

**GENDER-BASED ANALYSIS  
(GBA)  
Performance Measurement of  
its Application**

Status of Women Canada

For more information on GBA Performance Measurement, please contact the Gender-based Analysis Directorate at [gbad@swc-cfc.gc.ca](mailto:gbad@swc-cfc.gc.ca) or (613) 995-3977.

## TABLE OF CONTENTS

<b>I. Purpose.....</b>	<b>3</b>
<b>II. Guiding Principles .....</b>	<b>4</b>
<b>III. How to Use this Template .....</b>	<b>5</b>
<b>IV. Model.....</b>	<b>6</b>
<b>V. Template .....</b>	<b>7</b>
<b>VI. Measurement Tools .....</b>	<b>9</b>
<b>VII. Worksheet.....</b>	<b>10</b>
<b>VIII. Terms and Definitions .....</b>	<b>11</b>
<b>IX. Feedback Form .....</b>	<b>13</b>

## I. PURPOSE

The purpose of this document is to provide Government of Canada departments with a template to measure the application of Gender-Based Analysis and plan for future evaluation of its effectiveness/impact relative to outcomes of policies, programs, legislation and/or pilot projects. It provides a generic template to measure of the application of GBA on three types of Desired Outcomes:

**Access:** Ability for both women and men to have equal access to policy, program or legislative activities, which includes eliminating barriers to access and/or not creating barriers them, and promoting such access.

**Inclusion:** Representation throughout the policy/program process, which results from the ability of diverse groups (disability, age, sexuality, race, ethnicity) who participated effectively in the development of a policy, program or legislative activity.

**Benefits:** Advantages/gains intended to result from a policy, program or legislative step and/or activity are equally available to both women and men based on their realities.

The focus of this template is on the *immediate* and *intermediate* outcomes of the process of applying GBA (i.e. how well are using GBA in the development of policy/programs or legislation?), and not of possible gender equality outcomes such as the reduction of poverty, violence, etc. The ultimate goal of applying GBA is its impact on moving policy/programs/legislation towards equal outcomes relative to gender. Thus, performance measurement of the process of applying GBA is an integral part of final evaluation efforts as data must be collected throughout the policy/program/legislation lifecycle in order to measure any changes or improvements.

## II. GUIDING PRINCIPLES

The following principles have guided the development of this template and need to be kept in mind when using it. The template is designed to:

