

The Current State of GBA+ analysis in Federal Government Evaluation

How Close are We to Support the Result-based Management Practice
with a GBA+ Lens?- A Preliminary Analysis

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The views presented are solely those of the authors and do not represent ESDC or any official stance or endorsement.

Outline

GBA+: What? Why? And How?

Objective

Methodology

Considerations

Results and Findings

Conclusion

GBA+: What? Why? And How?

Gender-based Analysis Plus (GBA+) is a way to assess the extent to which gender and other intersecting identity factors were considered in the design, development and implementation of a policy, program or service and the outcomes of those considerations on various gender and subpopulations.

The 2016 TBS *Policy on Results and its associated guidance and directives* require the inclusion of GBA+ considerations in performance measurement and evaluation at the federal government departments.

GBA+ integration has many benefits including:

- the identification of biases, stereotypes and assumptions, access and participation barriers, systemic gender inequality barriers and data gaps
- the enhancement of evaluation results by considering all population groups and informs policy, program, and service improvements



GBA+ goes beyond gender and considers other diverse identity factors that may impact experience such as age, education, language, geography, culture and income.

Objective

To examine the extent to which federal government evaluation reports apply a GBA+ lens through exploring and analysing:

Evaluation reports to extract insights on references to GBA+ by areas of focus, and over time.

Whether evaluation findings and recommendations increasingly refer to GBA+.

The results of this analysis can help stakeholders to get a sense on how close the federal evaluations are in applying a GBA+ lens.

Methodology

Studied **504** evaluation reports from **29** GoC departments and agencies:

- These departments and agencies were divided into two major groups, as some studies suggest that these two groups of departments may vary in using a GBA+ lens in evaluation:
 - Social and Economic Departments and Agencies (143 reports from 10 departments and agencies)
 - Regulatory and Science Based Departments and Agencies (361 reports from 19 departments and agencies)

6 Years: 2018 – 2023

Within evaluation report:

- **Methodology**
- **Findings** (design, impact, and engagement)
- **Recommendations**

Keywords:

- **GBA+**
- **Other GBA+ related keywords:** Gender/Gender based, Diversity, Inclusion, Intersectionality, Indigenous/Aboriginal(First Nations, Inuit, Metis), Women/Female/Feminist, 2SLGBTQQIA, Youth/Young, Elderly/Old/Senior, Newcomer/Immigrant/Refugee, Age, Sex, Marginalized/Minority/Underrepresented, Disability, Veterans, Children

- In addition to key-words searches, a comprehensive review of 'methodology' 'findings' and 'recommendations' sections were conducted, in some cases, to better understand the approach and context of GBA+ analysis

Considerations

Scope limited to environmental scan

Challenges in using *Publication Year* as an analysis unit/reference point

Potential underestimation of implicit GBA+ application in evaluation reports

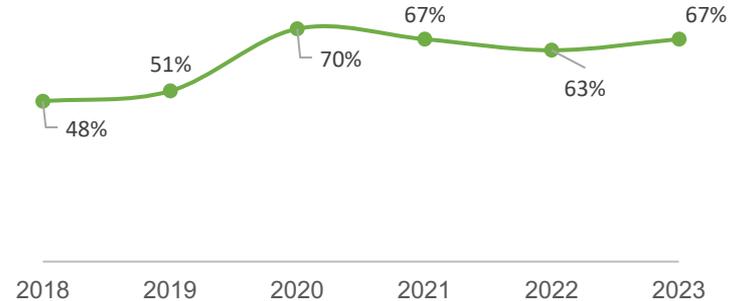
- While informative, this initial scan of the use of the GBA+ terminology is preliminary in nature and may be insufficient to inform the state of GBA+ analysis in the federal government. This presentation is a first step prior to conducting further contextual analysis.

Results and Findings

Reference to GBA+ and related keywords in the evaluation findings between 2018 and 2023

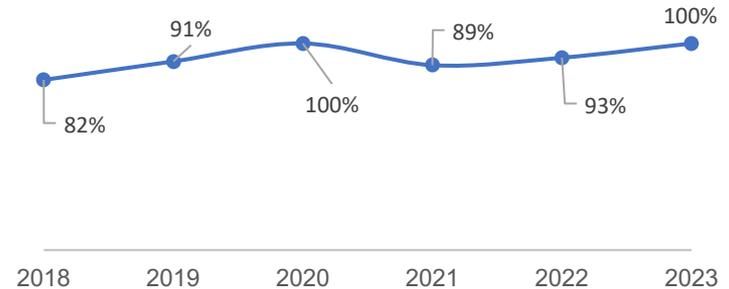
Regulatory and Science Based Departments and Agencies (N = 361)

Between 2018 and 2023, in the evaluation findings section, using either “GBA+” or “Other GBA+ related keywords” has increased.



