

SAMPLE GENDER AND DIVERSITY ANALYSIS INTEGRATED IN POLICY AND PROGRAM DEVELOPMENT

1 IDENTIFYING THE ISSUE

An increase in workers' compensation claims might indicate the need to review occupational safety and health 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 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?

In what ways does difference matter?

- What supports are required to better assist people with disabilities? How does this vary by type of disability?

How are outcomes affected?

- What would be 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?

In what ways does difference matter?

- What other differences exist? Did they compound or ease the effect of other differences?

How are outcomes affected?

- Is the program more effective when differences are addressed?

Sometimes applying gender and diversity analysis will reveal information gaps or limitations in how data are collected, analyzed and presented. Effective gender and diversity analysis requires an on-going commitment to furthering our knowledge and addressing adverse outcomes. For further information on gender and diversity analysis, visit:

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

For further information on disaggregated data sources, visit:

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

For information on WIEC and its Gender and Diversity Discussion Paper and Lens, visit:

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

Gender

and

Diversity

Analysis



Steps to Apply Gender and Diversity Analysis

by the
Women in Employment Committee (WIEC)
of the
Canadian Association of Administrators
of Labour Legislation (CAALL)

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, seniors, and groups identified by sexual orientation.

Incorporating gender and diversity analysis throughout policy or program development will better serve client groups and achieve more effective results. As the private sector has discovered, gender and diversity analysis results in greater knowledge about clients and an enhanced ability to recruit and retain employees. Gender and diversity analysis supports workers' access to fair, equitable and safe workplaces. This approach contributes to social justice and human rights, and therefore to a stronger Canadian society.



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.



HOW TO APPLY GENDER AND DIVERSITY ANALYSIS

Gender and diversity analysis is most effective when it is applied consistently and throughout the program and policy development cycle. 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.

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.

