

Gender-Based Analysis Checklist DAME Phase I

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Background Information on GBA Checklist

In April, 2000, Women's Network PEI initiated Developing Actions towards Meaningful Employment (DAME) Phase I funded by Status of Women Canada.

Goal of the Project: To improve the level of women's economic equality in Prince Edward Island.

In order to meet this goal, the following objectives were determined:

1. to create partnerships with Human Resources Development Canada and conduct a review of services and service delivery to women in PEI,
2. to develop a Gender-Based Analysis Checklist, and
3. to create a report with findings and recommendations and distribute.

For DAME Phase I, the advisory committee and staff came up with a definition that was specific to this initiative from a workshop with Julie Devon Dodd.

GENDER-BASED ANALYSIS (GBA)

A process where policies, programs and legislation are assessed to determine their impact on women and men. Gender-Based Analysis gives us an understanding of gender differences between women and men: the different social realities, diverse cultural backgrounds, economic circumstances and life

This is the principle that the research and data collection was based on. By using a GBA Checklist, it assists in staying focused on the gender analysis to ensure fair and equitable outcomes when federal and provincial governments, public and private sector and unions are developing policy, programs and legislature around employment.

There are many GBA tools available for resources; the majority of them having been developed for the government and public sector. There have been several developed for non-profit equality seeking groups which were reviewed in DAME Phase I and are included in the Bibliography of the report.

Gender Based Analysis Checklist

1. Identify and Know the issue.

- ◆ What's the issue?
- ◆ Who says that it's an issue?
- ◆ What are the root causes?
- ◆ What factors influence this issue?

Consider these points to ensure a gender perspective:

- ◆ Involve women and men when identifying the issue. What do equality seeking women's organizations believe about this? Is the issue impacted by women's perspectives? What is the level of participation of like in the identification process?
- ◆ A variety of factors make for diverse experiences for women and men. These need to be identified.
- ◆ Your personal background can influence the information and may hinder some areas that must be carefully explored. We are not without our own personal biases but it is with knowledge and awareness of these will keep these biases in perspective. Awareness and education is the key.
- ◆ Consultation with women and men are necessary to ensure that all voices are heard as they are the ones affected by the policies and programs.
- ◆ GBA looks at how and why programs, policies and legislature impacts on women and men and the fact that women and men are

2. Defining Outcomes

- ◆ What outcome does the determined population of women want to achieve with this policy/change?
- ◆ What outcome would the government want to achieve and who do they see it affecting?
- ◆ Can any of these outcomes be achieved through other means instead of policy or legislation change or revision?
- ◆ For which of these specific outcomes should be priority based?

3. Defining Input

- ◆ Who are the determined population that will have input into the outcome of policies/programs?
- ◆ Who are the other main stake holders that need to have input into the policies/programs?
- ◆ What specific information is necessary to achieve the desired outcomes?
- ◆ What do we need to know about the issue?

4. Conduct Research

- ◆ What are the research questions that need to be asked?
- ◆ What form of methodology was utilized?
- ◆ What resource materials and tools were reviewed and utilized to conduct research?
- ◆ What determinants will affect the research?
- ◆ How will you ensure a gender-sensitive approach to the research?

5. Analysis of Research

- ◆ Analysis of choices
- ◆ What choices/options are indicated by the research/data?
- ◆ How are these choices/options affected by your values, the values of government and the values of society?
- ◆ Who will implement these choices?
- ◆ Are these choices an alternative for government (federal/provincial)?

6. Recommendations

- ◆ Who will be involved in choosing the option for recommendation?
- ◆ What documentation is required for the recommendations?
- ◆ Are there any barriers that may impede the outcome of the recommendation?

7. Evaluating the Analysis process

- ◆ Who will review the analysis process?
- ◆ What will the success indicators be?
- ◆ How do we make this process accountable?
- ◆ Who is accountable for the changes in policies, programs and legislature?