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Annex 5

Budget 2021 Impacts Report

This section considers how each Budget 2021 measure affects Canadians—both *who* is most affected and the *nature* of the impacts at a high level.

The *Canadian Gender Budgeting Act* was passed by Parliament in December 2018, enshrining the government's commitment to decision-making that takes into account the impacts of policies on all types of Canadians. The Act legislated the government's commitment to publish information on the gender and diversity impacts of all new budget measures. Starting in Budget 2019, the government's budget documents have included analysis of the impacts of individual budget measures, providing transparency into the analysis that is performed as part of the policy development and budgeting processes. This analysis continues to be a work in progress, and is often limited by the availability of data, especially for certain identity factors such as race, gender identity, and disability. But under the leadership of the Minister for Women and Gender Equality and Rural Economic Development, the Minister of Diversity and Inclusion and Youth, the Minister of Employment, Workforce Development and Disability Inclusion, and the Minister of Middle Class Prosperity and Associate Minister of Finance, departments continue to work at modernizing and improving the quality of this analysis, with particular attention to the intersectional analysis of race, Indigeneity, disability, and gender identity. These insights were instrumental in informing the development and evolution of the COVID-19 Economic Response Plan. Going forward, new Budget 2021 investments in Statistics Canada should help improve Canadians' access to disaggregated data.

Reflecting the feedback of experts who have been advising the Department of Finance Canada on its gender budgeting practices on a periodic basis, this report devotes more space to measures that are more relevant from a gender and diversity standpoint, while ensuring a basic level of coverage for all budget measures. Budget 2021 measures which are expected to advance the Gender Results Framework are placed at the beginning of this report.





This report is also expanded this year to contain additional information on the *nature* of the impacts expected from each budget measure, reflecting the government's commitment to better incorporate quality of life measurements into decision-making and budgeting. As outlined in *Measuring what Matters*, the government is beginning to track progress on a range of fronts to ensure that priorities and decision-making are based on evidence of what will most improve current and future Canadians' quality of life. As an illustration of initial steps in that direction, this report includes information on how individual budget measures advance various dimensions and indicators of the draft quality of life framework.

Notes on Terms and Fields





Title and Context: Each title is linked with its corresponding entry in the budget text. Click the title of a GBA+ to view the description of the measure.

Text section: contains information on the key impacts of the measures from a gender and diversity and quality of life perspective, including direct and indirect impacts, both positive and negative, where applicable. Key facts and data sources are included in this section.

GBA+ Timing: GBA+ can be conducted at various stages throughout the development of a government policy, program, or initiative. High-quality GBA+ requires early attention to develop effective options and strategies for delivering programs and services to Canadians. For GBA+ to be most valuable, it is ideally built directly into the early stages of the policy development process. This section identifies when the GBA+ was conducted.

-  Early in the idea development phase (when proposals are being developed)
-  Mid-point (as proposals are being finalized)
-  Later stage (after proposals are finalized, prior to submission of proposal)
-  *Existing* GBA+ was previously performed on the existing program (in cases where an existing program is seeking a renewal of funding). If the proposal is for an existing program, it was either modified to reflect the changes to the program or was confirmed to reflect that the program hasn't changed since the GBA+ was last conducted.

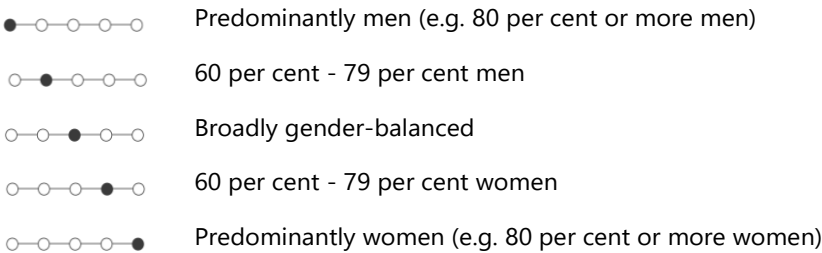
Quality of Life Impacts: Describes the primary domains of the framework each budget measure is expected to advance and lists relevant indicators. Primary domains for each measure are indicated through a darker “active” icon.

-  **Prosperity** – the economic domain, encompassing income and growth, employment and skills and learning and economic security.
-  **Health** – physical and mental health, and care systems that enable people to thrive through all stages of life.
-  **Environment** – natural and built environments that meet human needs such as clean air and water, as well as ecological integrity and stewardship dimensions such as greenhouse gas emissions.
-  **Society** – includes culture and identity, inclusion, social cohesion and connection, and time use.
-  **Good Governance** – includes democracy and institutions, safety and security and justice and human rights.

