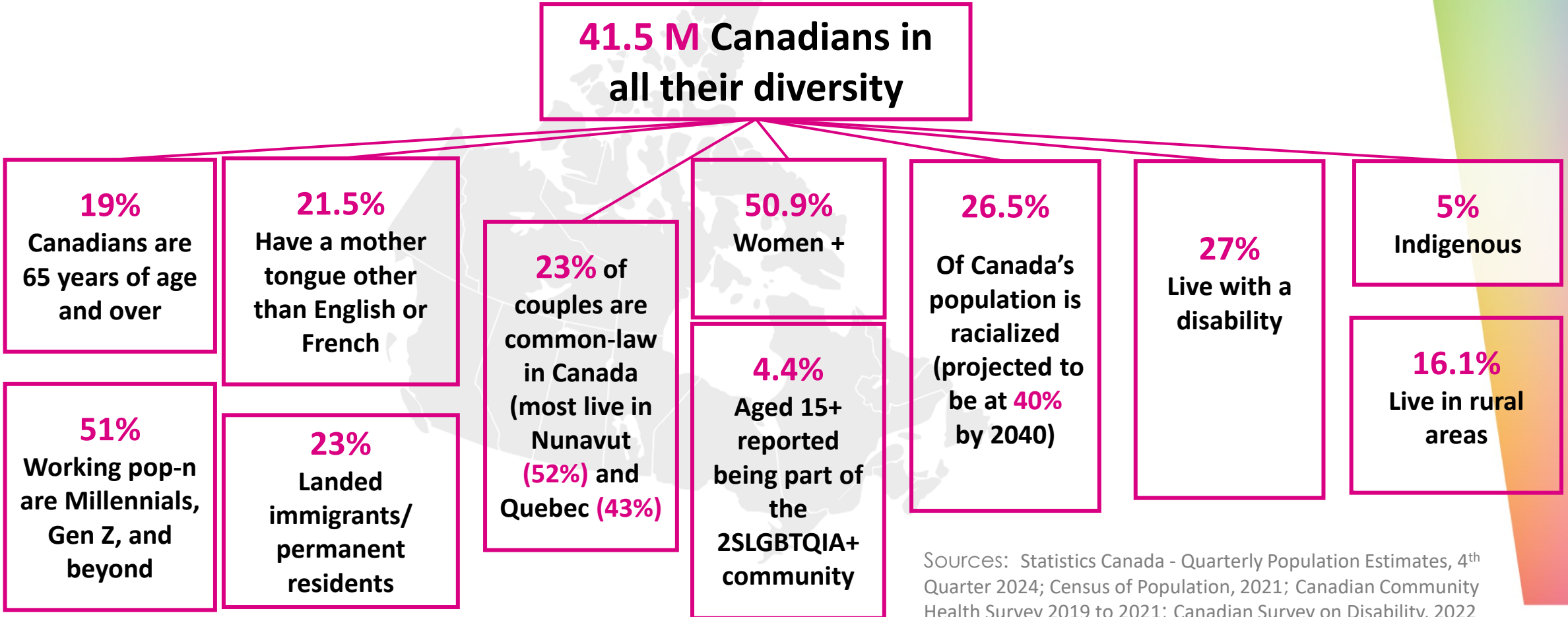


Presentation Outline



Why is GBA Plus used?

GBA Plus enables policies, programs, and other initiatives that reflect Canada's broad range population, especially as Canada becomes more diverse.



Sources: Statistics Canada - Quarterly Population Estimates, 4th Quarter 2024; Census of Population, 2021; Canadian Community Health Survey 2019 to 2021; Canadian Survey on Disability, 2022

The Importance of GBA Plus

How is Canada changing?

- Canada could have a population of **47.7** million people by **2041**.

By 2041:

- **Seniors** could represent up to **24.5%** of Canada's total population.
- **Immigrants** are projected to increase to **29.1 to 34%**.
- **Racialized population** will be around **40%**.

Our approach **to developing inclusive and responsive initiatives must evolve** to ensure they remain relevant to the people we serve, in all their diversity.