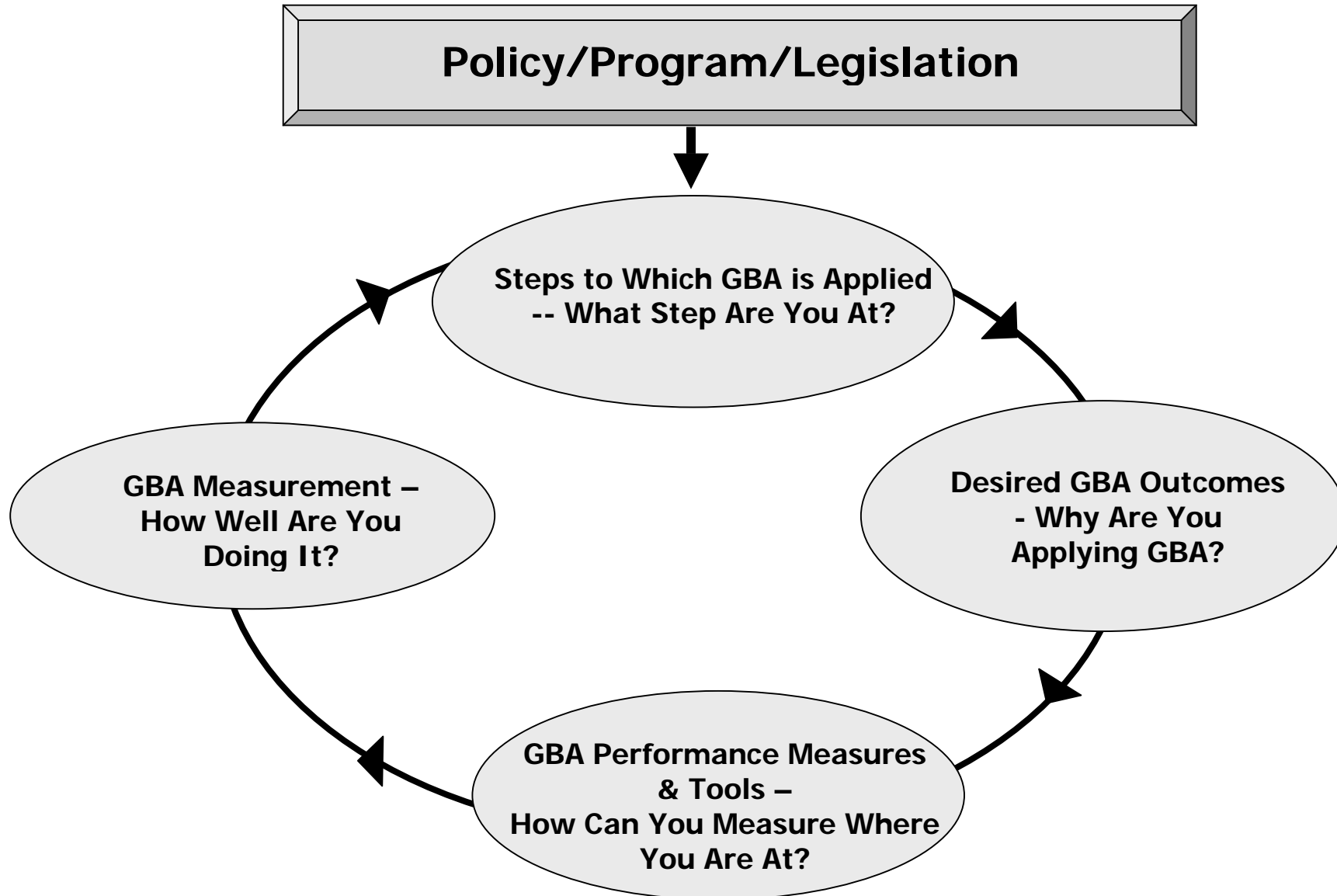
- Be consistent with the Treasury Board’s “Logic Model” as part of the “Results-Based Management and Accountability” framework. The template’s purpose is to help projects (or pilots) focus on gender-based analysis processes to help achieve equality of outcome and promote accountability. As a result, the template has been customized to allow for gender considerations in the construct of the model.
- Measure the movement of projects (or pilots) from gender neutral to gender sensitive, which means the factors that affect outcomes for **both** female and male, must be considered and compared.
- Consider gender from all perspectives, such as cultural/racial diversity, economics, sexuality, etc., and assess policy, program or legislation based on the realities of males, females and the diverse groups thereof.
- Provide a means to gather data on current gender realities. There is also a need to understand how to analyze and interpret the data to set benchmarks related to gender for a policy, program or legislation. If there are no benchmarks, then the data can be used as a baseline to measure future improvements against.
- Be a “living document” to which best practices and new ideas will continually be added.
- Be incorporated into the measures that will be normally used to track results and evaluate the policy, program or legislation, as a part of good evaluation and not a time-consuming separate exercise. Therefore performance measurement activities such as who will collect the data, analyze the data, etc. are not addressed as these should be defined as part of the regular policy, program, or legislation performance measurement process.

### III. HOW TO USE THIS TEMPLATE

The following is an explanation of how this template is structured. An understanding of these steps will help you to use it properly. Please see the following pages for a diagram of the process.

- Determine which **Step** of the policy, program or legislation lifecycle you are working at (column one). Desired GBA Outcomes, Performance Measures and Tools have been created and are related to each of these steps. The focus of this template is to measure the application and incorporation of GBA throughout the life of the policy, program or legislation. The template provides a means to measure how gender considerations are being incorporated proactively in the planning and implementation of each step. The steps delineated by Status of Women Canada for purposes of GBA training and learning are therefore listed in the first column for each GBA final Outcome. These steps are:
  - 1) Preliminary assessment of gender equality impacts
  - 2) Outcomes, goals, objectives and indicators
  - 3) Research
  - 4) Consultation
  - 5) Development of policy options
  - 6) Making recommendations
  - 7) Communicating the initiative
  - 8) Program/service design
  - 9) Program/service delivery
  - 10) Evaluation
- The **Desired GBA Outcomes** (column two) state the ideal outcome of the application of GBA related to the steps.
- Possible **GBA Performance Measures** (column three) are provided for each of the GBA Outcomes to measure progress towards their achievement (both tangible and intangible). These are generic and you must determine the target number you wish to achieve, if a benchmark has not been set. Once you have a Performance Measure, it can be used as a benchmark against which you want to improve your performance.
- **GBA Measurement Tools** provide methods to collect data regarding GBA Performance.