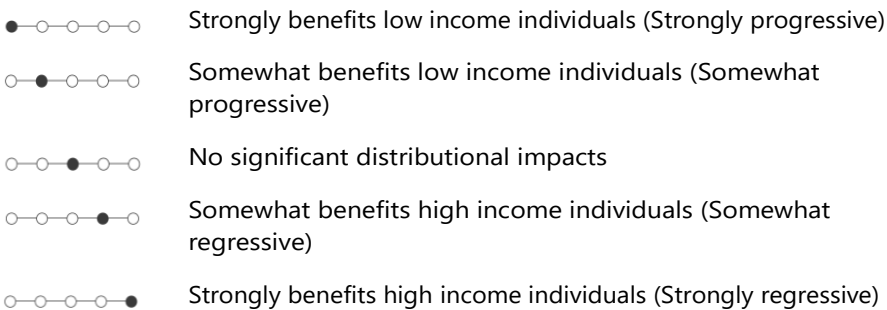
Target Population: Describes the group whom the measure is intended to benefit. This section is not intended to describe the expected impacts, but rather the motivation and policy intent behind the measure.

Expected Benefits

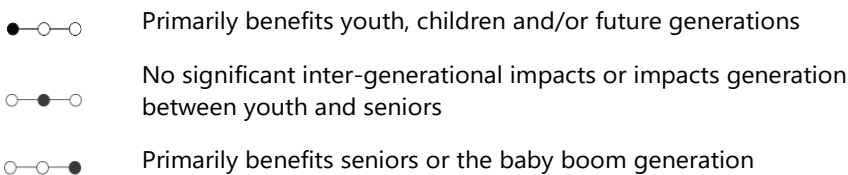
Gender: This section collects information on the expected gender characteristics of the benefitting group. The scale is explained as follows:



Income Distribution: This indicator describes expected impacts of the measure from an income distributional perspective. The scale is explained as follows:



Inter-generational: Inter-generational impacts identify the age cohort receiving the benefits or which is likely to disproportionately benefit.



Additional Characteristics: Highlights other notable characteristics of beneficiaries (i.e. race, region, ability, Indigeneity, region, sector, etc.).

Gender Results Framework (if applicable): For measures that advance a goal or objective of Canada’s Gender Results Framework (GRF), an icon and associated GRF pillar is listed. Although only gender is included in the title of the Framework, it is aligned with the Government of Canada’s policy of GBA+, ensuring that gender is considered in relation to other intersecting identity factors.

Additionally, a measure may advance more than one goal under one or more pillars; however, in this report, only the primary pillar is listed. More information on these goal statements, objectives, and indicators can be found on Women and Gender Equality Canada's website: <https://women-gender-equality.canada.ca/en/gender-results-framework.html>.

GBA+ Responsive Approach (if applicable): Includes any effort in place to minimize possible negative impacts of a measure on certain individuals or groups, or any plans to proactively reduce barriers to participation.

Education and Skills Development






The following Budget 2021 measures are expected to advance the Education and Skills Development Pillar under the Gender Results Framework.

Helping Youth and Students Build Job Skills and Connect with Employers

Investments in youth employment and job skills training will directly benefit youth (ages 15-30), including vulnerable youth facing multiple barriers to employment and groups under-represented in the labour market such as racialized and Indigenous youth, women in certain skilled trades, as well as some newcomers to Canada. It is also expected that young women will see slightly more benefit than men, as young women have been disproportionately economically affected by the pandemic compared to other demographics, including experiencing higher rates of job loss.

Data Sources: Statistics Canada

Quality of Life Impacts





Prosperity – Employment; Child, student and adult skills; Youth not in employment, education or training

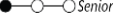
Target Population:

Youth

Expected Benefits:

Gender: Men  Women

Income Distribution: Low  High Income


Inter-generational: Youth  Senior

Additional Characteristics: Vulnerable and Under-represented Youth, Young Women

GBA+ Timing:

Early ☒ Later ☐ Existing ☐

Gender Results Framework






 Education and Skills Development

Opportunities for Businesses and Young Workers Through Mitacs

This program directly benefits youth since it will expand the number of work-integrated learning opportunities for post-secondary students. It will also directly benefit businesses that get access to highly-qualified individuals. As Mitacs’ internships tend to focus on science, technology, engineering and mathematics (STEM) subjects, in which men are overrepresented, it is likely that men would benefit more than women from these opportunities. Relative to their share of the labour force, visible minorities are also more likely to work in STEM fields. Women make up only 34 per cent of STEM bachelor degree holders and men account for 53 per cent of college enrolments in STEM programs. Men are also more highly-represented among Canadian business owners.

Data Sources: Statistics Canada

Quality of Life Impacts





Prosperity – Employment; Future outlook; Productivity


Target Population:

Students, Businesses

Expected Benefits:

Gender: Men  Women

Income Distribution: Low  High Income


Inter-generational: Youth  Senior

Additional Characteristics: Students, Businesses

GBA+ Timing:

Early ☐ Later ☐ Existing ☒

Gender Results Framework

 Economic Participation and Prosperity

GBA+ Responsive Approach

Mitacs is committed to improving diversity as an organization and among program participants. It has a strategy in place to improve equity and diversity, particularly among four underrepresented groups: women, visible minorities, people with disabilities, and Indigenous peoples.