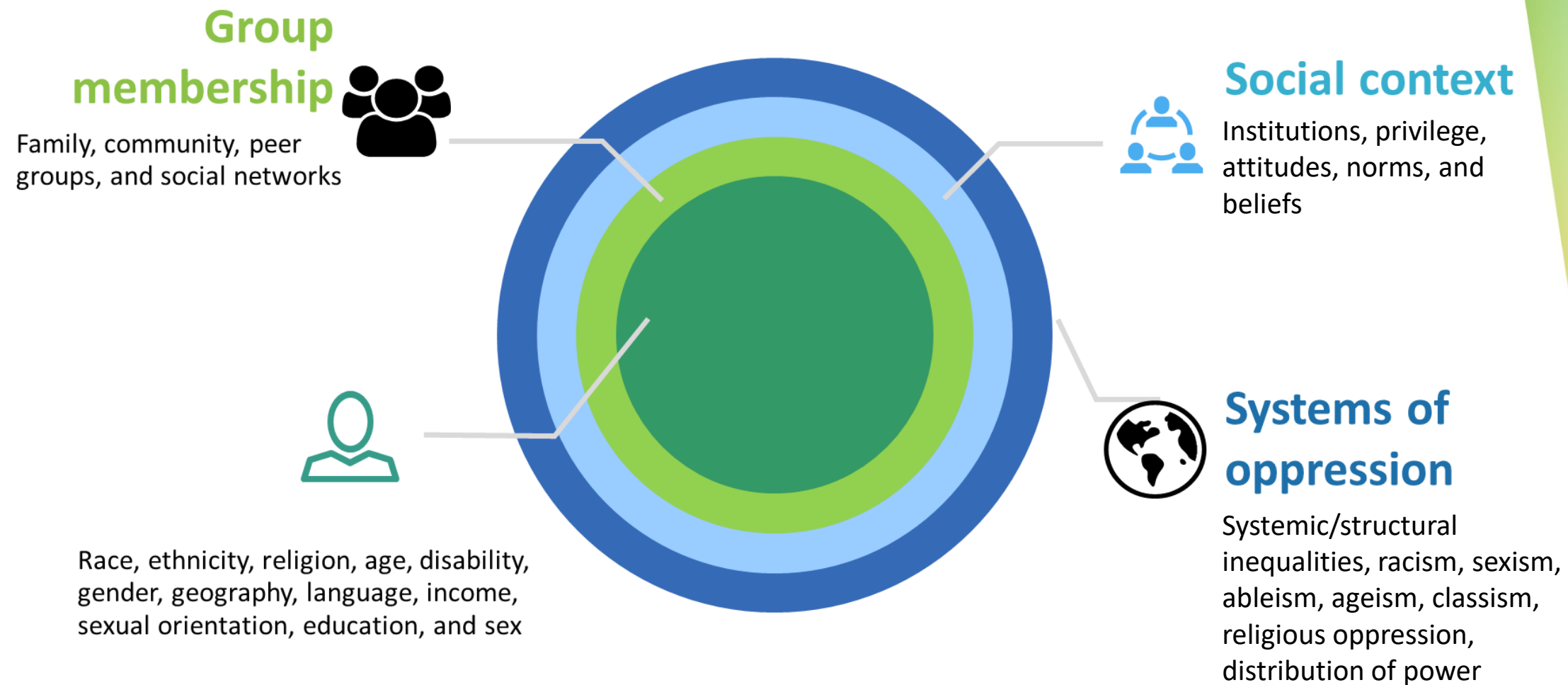
What is GBA Plus?

GBA Plus is foundational to the government's policy development process...

- an **analytical tool** used to support the development of responsive and inclusive policies, programs, and other initiatives
- a **process for understanding who is impacted** by the issue being addressed or opportunity being examined through the initiative, identifying how the initiative could be tailored to meet diverse needs and reach the people most impacted, and anticipating and mitigating any barriers to accessing or benefitting from the initiative
- 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 (including rurality), language, race, religion, and sexual orientation



An intersectional approach considers *more* than identity factors



Sustained Commitment to GBA Plus

Over time, the scope and scale of GBA Plus has increased and it is now an integral part of the GoC's decision-making processes. This has been achieved by establishing both:

- **Legislative requirements:** e.g., *The Canadian Gender Budgeting Act (2018)* - enshrining gender budgeting in the federal government's budgetary and financial management process; the new *Impact Assessment Act (2019)* - GBA Plus is legislated for all major initiatives as part of impact assessments.
- **Non-legislative requirements:** e.g., The Cabinet Directive on Regulation requires federal departments and agencies to undertake an assessment of social and economic impacts of each regulatory proposal on diverse groups of people in Canada.

2025 marks 30 years of sustained commitment to GBA Plus



Role of Women and Gender Equality Canada

WAGE plays 3 key roles to support the robust application of GBA Plus across government...

- **Convenor:** Maintaining a well-functioning interdepartmental governance structure that advances the understanding and consideration of intersectionality in different organizational contexts and functional areas
- **Knowledge Broker:** Ensure evidence-based practices inform decision-making by communicating knowledge, best practices and policy expertise to advance GBA Plus, and support early integration of intersectionality throughout the GoC
- **Capacity Builder:** Provide primary tools and resources to enhance skills and competencies across government and to ensure that robust GBA Plus informs policies, programs, and initiatives.

