

Gender

and

Diversity

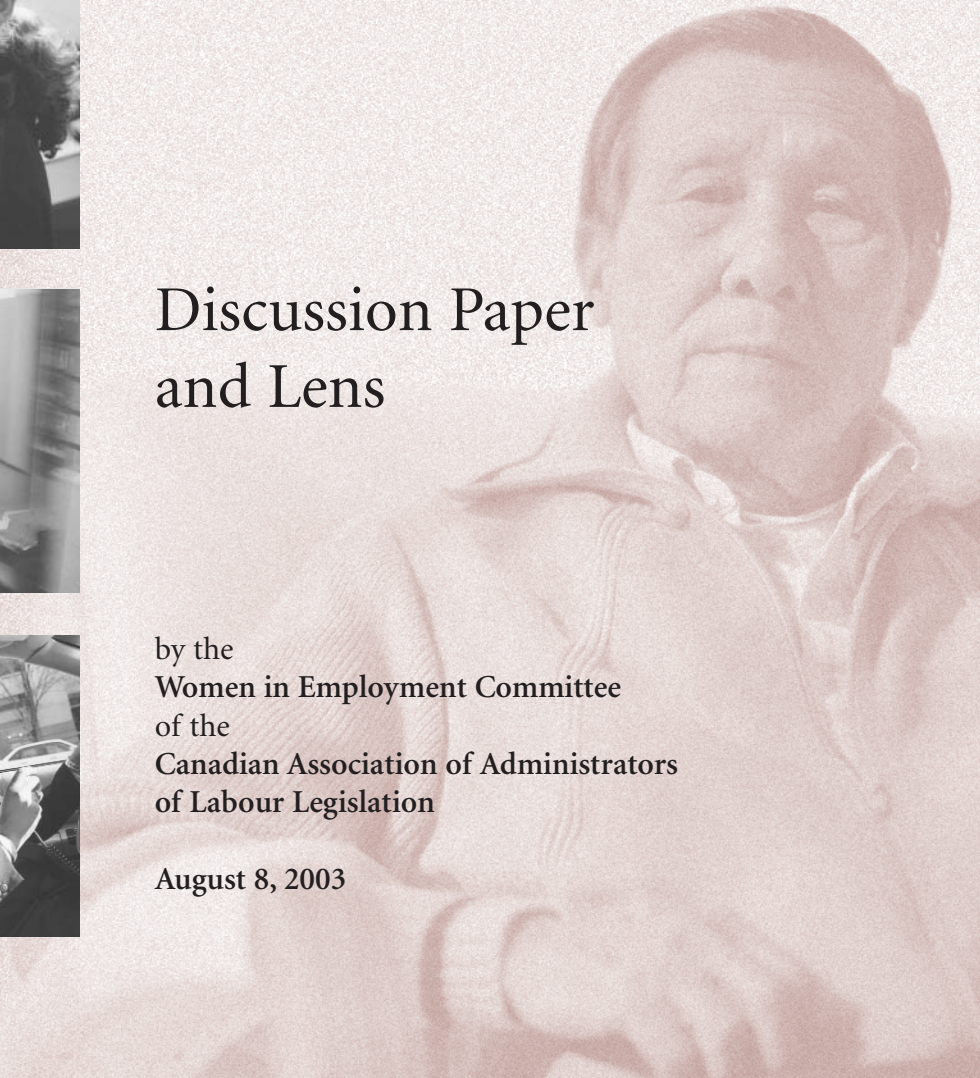
Analysis



Discussion Paper
and Lens

by the
Women in Employment Committee
of the
Canadian Association of Administrators
of Labour Legislation

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INTRODUCTION

The Women in Employment Committee (WIEC) is one of five standing committees to the Canadian Association of Administrators of Labour Legislation (CAALL). WIEC is responsible for assessing and advising CAALL members on the potential impacts of labour related policies and programs as they affect women and other diverse groups in Canada.

While many organizations have developed tools, often called "lenses," to consider impacts by gender or diversity, WIEC proposes an innovative model that combines gender and diversity considerations. The adoption of this integrated approach will support CAALL's mandate to provide leadership and foster dialogue on labour related topics.

WIEC developed this discussion paper and accompanying tool to support the incorporation of gender and diversity considerations into CAALL's other standing committees' work. The paper discusses the rationale for conducting gender and diversity analysis and provides guiding principles. The tool is a "how to" series of steps for incorporating gender and diversity analysis throughout the legislative, policy, program, and service delivery process.