Supporting Vulnerable Children and Youth during the Recovery

This program directly benefits youth as it specifically targets students who are at risk of dropping out of school. Since students at the greatest risk of dropping out are those who face systemic and individual barriers in their daily lives, the program's main beneficiaries will be students from low-income households, marginalized and racialized communities, and those living in rural and remote regions.

Data Sources: Internal Administrative Data, Statistics Canada

Quality of Life Impacts

Prosperity – Post-secondary attainment; Child, student and adult skills; Youth not in employment, education or training

Society – Sense of belonging to local community

Target Population:

Vulnerable Youth

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income

Inter-generational: Youth ☒ ☐ ☐ Senior

Additional Characteristics: Students, Marginalized and Racialized Communities, Rural and Remote Regions

GBA+ Timing:

Early ☐ ☐ Later ☐ Existing ☐

Gender Results Framework

Education and Skills Development

Creating New Opportunities for Skilled Tradespeople

This program will disproportionately benefit young men as they are overrepresented in most Red Seal trades. 53 per cent of apprentices are under 25 years of age, 86 per cent are men, 91 per cent are Canadian-born, and 56 per cent had a high school diploma as their highest level of education when starting an apprenticeship. Women comprised about 14 per cent of apprentices overall, and fewer women than men apprentices were registered in a Red Seal trade (59 per cent versus 81 per cent). Across the top 10 Red Seal trades, women were more likely than men to be hairstylists or cook apprentices. However, the number of women entering an apprenticeship program in a male-dominated trade (e.g. carpentry, electrical) has more than doubled in the last decade. Indigenous apprentices comprised about six per cent of apprentices overall, while immigrants comprised about nine per cent apprentices overall.

Data Sources: Statistics Canada

Quality of Life Impacts

Prosperity – Employment; Student and adult skills; Post-secondary attainment

Target Population:

Apprentices and Employers who Hire Them

Expected Benefits:

Gender: Men ☐ ☒ ☐ ☐ ☐ Women

Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income

Inter-generational: Youth ☒ ☐ ☐ Senior

Additional Characteristics: Students

GBA+ Timing:

Early ☐ ☐ Later ☐ Existing ☐

Gender Results Framework

Education and Skills Development

GBA+ Responsive Approach

An additional \$5,000 per apprentice position (\$10,000 in total) will be provided to incent employers to hire and train apprentices from underrepresented groups, including women, Black and racialized Canadians.

Helping Employers Train and Recruit Workers

This program is expected to benefit men and women relatively equally, with benefits accruing differently depending on the specific projects and sectors supported. Projects in the health sector are likely to disproportionately benefit women, as they currently hold 80 per cent of jobs in the sector. Projects in the energy sector are likely to benefit men disproportionately, as women make up 22 per cent of the energy production workforce, 55 per cent of which are in business administration or accounting.

Data Sources: Statistics Canada

Quality of Life Impacts



Prosperity – Employment; Labour market participation; Adult skills

Target Population:

Displaced Workers, Lower-skilled Individuals

Expected Benefits:

Gender:

Men ○ ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ○ ○ ● ○ ○ High Income

Inter-generational:

Youth ○ ○ ● ○ Senior

Additional

Health Sector, Energy Sector, Construction Sector

Characteristics:

GBA+ Timing:

Early ☐ ☒ Later ☐ Existing

Gender Results

Education and Skills Development

Framework



GBA+ Responsive Approach

The program will integrate criteria into its project proposal assessment process to ensure that at least 40 per cent of program participants are from underrepresented groups such as women and persons with disabilities.

Supporting Skills for Success

While supports will be available to all Canadians, including those with higher education and in high skilled jobs, this program will disproportionately benefit adults with low skills, with gender impacts expected to be roughly even. Men display higher numeracy proficiencies than women while, in general, women and men display similar proficiencies in literacy. In addition, newcomers show lower proficiency in literacy and numeracy than the Canadian-born population, while 35 per cent of off-reserve First Nations people and 50 per cent of Métis had literacy skills required to compete in a knowledge-based economy, compared with 57 per cent for non-Indigenous adults.

Data Sources: Statistics Canada

Quality of Life Impacts



Prosperity – Employment; Student and adult skills; Future outlook

Target Population:

Low-skilled Workers

Expected Benefits:

Gender:

Men ○ ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ○ ○ ● ○ ○ High Income

Inter-generational:

Youth ○ ○ ● ○ Senior

Additional

Low-skilled Canadians

Characteristics:

GBA+ Timing:

Early ☐ ☒ Later ☐ Existing

Gender Results

Education and Skills Development

Framework



GBA+ Responsive Approach

To maximize participation of vulnerable groups, significant and targeted outreach will be conducted with stakeholder groups that have expertise and experience serving these populations prior to launching calls for proposals. Additionally, data collection and analysis will occur for each project to assess participation.

Ensuring Communities Recover Through Skills Training and Workforce Planning

Benefits of this program are expected to be gender balanced, accruing differently depending on specific projects supported. Groups traditionally underrepresented in the labour market such as youth, persons with disabilities, newcomers, Black Canadians and other racialized individuals, Indigenous peoples and older workers may benefit more given that 75 per cent of funding will be dedicated to addressing the labour market needs of these populations. In addition, the program will ensure that the needs of diverse communities including urban, rural and remote are considered.