Under the *Department for Women and Gender Equality Act*, the Minister is responsible for the “promotion of a greater understanding of the intersection of sex and gender with other identity factors that include race, national and ethnic origin, Indigenous origin or identity, age, sexual orientation, socio-economic condition, place of residence and disability.”



WAGE as a Federal Authority under IAA

- In each phase of the IA process, WAGE provides expert guidance on project implications as it relates **to the intersection of sex and with other identity factors**.
- WAGE reviews all proposals and provides guidance to IAAC, directly to the project proponents, or various jurisdictions if a project has been substituted under the Act, on applying GBA Plus to assess potential impacts and develop mitigation measures.
- GBA Plus findings are included in the impact assessment report for each project, which are publicly available through the IAAC's online [Canadian Impact Assessment Registry](#).
- Input from WAGE is generally focused on four key areas of project submissions:

Employment

Gender-based
Violence (GBV)

Demographic and
population data

Gender-based
Analysis Plus (GBA
Plus)



GBA Plus in the IAA

As the lead federal expert department on GBA Plus with a mandate to support the application of GBA Plus across the federal government and as per our expertise:

- WAGE is required to provide expert information, advice and guidance on **GBA Plus** and **gender-related issues** in each of the five phases of the Impact Assessment process.

Note: All federal departments have expertise in GBA Plus to address cross-cutting issues in IA (e.g., employment, health, economic issues).

Without GBA Plus	With GBA Plus
<p>The mine will aim to recruit workers from surrounding communities (target: 60% of workforce).</p>	<p>Extensive community consultation revealed that unemployment is a particular issue for young men and Indigenous women. Consultations addressed employment and educational opportunities in the community and culturally-specific needs. As a result, the proponent will seek community input to help develop targeted hiring and skills training goals for these two underrepresented groups to work across a range of positions and seniority levels. Workplace policies will also focus on such additional concerns as the need for flexible work schedules to accommodate cultural needs, and for cultural sensitivity and anti-racism training.</p>

Source: [Guidance GBA Plus in Impact Assessment \(IAAC\)](#)



WAGE's Best Practices under the IAA

Connecting with IAAC's GBA Plus Focal Points for their guidance and recommendations on federal and provincial projects

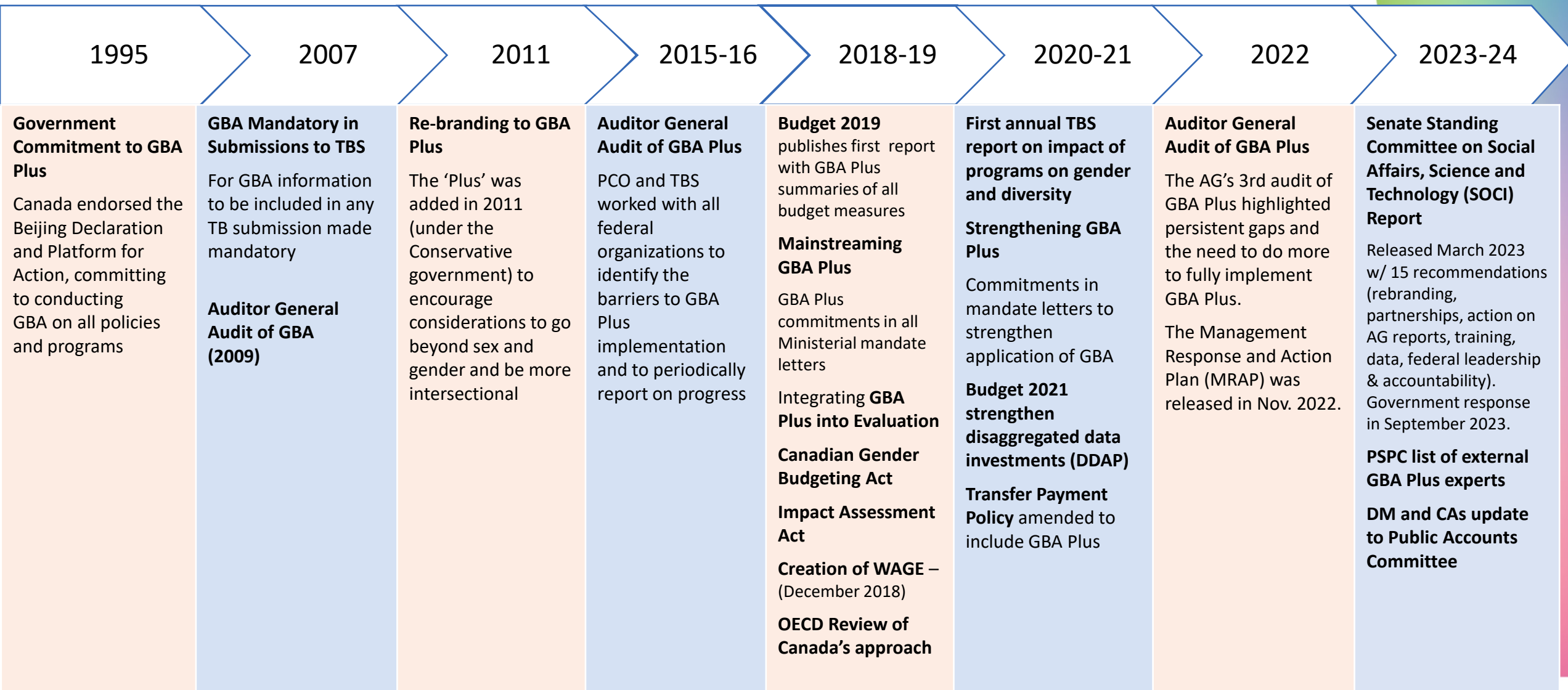
Collaboration with IAAC's GBA Plus Focal Points to discuss the draft Tailored Impact Statement Guidelines and federal responses pertaining to IA projects and regional assessments