WHAT IS GENDER AND DIVERSITY ANALYSIS?

Gender and diversity analysis takes into account cultural, social and economic differences between men and women and between diversity groups to ensure that:

- Potential impacts of policies, programs, and legislation on men and women and on diversity groups are identified;
- Existing and proposed policies, programs, and legislation have intended and fair results for men and women and on diverse groups.

Diversity refers to those who self-identify their membership based on a collective experience. It is possible to belong to several diversity groups, for example to be a member of a visible minority and to have a disability. Diversity groups can include, but are not limited to, persons with disabilities, members of visible minorities, Aboriginal peoples, and groups identified by sexual orientation.

Gender and diversity analysis is an ongoing process that analyzes new information, considers how gender roles and diversity groups are changing or remaining the same. This approach considers how gender and diversity intersect with other socio-economic factors such as poverty, education levels, cultural traditions, language, rural or urban location, etc



WHY DO GENDER AND DIVERSITY ANALYSIS?

Gender and diversity analysis provides greater understanding of how social patterns interact and have an effect on an individual's ability to participate in and contribute to Canadian society. While Canada made great strides towards greater social equality in the last century, gender and other differences continue to greatly affect peoples' choices and opportunities. Often gender and diversity have a multiple effect on one another and that is why is it important to consider these issues in relation to one another.

When applied consistently and thoroughly, gender and diversity analysis results in more effective programs and services, safer and productive workplaces, and enhanced social cohesion. Gender and diversity analysis benefits all Canadians.

1 Gender and Diversity Analysis – Results in Improved Programs and Services for Canadians

Incorporating gender and diversity considerations in the design and assessment of programs, policies, legislation and service delivery mechanisms will reveal the differential effects of existing or proposed initiatives on diverse workers and their workplaces.

Many policies and programs use a "one size fits all" approach. However, attempting to achieve equality by treating men, women and diverse groups exactly the same can actually perpetuate existing inequities, resulting in unequal outcomes.

Gender and diversity analysis does not prescribe solutions but expands the range of possibilities available so that decision-makers can assess which alternative(s) will work for their workplace or situation.

Gender and diversity analysis facilitates monitoring and evaluation by making gender and diversity considerations explicit and by promoting discussion of whether an approach is delivering the intended results. The analysis can reveal unintended positive or negative outcomes as well.

2 Gender and Diversity Analysis – Responds to the Changing Workforce

In the last forty years, Canada has undergone major social and economic transformation. There were significant demographic changes, and the industrial structure shifted from its primary reliance on natural resources and manufacturing to more knowledge-based sectors.

Canada's twenty-first century workforce is one of increasing diversity. The nature of work and workplaces continues to evolve and adds to the challenges of achieving fair, effective, and safe work environments. Incorporating gender and diversity analysis allows regulators, employers, and workers to better understand how work is changing, and how these outcomes are affecting them and the rest of Canadian society.

3 Gender and Diversity Analysis – Makes Good Business Sense

Many organizations including community groups, governments, unions, and the private sector have studied and made efforts to accommodate changes in the composition of the workforce and the changing nature of work.

The private sector has led the "business case" focus on the economic value of incorporating gender and diversity considerations in the development and marketing of services and products, and promoting diversity in recruitment and retention efforts. The latter is a direct recognition that many workplaces face intense competition for human resources. Many businesses view gender and diversity analysis as a way to create work environments that foster employee recruitment, retention, and satisfaction.