Data Sources: Internal administrative data, Statistics Canada

Quality of Life Impacts



Prosperity – Household incomes; Employment; Student and adult skills

Society – Sense of belonging to local community

Target Population:

Underrepresented Groups, All Canadians

Expected Benefits:

Gender:

Men ○ ○ ○ ● ○ Women

Income Distribution:

Low ○ ● ○ ○ ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional

Characteristics:

Underrepresented Groups

GBA+ Timing:

Early ☐ ☐ Later ☐ Existing

Gender Results Framework



Education and Skills Development

Extending Federal Supports for Adults Who Return to School Full-Time

This program directly targets low and middle-income adults who have been out of high school for at least ten years and choose to return to post-secondary education on a full-time basis. Adult students face significant financial pressures related to housing costs, dependants (47 per cent reported caring for a dependant in 2018), education savings for children, pre-existing debts and saving for retirement. Women account for approximately 64 per cent of the recipients of the adult learner top-up grant to-date. Overall, an estimated 60 per cent of top-up grant recipients say the grant was an important factor in their decision to return to school.

Data Sources: Internal Administrative Data, Statistics Canada

Quality of Life Impacts



Prosperity – Post-secondary attainment; Adult skills; Financial well-being; Future outlook

Target Population:

Adult Students

Expected Benefits:

Gender:

Men ○ ○ ○ ○ ● Women

Income Distribution:

Low ○ ● ○ ○ ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional

Characteristics:

Students

GBA+ Timing:

Early ☐ ☐ Later ☐ Existing

Gender Results Framework



Education and Skills Development

Doubling the Canada Student Grants for Two Additional Years

This program directly targets students from low and middle-income families. Women make up a majority of students in post-secondary education, and represented 60 per cent of student financial aid recipients in 2018-19. Additionally, more than two thirds of student financial aid recipients are under the age of 25 (72 per cent in 2018-19).

This program will provide additional financial aid to students with disabilities and students with parents who have above-average levels of total financial need compared to their peers.

Data Sources: Internal Administrative Data, Statistics Canada

Quality of Life Impacts



Prosperity – Financial well-being; Post-secondary attainment; Future outlook

Target Population:

Students from Low and Middle-income Families

Expected Benefits:

Gender:

Men ○ ○ ○ ● ○ Women

Income Distribution:

Low ○ ● ○ ○ ○ High Income

Inter-generational:

Youth ● ○ ○ Senior

Additional Characteristics:

Low-income Students, Students with Disabilities

GBA+ Timing:

Early ☐ ☐ Later ☒ Existing

Gender Results Framework



Education and Skills Development

Providing Relief from Student Debt

As of March 2020, women represented 61 per cent of all borrowers with outstanding federal student loan debt. Women are also more likely to require assistance repaying student loan debts, representing 66 per cent of participants in the Repayment Assistance Plan.

Approximately half of all Repayment Assistance Plan recipients in 2018-19 were below the age of 30, and 85 per cent had incomes low enough that they did not have to make payments on their loans. Approximately three quarters of all repayment assistance recipients have been out of their studies for less than five years.

Data Sources: Internal Administrative Data, Statistics Canada

Quality of Life Impacts



Prosperity – Household debt service ratio; Financial well-being

Target

Youth with Student Debt

Population:

Expected Benefits:

Gender:

Men ○ ○ ○ ● ○ Women

Income Distribution:

Low ○ ● ○ ○ ○ High Income

Inter-generational:

Youth ● ○ ○ Senior

Additional

Characteristics:

Students

GBA+ Timing:

Early ☐ ☐ Later ☒ Existing

Gender Results Framework



Education and Skills Development

Expanding Access to Supports for Students and Borrowers with Disabilities

This program directly targets an estimated 40,000 current and former students per year with persistent and prolonged disabilities. Women currently represent 61 per cent of recipients of the Canada Student Grant for Persons with Disabilities and 65 per cent of recipients under the Repayment Assistance Plan for Persons with Disabilities, which provides loan deferrals and forgiveness exclusively to low-income borrowers who experience difficulty making student loan payments. Among the broader population, 15 per cent of women and 10 per cent of men report having a disability, and students with disabilities generally have the highest levels of need not covered by student financial assistance programs.

Data Sources: Internal Administrative Data, Statistics Canada

Quality of Life Impacts



Prosperity – Post-secondary attainment; Financial well-being; Future outlook
Society – Accessible environments

Target Population: Students with Disabilities

Expected Benefits:

Gender: Men Women
Income Distribution: Low High Income
Inter-generational: Youth Senior
Additional Characteristics: Students with Disabilities

GBA+ Timing: Early Later Existing

Gender Results Framework Education and Skills Development

Providing High-quality Education for First Nations

These investments will benefit individuals of all genders, however the greatest gains may be for First Nations boys and men who are less likely to complete their secondary education. Students, teachers and communities will benefit from measures to keep schools safe during COVID-19. In 2016, 44 per cent of the First Nations population on reserve ages 18 to 24 had completed high school, compared to 88 per cent of the non-Indigenous population. Investments in adult education will allow First Nations to offer programs that respond to the unique, often gendered circumstances that prevent people from completing their high school education.