Social and Economic Departments and Agencies (N = 143)

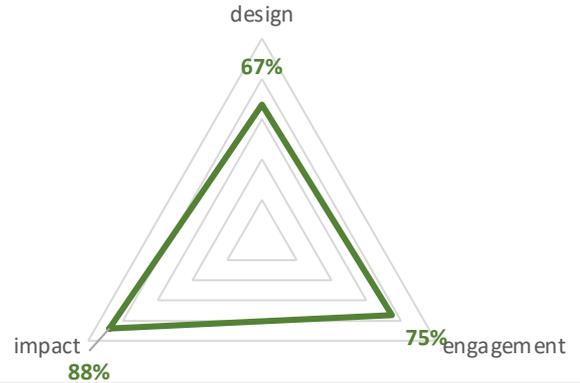
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Areas of focus (program design, engagement, and impact assessment)

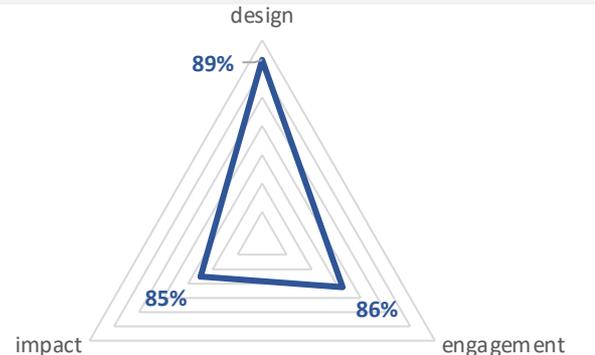
Regulatory and Science Based Departments and Agencies (N = 361)

GBA+ is predominantly integrated to evaluate program **impact**, followed by program engagement and design.



Social and Economic Departments and Agencies (N = 143)

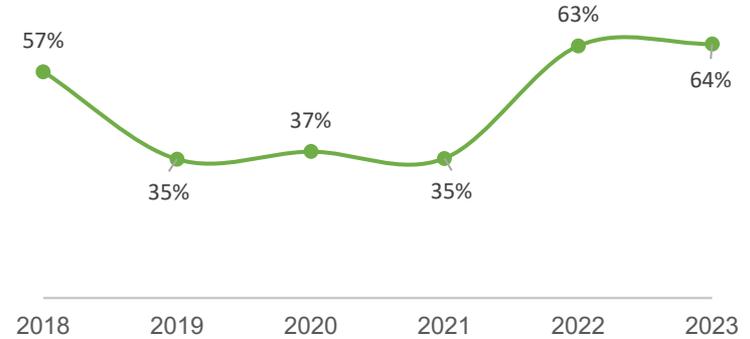
GBA+ is predominantly integrated to evaluate program **design**, followed by program engagement and impact.



References to GBA+ and related keywords in the evaluation recommendations between 2018 and 2023

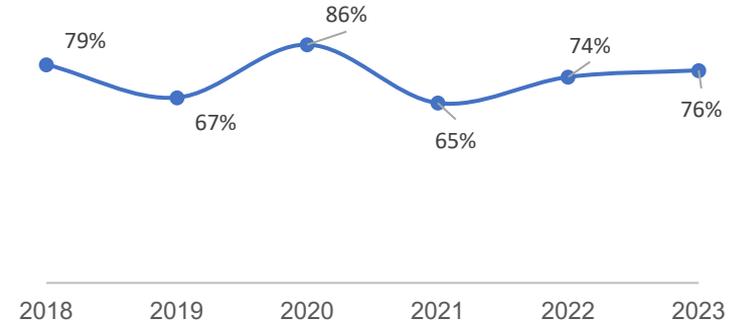
Regulatory and Science Based Departments and Agencies (N = 361)

Between 2018 and 2023, among the reports that used GBA+ or related keywords in their findings, there was an **increase** in the percentage of reports that had GBA+ related recommendations.



Social and Economic Departments and Agencies (N = 143)

Between 2018 and 2023, among the reports that used GBA+ or related keywords in their findings, there was a very modest **decrease** in the percentage of reports that had GBA+ related recommendations.



Conclusion



While the results varied between the two major groups of federal departments and agencies, (social and economic vs. regulatory and science), it can be concluded that, overall, there is an increased presence of “GBA+” or “Other GBA+ related keywords” in federal departments’ evaluation reports since 2018.



The comprehensive review of “methodology”, “findings”, and “recommendation” sections of the evaluation reports between these two major groups, (social and economic vs. regulatory and science), may suggest that these two groups of departments may significantly vary in their:

- “Scope” (e.g., given unique program structures, objectives, context and end-users)
- “Need” (e.g., the need for ‘narratives’ vs. ‘data’ for ‘GBA+’ Analysis)
- “Application” (e.g., use of a GBA+ lens vs. specific ‘GBA+’ methodologies).

Q&A

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Thank You