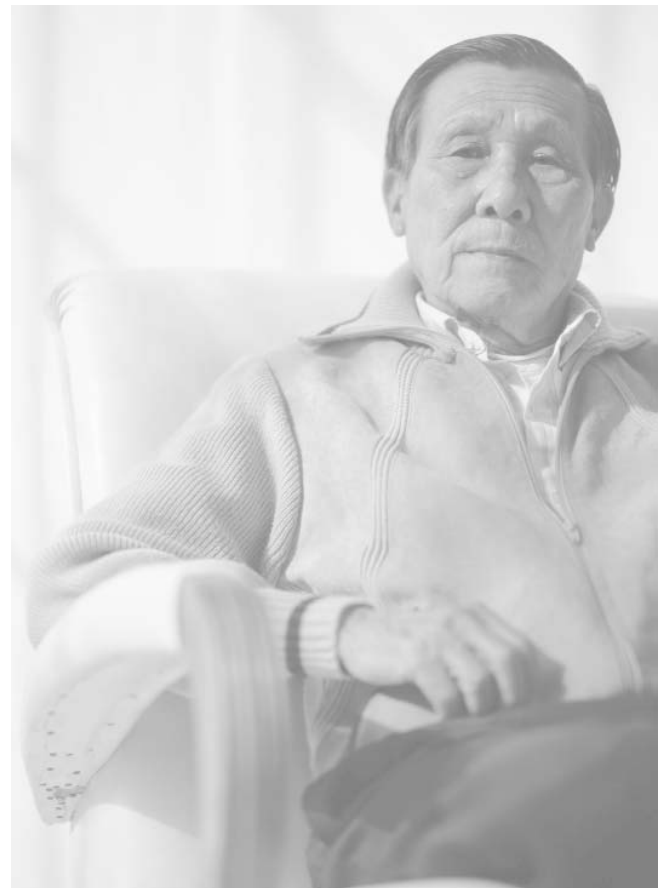
Research indicates that workplaces that exemplify characteristics based on human resource management practices that are sensitive to gender and diversity differences have lower absence and turnover rates, higher morale, stronger commitment, fewer accidents and grievances, and measurable productivity gains. Flexible management models that respect, engage, and support employees can achieve organizational goals and enhance the quality of work life.

4

Gender and Diversity Analysis – Respects and Promotes Human Rights

Gender and diversity analysis reinforces the economic and social value of respecting the human rights of all workers and adapting the workplace to accommodate diversity groups. This approach involves developing knowledge and understanding of the unique situations and experiences of various groups of workers. These insights promote inclusion and prevent or address adverse workplace practices. Gender and diversity analysis makes it possible to redefine programs and policies to mitigate possible gaps and inequalities.

The following guiding principles outline the value of incorporating gender and diversity analysis. They explain how this approach is most effective when applied consistently and throughout the program and policy development process.



GUIDING PRINCIPLES

1. Gender and diversity analysis promotes the effective use of the skills and talents of all members of the Canadian workforce.
2. Integrating gender and diversity considerations supports the development of effective legislation, policies and practices to better meet the needs of the Canadian workforce.
3. Incorporating gender and diversity considerations into policy or program development is an essential aspect of modern policy development. This approach is most effective if such considerations are included from the beginning stages of defining a policy problem through to policy implementation and evaluation.
4. Integrating gender and diversity considerations is a continuous and consistent process.
5. Effective application of gender and diversity analysis requires basic knowledge of the diverse composition of workforces, social and cultural differences, historic and current barriers, as well as legal and social relationships.
6. Gender and diversity analysis respects and promotes human rights.

STEPS FOR APPLYING A GENDER AND DIVERSITY ANALYSIS

Gender and diversity analysis is about probing more deeply into issues to better understand the complex relationships and outcomes caused by social and economic differences that men and women and diversity groups experience. It examines how these differences affect policies and programs, and how outcomes can be improved by tailoring programs to account for differences.

Effective gender and diversity analysis will ask the following questions throughout the legislative, policy, program, and service delivery process.

Who?

- What do we know about gender and diversity groups?
- What social and economic differences do men, women, and diversity groups experience?

In what ways does difference matter?

- How might these social and economic differences affect people's ability to access programs?
- How do social and economic differences affect policy and program implementation?

How are outcomes affected?

- How do social and economic differences affect policy and program outcomes?
- How could outcomes be improved by addressing gender and diversity differences?

Effective gender and diversity analysis requires reliable and available data. Often the analysis will reveal gaps in knowledge or limitations in the ways in which data are collected, analyzed and presented. Addressing these information gaps is an important first step in applying gender and diversity analysis.

The following examples illustrate the typical steps in policy and program development and demonstrate how gender and diversity analysis can be applied by asking focused questions.

1 IDENTIFYING THE ISSUE

An increase in workers' compensation claims might indicate the need to review occupational safety and health (OSH) standards and compliance. Applying a gender and diversity analysis would prompt the following types of questions:

Who?

- Who is using the safety equipment?
- Are recent immigrants, who may not speak English or French, using the equipment?

In what ways does difference matter?

- Are written safety instructions understood and applied?
- Is safety equipment available in appropriate sizes for men and women? It is well fitting for all body types?

How are outcomes affected?

- Is ill-fitting equipment causing more workplace accidents?
- Can safety information be made available in languages other than English or French?

Without these more precise questions, we might only ask about general issues such as "is safety equipment available?" Without the specific focus on who uses the equipment and how their requirements might differ from current standards, we will miss crucial information that could limit OSH effectiveness.