Data Sources: Statistics Canada

Quality of Life Impacts



Prosperity – Child, student and adult skills; Youth not in employment, education or training; Future outlook
Health – COVID-19 incidence
Society – Indigenous languages; Sense of belonging to local community

Target Population: First Nations Children and Adults Living on Reserve

Expected Benefits:

Gender: Men Women
Income Distribution: Low High Income
Inter-generational: Youth Senior
Additional Characteristics: First Nations

GBA+ Timing: Early Later Existing

Gender Results Framework Education and Skills Development

Promoting Official Languages

Funding for official languages is expected to directly benefit students and youth from official language minority communities who will have greater access to opportunities to study in their language of choice and benefit from additional community spaces and educational infrastructure. In Canada, more than a million Francophones live outside Quebec and more than 1.1 million Anglophones live in Quebec. Knowledge of official languages and an increase in training and bilingualism will improve employment opportunities for young Canadians, especially for those living in remote or rural communities. Post-secondary institutions train the bilingual workforce required for the vitality of official language minority communities and the promotion of bilingualism, such as French-language teachers and early childhood educators. As women make up 70 per cent of education services, they are expected to indirectly benefit. Investments will also support jobs in construction, with these indirect benefits accruing disproportionately to men.

Data Sources: Statistics Canada, Provincial Government Reports

Quality of Life Impacts



Prosperity – *Child, student and adult skills; Future outlook*
Society – *Knowledge of official languages; Sense of pride/belonging to Canada; Sense of belonging to local community*
Good Governance – *Confidence in public institutions*

Target Population: Students in Official Language Minority Communities

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
Inter-generational: Youth ☒ ☐ ☐ Senior
Additional Characteristics: Official Language Minority Communities, Teachers, Construction Sector

GBA+ Timing: Early ☐ ☐ ☒ Later ☐ Existing ☐

Gender Results Framework  Education and Skills Development

Supporting Post-secondary Education in the North

The measure is expected to benefit residents of the Northwest Territories, with an emphasis on youth. Indigenous peoples represent over 50 per cent of the population in the Territories. The transformation of the college to a polytechnic university will also benefit lower-income individuals and families, through increased access to degree programs along with applied training in order to obtain skills needed in the workforce.

Data Sources: Statistics Canada

Quality of Life Impacts



Prosperity – *Post-secondary attainment; Future outlook*

Target Population: Residents of the Northwest Territories

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income
Inter-generational: Youth ☒ ☐ ☐ Senior
Additional Characteristics: Residents of the Northwest Territories, Indigenous peoples

GBA+ Timing: Early ☐ ☐ ☒ Later ☐ Existing ☐

Gender Results Framework  Education and Skills Development

Supporting Indigenous Post-Secondary Education during COVID-19

These investments will benefit Indigenous students, the majority of whom are young women. Women have historically made up approximately 69 per cent of students funded through the Post-Secondary Student Support Program. Post-secondary education attainment rates of Indigenous people are approximately 18 per cent lower than those of their non-Indigenous counterparts, and COVID-19 interruptions risk accelerating these inequalities. Obtaining a post-secondary qualification can have a significant positive impact. In 2016, the employment rate for the First Nations population living on reserve with no certificate, diploma or degree was 33 per cent. This increased to 49 per cent for those with a high school diploma or equivalent, and again to 65 per cent for those who had attained a post-secondary certificate, diploma or degree. Indigenous-led post-secondary institutions also preserve and strengthen Indigenous languages and cultures.

Data Sources: Statistics Canada, Indigenous Services Canada

Quality of Life Impacts

Prosperity – Child, student and adult skills, Post-secondary attainment

Society – Indigenous language; Vibrant communities

Target Population:

First Nations, Inuit and Métis Nation Students

Expected Benefits:

Gender:

Men

○

○

○

●

○

Women

Income Distribution:

Low

○

●

○

○

○

High Income

Inter-generational:

Youth

●

○

○

Senior

Additional Characteristics:

First Nations, Inuit and Métis Nation Students

GBA+ Timing:

Early

□

■

□

Later

□

Existing

Gender Results Framework

Education and Skills Development

Impacts Report 13

Teaching Kids to Code

CanCode has a focus on reaching girls, Indigenous youth, youth with disabilities, and youth living in rural, remote, and northern communities to increase their representation in science, technology, engineering, and mathematics training.

About seven per cent of Canadians under the age of 24 are Indigenous and, in CanCode's first three years, between 6 and 9 per cent of participants have been Indigenous youth. Between 45 and 49 per cent of CanCode participants were girls, consistent with their 48.6 per cent share of the school-aged population.

About 19 per cent of Canadians live in rural areas, and between 16 and 20 per cent of CanCode participants were youth living in rural areas. About 4 per cent of the population aged 15 to 24 report having a disability, compared with between one and 2.5 per cent of CanCode recipients.