Providing federal expertise on GBA Plus and GBV and recommendations for improving disaggregated data for monitoring cumulative effect on community health and wellness

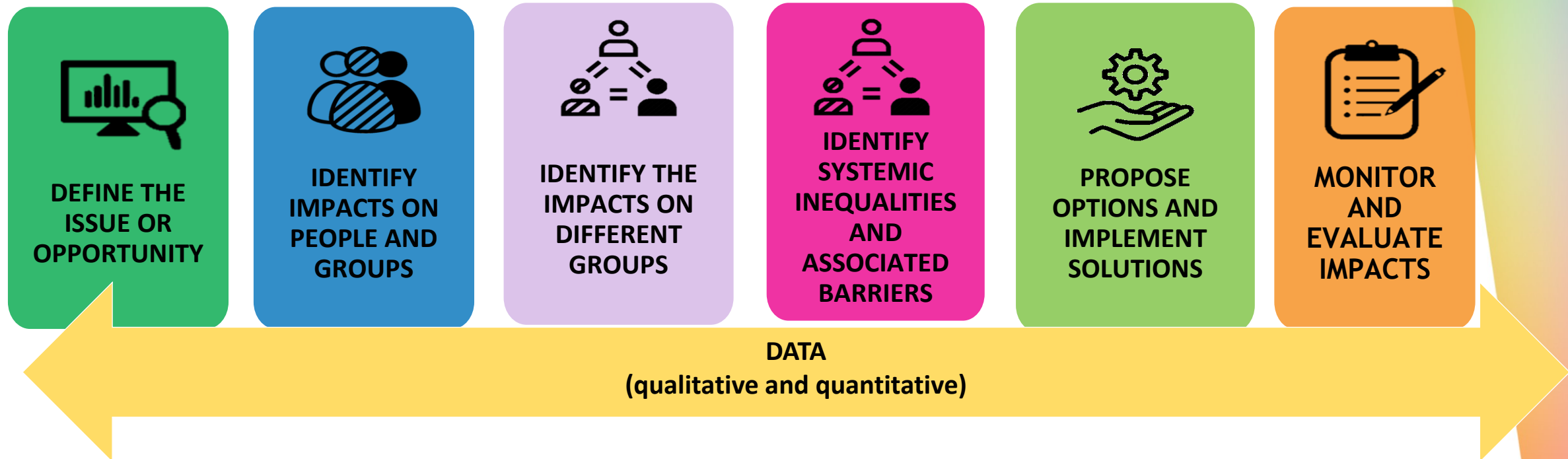
Working with other branches at WAGE (including GBV Branch) to leverage expertise and resources



Evolution of GBA Plus in Canada: Snapshot



GBA Plus should consider the following steps, continually informed by evidence such as statistical data and lived experience





Additional tools and resources on GBA Plus are available on [WAGE's website](#).



Take the [GBA Plus Course!](#)

Check out the [OECD Toolkit for Mainstreaming](#)



[Gender, Diversity, and Inclusion Statistics Hub](#)



[Gender Results Framework](#)



[Gender-based Indigenous Intersectional Impact Assessment Network](#)

Merci / Thank you