## IV. MODEL



## **V. TEMPLATE**

# STATUS OF WOMEN CANADA

## Gender-Based Analysis Application Performance Measurement

### Gender-based Analysis Performance Measurement Template

Step in Policy, Program, Legislation GBA is Applied	Desired GBA Outcomes	GBA Performance Measures (see over for tools)
<p><i>Step 1.</i> Preliminary assessment of gender equality impacts</p> <p><i>Step 2:</i> Outcomes, goals, objectives &amp; indicators</p> <p><i>Step 3.</i> Research</p>	<p><b>Access</b> Ability for both women and men to have equal access to policy, program or legislative activities, which includes eliminating barriers and/or not creating barriers to access</p>	<ol style="list-style-type: none"> <li>1. The different type of approaches (e.g. TDD, language, etc.) that are gender-aware and diversity appropriate.</li> <li>2. The number and type of reasons/gender-related obstacles for non-participation in research, consultation, communication and design that were identified and addressed.</li> <li>3. Disaggregated number of participants by population group.</li> <li>4. The number and nature of assumptions of access identified through GBA and which changed to be gender – sensitive.</li> </ol>
<p><i>Step 4.</i> Consultation</p> <p>Step 5: Development of Policy Options</p> <p><i>Step 6:</i> Making Recommendations</p> <p><i>Step 7.</i> Communication</p>	<p><b>Inclusion</b> Consideration of representation throughout the policy/program process, which results in the ability of diverse groups (disability, age, sexuality, race, ethnicity) to participate effectively in the development of a policy, program or legislative activity.</p>	<ol style="list-style-type: none"> <li>1. The different types of outreach tools aimed specifically at the target population.</li> <li>2. The number and type of groups of women and men that are approached through outreach.</li> <li>3. Percentage of women and men (and diverse groups) involved in the research, consultation, communication, design and delivery (i.e. throughout the policy, program, legislation development cycle).</li> <li>4. Disaggregated data on the quality of input from women and men is available.</li> <li>5. The number and nature of assumptions of inclusion identified through GBA and which changed to be gender – sensitive and diversity appropriate.</li> </ol>
<p><i>Step 8.</i> Program/Service Design</p> <p><i>Step 9.</i> Program/Service Delivery</p> <p><i>Step 10.</i> Evaluation</p>	<p><b>Benefits</b> Advantages/gains intended to result from a policy, program or legislative step and/or activity are equally available to both women and men</p>	<ol style="list-style-type: none"> <li>1. The types (e.g. legislative, regulatory, policy, design) of suggestions/amendments made to the policy/program options to improve inequities in benefits based on gender.</li> <li>2. The type of differential outcomes identified between women and men (and diverse groups among them).</li> <li>3. The number and nature of assumptions of benefits identified through GBA and which changed to be gender – sensitive.</li> <li>4. The magnitude by which the anticipated benefits exceed the anticipated costs.</li> </ol>



## VI. MEASUREMENT TOOLS

*The following provides some possible performance measurement tools towards each of the GBA Outcomes. When possible, build on the measurement tools already being used for the policy, program or legislation and incorporate GBA measures. While the Performance Measures provide quantitative or qualitative information on how well GBA assists in achieving the outcomes, Measurement Tools provide a means to collect that information.*

### **Access**

- Collect gender disaggregated data and assess participation rate in the activity relative to the target client/audience.
- Obtain feedback (i.e. survey) on reasons for participation/non-participation that is disaggregated relative to gender.
- Track the number and type of approaches (i.e. systems portals/websites, language, information formats) used to accommodate gender differences to ensure equality of access for the various policy/program/legislation activities.
- Track the number and types of obstacles to access identified through GBA and the number eliminated.
- Track and monitor the number and type of gender assumptions that are challenged and changed at each step.

### **Inclusion**

- Assess the methods used to gain participation that ensures representation and quality participation through surveys, interviews and questionnaires.
- Collect gender disaggregated data (men vs. women, and groups thereof) and assess representation and the quality of the participation, including who is approached through outreach.
- Collect gender disaggregated data on the type of input (i.e. written paper, focus group, consultations, etc.) included in the activity and assess representation.