Data Sources: Internal program data, Statistics Canada

Quality of Life Impacts



Prosperity – *Child, student and adult skills; Future outlook*

Target Population: Youth, Teachers

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☒ ☐ ☐ Senior

Additional Characteristics: Indigenous Youth, Rural and Remote Communities

GBA+ Timing: Early ☐ ☒ Later ☐ Existing ☐

Gender Results Framework



Education and Skills Development



GBA+ Responsive Approach

By ensuring that all its programs are free to participants, CanCode helps to reduce income-based barriers to participation. CanCode also targets gender-balanced cohorts in its programming.

Economic Participation and Prosperity

The following Budget 2021 measures are expected to advance the Economic Participation and Prosperity Pillar under the Gender Results Framework.

Establishing a Canada-Wide Early Learning and Child Care System

This measure primarily targets parents with young children, particularly mothers who often retain primary caregiving responsibilities. It will also be of particular benefit to early childhood educators, 96 per cent of whom are women.

Women, particularly those with young children, have lower labour market participation rates than men. In 2019, only 83 per cent of women between the ages of 25 and 44 participated in the labour force, whereas men in the same age range participated at a rate of 91 per cent. Young women with children are at higher risk of not being in education, employment or training. Access to affordable early learning and child care will increase women’s labour market participation and shrink the gender participation gap as more mothers enter the workforce.






Families of all income ranges will see reduction in fees. Funding for a Canada-wide early learning and child care system will also support efforts to attract and retain high-quality early childhood educators, who are predominantly women and face challenges such as low wages, poor working conditions, and a lack of career advancement opportunities.

There is significant research that shows high-quality child care supports positive child development outcomes such as improved cognition and social skills, particularly among children from disadvantaged families.

Data Sources: Statistics Canada, internal administrative data

Quality of Life

Impacts





Prosperity – Access to early learning and child care; Employment; GDP per capita; Youth not in education, employment or training
Health – Children vulnerable in early development
Society – Time use

Target Population:



Families with Young Children

Expected Benefits:



Gender:

Men  Women 

Income Distribution:

Low  High Income 

Inter-generational:

Youth  Senior 


Additional Characteristics:

Parents currently in, wanting to remain in, or looking to join the labour force, Early Childhood Educators


GBA+ Timing:

Early ☒ ☐ Later ☐ Existing ☐

Gender Results Framework



Economic Participation and Prosperity

 GBA+ Responsive Approach

The federal government will work with provincial and territorial partners to prioritize the provision of high-quality child care through support for a robust and growing not-for-profit sector, and ensure inclusion and equality of opportunity for children of all socio-economic backgrounds, including Black and other racialized children, Indigenous children in urban and northern communities, children from Official Language minority communities and children with disabilities.

Indigenous Early Learning and Child Care

This investment will benefit Indigenous women, children, and families by increasing opportunities for labour force participation and reducing unpaid caregiving time use pressures, contributing to healthy child development, and benefiting workers in the sector. The labour market impacts of COVID-19 have had a deeper and longer-lasting impact on Indigenous people. Employment among Indigenous women, in particular, remains below pre-pandemic levels.

Access to flexible, high quality child care has been shown to increase participation in work, education or training by parents—particularly mothers—and could play a role in addressing these disparities.

First Nations, Inuit, and Métis children are more likely to live in poverty compared to the overall Canadian average. Access to high quality, culturally relevant programming will help improve school readiness, long-term development, and life outcomes, and empower young children with a strong sense of identity.

These investments will also benefit Indigenous early childhood educators, who are overwhelmingly women, by allowing child care providers to raise wages, provide upskilling opportunities, and create training programs and jobs for new entrants.

Data Sources: Statistics Canada, ESDC

Quality of Life Impacts




Prosperity – Access to early learning and child care; Employment; GDP per capita; Future outlook, Youth not in education, employment or training
Health – Children vulnerable in early development
Society – Indigenous languages; Time use

Target Population: Indigenous Families with Young Children

Expected Benefits:

Gender: Men ○ ○ ○ ● ○ Women
Income Distribution: Low ● ○ ○ ○ ○ High Income
Inter-generational: Youth ● ○ ○ Senior
Additional: Indigenous Families, Early Childhood Educators
Characteristics: Childhood Educators
GBA+ Timing: Early ☐ ☒ Later ☐ Existing

Gender Results Framework

 Economic Participation and Prosperity

Strengthening Long-Term Care and Supportive Care

The pandemic has disproportionately affected the long-term and supportive care sectors in Canada. Over 2,500 care homes experienced an outbreak between March 1, 2020, and February 15, 2021, resulting in the deaths of over 14,000 residents and close to 30 staff. This represents more than two-thirds of Canada's overall COVID-19 deaths. About 80,000 residents and staff of LTC and retirement homes have been infected, representing 10 per cent of all COVID-19 cases in Canada.

This funding directly benefits seniors and persons with disabilities who require long-term care and supportive care. Women are expected to particularly benefit as 65 per cent of patients in residential continuing care facilities are women.