2 DEFINE DESIRED GOALS AND OUTCOMES

This stage involves proposing policy goals and outcomes, and identifying possible unintended outcomes. For example, policy makers may decide that workplace literacy needs to improve to enhance worker safety. Applying a gender and diversity analysis would prompt the following types of questions:

Who?

- Who is using the equipment?

In what ways does difference matter?

- Is literacy the issue, or would English as a Second Language (ESL) instruction be more effective?

How are outcomes affected?

- Are gender or cultural differences having an impact on workers' willingness to seek help?

3 RESEARCH AND CONSULTATION

Higher than average unemployment rates among Aboriginal peoples might indicate the need for workplace retention programs. Applying a gender and diversity analysis would prompt questions such as:

Who?

- Do unemployment rates affect Aboriginal people living on-reserve more than those living off?

In what ways does difference matter?

- How do basic education levels and high school completion rates affect skill levels and labour market readiness?

How are outcomes affected?

- How do child care responsibilities, family violence, or harassment affect retention?
- Would consultation efforts be more effective if conducted by members of that community?

4 ANALYZE OPTIONS AND MAKE RECOMMENDATIONS

A review of labour market training programs that incorporates a gender and diversity analysis might reveal increased costs for programs that are tailored to meet the needs of persons with disabilities. Applying a gender and diversity analysis when considering these options would prompt questions such as:

Who?

- How many persons with disabilities lack sufficient supports to attend or complete training courses?

In what ways does difference matter?

- What supports are required to better assist people with disabilities? How does this vary by type of disability?
- Do family responsibilities affect course attendance?

How are outcomes affected?

- What are the costs of not addressing the needs of persons with disabilities?

5 COMMUNICATE THE POLICY OR PROGRAM

You may be communicating with an internal audience such as senior officials and decision makers, or your communications strategy might include the general public. Incorporating a gender and diversity analysis in your plan will prompt questions such as:

Who?

- Who is my audience?
- What issues need to be highlighted for that audience?

In what ways does difference matter?

- What messages will be most effective for the various audiences that I need to address?
- Are language and images gender sensitive and culturally appropriate?
- Are any stereotypical examples used?

How are outcomes affected?

- Would different media be more effective, e.g. Braille or large print, or different language or times of broadcast?

6 IMPLEMENT AND EVALUATE THE POLICY OR PROGRAM

Incorporating a gender and diversity analysis throughout should lead to more effective policies and programs. In order to measure that, you will need data disaggregated by gender and diversity. The results of your evaluation may also lead to further investigation and program ideas. For example:

Who?

- Who participated in this program?
- What factors were addressed in the program?
 - Did addressing language barriers improve worker safety?
 - Did anti-harassment programs increase Aboriginal retention rates?

In what ways does difference matter?

- What other differences exist? Did they compound or ease the effect of other differences?
 - Did family violence prevention programs affect retention rates and workplace safety?
 - Did co-worker sensitivity training affect retention?

How are outcomes affected?

- Is the program more effective when differences are addressed?

When data are not broken down by gender and diversity characteristics it makes the task of evaluation and further program development very difficult. Consider the following examples of data that are available only in aggregated form, and when they are disaggregated.

Aggregated Data Example

Number of disabilities reported by percentage of adults with disabilities aged 15 and over, 2001

Number of disabilities	Percentage of Adults with disabilities
One	18.2
Two	17.4
Three	29.0
Four or five	27.7
Six or more	7.8

Source: A Profile of Disability in Canada, Statistics Canada, Catalogue no. 89-577-XIE

Disaggregated Data Example

Pain-related disabilities among men and women aged 15-64

Men	%
15-24	1.6
25-44	4.7
45-64	12.1
Women	%
15-24	2.4
25-44	6.1
45-64	14.2

Source: A Profile of Disability in Canada, Statistics Canada, Catalogue no. 89-577-XIE

Remember

These steps are guidelines. They will vary according to what stage your policy or program has reached, or the type of work that you do. Effective gender and diversity analysis requires an on-going commitment to furthering knowledge and addressing adverse outcomes. For further information on gender and diversity analysis, visit the following:

- <http://www.hrdc-drhc.gc.ca/sp-ps/gap-pas/home.shtml>
- <http://canada.justice.gc.ca/en/dept/pub/ideas/index.html>

For more information on disaggregated data sources:

- <http://www.statcan.ca/>

For information of the Women in Employment Committee (WIEC):

- http://www.labour-info-travail.org/E_CAL_DESC.cfm