### **Benefits**

- Track the number and type of factors that lead to amendments to the policy/program/legislation.
- Track the type of outcomes that are **now** gender inclusive/exclusive and gender specific/neutral.
- Compare the number and type of costs to the number and type of benefits (e.g. financial, social, economic, etc.).

## VII. WORKSHEET

Desired GBA Outcomes	GBA Performance Measure	GBA Tools	Barriers
<p><b>Access</b> Ability for both women and men to have equal access to policy, program or legislative activities, which includes eliminating barriers and/or not creating barriers to access.</p>			
<p><b>Inclusion</b> Consideration of representation throughout the policy/program process, which results in the ability of diverse groups (disability, age, sexuality, race, ethnicity) to participate effectively in the development of a policy, program or legislative activity.</p>			
<p><b>Benefits</b> Advantages/gains intended to result from a policy, program or legislative step and/or activity are equally available to both women and men</p>			

## **VIII. TERMS AND DEFINITIONS**

<b>Activity</b>	An operation or work process internal to an organization, intended to produce specific outputs (products or services).
<b>Assumptions</b>	All research and consultation takes some things for granted and/or holds something as a constant or to be true (e.g. that people provide truthful answers). Some of these are stated as assumptions (e.g. the research is based on 2000 population statistics) and some are unstated (e.g. research may not state that it is based on male norms, but those involved in the research may be using this assumption in the analysis of data).
<b>Benchmarks</b>	A known quantity/quality of a measure that can be used as a reference point.
<b>Diversity</b>	The conditions, expressions and experiences of different groups such as age, culture, disability (mental, learning, physical), economic background, education, ethnicity, gender, geographic background, language, race religious beliefs, and sexual orientation.
<b>Evaluation</b>	The systematic collection and analysis of information on performance of a policy, program, legislation or initiative to make judgements about relevance, progress or success and cost-effectiveness and/or to inform future programming decisions about design and implementation.
<b>Gender-based Analysis</b>	The assessment of differing impacts on women and men of policies, programs and legislation by considering their different life situations and their different socio-economic realities.
<b>Gender Equality</b>	Women and men have equal conditions for realizing their full human rights and potential, for contributing to national political, economic, social and cultural development and benefit equally from the results.
<b>Gender Mainstreaming</b>	The (re)organization, improvement, development and evaluation of policy, program and legislative processes,

## TATUS OF WOMEN CANADA

### Gender-Based Analysis Application Performance Measurement

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so that a gender equality perspective is *explicitly* incorporated in all policies at all levels and at all stages, by the actors normally involved in policy-making.

#### **Gender Neutral**

An assumption that all people are affected by policies/programs/legislation in the same way, or that policies/programs/legislation have a neutral impact on recipients, regardless of gender. It is premised on the theory that all people are already equal in status, opportunities and results, therefore concluding that treating all people the same is fair.

#### **Gender Sensitive**

Being aware that there are gender differences between women and men and including this as a socially important variable.

#### **Gender Specific**

Taking into account gender differentials and targeting women or men specifically. The current distribution of resources and responsibilities may be different as a result.

#### **Outcomes**

An external consequence attributed to an organization, program, etc. that is considered to be significant in relation to its commitments. Outcomes may be immediate, intermediate or final.

#### **Performance Measure**

An indicator that provides information (either qualitative or quantitative) on the extent to which a policy, program, legislation or initiative is achieving its strategic outcomes and results. For this template the measures relate to increased gender-sensitivity through the application of GBA.

## **IX. FEEDBACK FORM**

### **We Value Your Feedback**

Your comments and suggestions can help us make sure our template is useful. If you have a moment, please send us your comments and suggestions. Thank you for your time.

Comments: \_\_\_\_\_

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**Are you affiliated with:**

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| <input type="checkbox"/> Women’s Organizations                | <input type="checkbox"/> Federal Government   |
| <input type="checkbox"/> Other non-governmental organizations | <input type="checkbox"/> Municipal Government |
| <input type="checkbox"/> Provincial/Territorial Government    | <input type="checkbox"/> University/College   |
| <input type="checkbox"/> Other: _____                         |   |

**Please return this questionnaire by mail, fax or email:**

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