Health care providers, particularly personal support workers, and informal caregivers are also expected to benefit from the additional work and improved working conditions created through this funding. The vast majority of care providers in supportive care are women, with a significant portion of these individuals being newcomers or immigrants, especially among personal support workers.

Of the 245,500 people employed as nurse aides, orderlies and patient service associates in Canada in 2016, more than a third (87,925) were immigrants. Women accounted for the majority of these workers among both immigrants (86 per cent) and non-immigrants (87 per cent).

Data Sources: CIHI, Statistics Canada

Quality of Life Impacts



Prosperity – *Employment; Wages*
 Health – *Long-term care (access and quality); Home care needs met; Health-adjusted life expectancy*
 Society – *Sense of belonging to local community; Someone to count on; Time use*

Target

Seniors and Persons with Disabilities

Population:

Expected Benefits:

Gender:

Men ○ ○ ○ ○ ● ○ Women

Income Distribution:

Low ○ ○ ○ ● ○ ○ High Income

Inter-generational:

Youth ○ ○ ○ ● Senior

Additional

Characteristics:

Persons with Disabilities, Personal Support Workers, Newcomers or Immigrants

GBA+ Timing:

Early ☐ ☒ Later ☐ Existing

Gender Results Framework



Economic Participation and Prosperity

Supporting Black Canadian Communities

Not-for-profit organizations and charities serving Black communities support a range of needs, including health and well-being services, educational programming, skill development workshops, employment services, and other initiatives addressing gaps and barriers due to discrimination and unfair treatment in Canadian institutions.

The majority of Black Canadians are under 30 years old and live in census metropolitan areas. Compared to the Canadian average, Black Canadians are more likely to face financial insecurity, and they are more likely to be newcomers to Canada.

Data Sources: Statistics Canada

Quality of Life Impacts



Prosperity – *Child, student and adult skills; Future outlook*

Health – *Self-rated mental health; Children vulnerable in early development*

Society – *Sense of belonging to local community; Satisfaction with personal relationships*

Good Governance – *Discrimination and unfair treatment*

Target Population:

Black Canadians

Expected Benefits:

Gender:

Men ○ ○ ○ ● ○ ○ Women

Income Distribution:

Low ● ○ ○ ○ ○ High Income

Inter-generational:

Youth ● ○ ○ Senior

Additional

Black Canadians, Newcomers to Canada

Characteristics:

GBA+ Timing:

Early ■ □ □ Later □ Existing

Gender Results Framework



Economic Participation and Prosperity

Helping Workers Transition to New Jobs

This initiative will help underemployed, lower income, mid-career Canadians in disrupted industries transition to higher-paying jobs in newer industries.

Additionally, by including processes to mitigate hiring biases for racialized Canadians, women, and older workers, this initiative will specifically help women and other underrepresented workers transition into new industries. This measure will also benefit companies that are able to hire from new pools of workers to help their businesses grow. However, benefits to companies will likely be unevenly distributed as 63.5 per cent of small and medium-sized enterprises are majority-owned by men.

Quality of Life Impacts



Prosperity – *Firm growth; Household incomes; Student and adult skills; Future outlook*

Target Population:

Workers Facing Transition

Expected Benefits:

Gender:

Men ○ ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ○ ● ○ ○ High Income

Inter-generational:

Youth ○ ○ ● Senior

Additional

Workers Facing Transition, Firms Seeking Skilled Workers

Characteristics:

GBA+ Timing:

Early ■ □ □ Later □ Existing

Gender Results Framework



Economic Participation and Prosperity



GBA+ Responsive Approach

This initiative is designed to proactively mitigate risks and hiring biases that disadvantage certain groups, particularly racialized minorities, women, and older workers, while also encouraging their participation in growing sectors of the economy.

Reforming Canada's Pardon Process

Approximately 10 per cent of Canadians have a criminal record. This initiative is expected to facilitate their reintegration into society. This measure will primarily benefit men, who in 2018-19, represented 87 per cent of those admitted to correctional facilities. Groups that are overrepresented in the criminal justice system are also expected to directly benefit, including Indigenous peoples, who account for 30 per cent of admissions to federal custody, while only accounting for five per cent of the Canadian population, as well as Black Canadians, who account for 7.2 per cent of federal inmates despite representing 3.5 per cent of Canadians.

In addition, the reduction of the application fee and funding for community support services will increase accessibility to pardons, particularly for lower-income and marginalized applicants. More broadly, this measure will benefit not only applicants, but society in general. For example, Canadians who obtain a pardon are more likely to gain employment and suitable housing.

Data Sources: Statistics Canada, Public Safety Canada, Office of the Correctional Investigator

Quality of Life Impacts



Prosperity – *Employment; Financial well-being*
 Health – *Self-rated mental health*
 Society – *Sense of belonging to community*


Target Individuals with a Criminal Record

Population:

Expected Benefits:

Gender: Men ● ○ ○ ○ ○ Women
 Income Distribution: Low ● ○ ○ ○ ○ High Income
 Inter-generational: Youth ○ ● ○ Senior
 Additional Characteristics: Indigenous peoples, Black Canadians
GBA+ Timing: Early ☐ ☐ Later ☐ Existing

Gender Results Framework






 Economic Participation and Prosperity

Helping Charities, Non-profits, and Social Purpose Organizations Grow via the Social Finance Fund

The Social Finance Fund was designed through a lens of equity and inclusion to support social purpose organizations (e.g. charities, non-profits, mission-focused for-profits, social enterprises). This initiative is expected to have significant positive impacts for underrepresented and marginalized groups served by these organizations, including women, Indigenous communities, low-income individuals, Black and racialized people, recent immigrants and refugees, members of the LGBTQ2 community, and persons with disabilities. Moreover, a social equity investment lens will help ensure diversity analysis is incorporated into investment decision-making processes. This lens will be applied to wholesaler selection, disaggregated data collection, reporting requirements, and other elements of the Social Finance Fund's design. The majority of workers in social purpose organizations are women.

Data Sources: Statistics Canada, OECD, Canada Social Enterprise Survey

Quality of Life Impacts

Prosperity – *Child, student and adult skills; Future outlook*
Health – *Self-rated health; Self-rated mental health*
Society– *Social participation; Volunteering; Sense of meaning and purpose*

Target Population:

Expected Benefits:

Gender:
Income Distribution:
Inter-generational:
Additional Characteristics:

Men
Women

Low
High Income


Youth
Senior

Social Sector

GBA+ Timing:

Gender Results Framework

Early
Later
Existing


Economic Participation and Prosperity

GBA+ Responsive Approach

Social investment managers will develop plans to monitor and ensure that funds reach a diversity of social purpose organizations and beneficiary populations. In addition, the change in funding instrument to conditionally repayable contributions is likely to promote greater investments into currently underserved segments of the social purpose sector.

20 Annex 5

Helping Charities, Non-profits, and Social Purpose Organizations Grow via the Investment Readiness Program

The renewed program will fund social purpose organizations (e.g. charities, non-profits, social enterprises) to advance a broad range of socio-economic objectives for diverse populations. The program is committed to providing equitable access to all Canadian social purpose organizations, and it will build on partnerships with organizations such as the Canadian Women's Foundation and National Aboriginal Capital Corporations Association to support social purpose organizations facing barriers in accessing social financing, such as those led by or serving women, Indigenous people, and more. The renewed program will strengthen employment opportunities for women, Indigenous people, persons with disabilities, Black Canadians, LGBTQ2, and other marginalized groups to support a more inclusive and diverse workforce.

Data Sources: *Statistics Canada, Women and Gender Equality Canada, Canadian Social Enterprise Survey, Charity Village, Imagine Canada, Ontario Nonprofit Network, Canadian Women's Foundation, Canada Council for the Arts*

Quality of Life Impacts



Prosperity – Firm growth; Investment in R&D; Thriving non-profit sector
Society – Sense of belonging to local community

Target

Social Purpose Organizations

Population:

Expected Benefits:

Gender: Men ○ ○ ○ ● Women
Income Distribution: Low ○ ● ○ ○ ○ High Income
Inter-generational: Youth ○ ● Senior

Additional Characteristics: Vulnerable and Marginalized Groups Served by Social Purpose Organizations

GBA+ Timing: Early ☐ ☐ Later ☒ Existing

Gender Results Framework



Economic Participation and Prosperity

Support for Personal Support Workers

Personal support workers are often captured under the occupational categories of nurse aides, orderlies and patient service associates. The 2016 Census indicates that 86 per cent of these front-line care providers were women and more than one-third were immigrants (compared to one-quarter of all other occupations). This sub-group was also more likely to identify as a visible minority (34 per cent) than workers in other occupations (21 per cent), with Black and Filipino women especially overrepresented. While the initiative is preliminarily assessed as mainly benefiting women, my65+ is open to both Service Employees International Union's members and their families, and may have broader benefits once the eligibility criteria for receipt of funding are finalized.

Data Sources: *Statistics Canada*

Quality of Life Impacts



Prosperity – Financial well-being

Target

Frontline Care Workers

Population:

Expected Benefits:

Gender: Men ○ ○ ○ ● Women
Income Distribution: Low ○ ● ○ ○ ○ High Income
Inter-generational: Youth ○ ● Senior
Additional Characteristics: Care Workers, Members of Visible Minority Communities, Newcomers

GBA+ Timing: Early ☒ ☐ Later ☐ Existing

Gender Results Framework








Economic Participation and Prosperity

Investing in Telefilm Canada and Encouraging Diverse Voices in Canadian TV and Film

Funding will allow Telefilm Canada to continue to support audiovisual production excellence in Canada by modernizing its current suite of programs in response to increasing digitization in the audiovisual sector and global demand for content. In addition, targeted funding for Telefilm Canada and the Canada Media Fund will be used to directly benefit underrepresented professionals in the industry, including women, people with disabilities, LGBTQ2, people of colour, Black, and Indigenous creators. Women, especially women of colour and Indigenous women, continue to be underrepresented across most jobs in film and television production in Canada. Women of colour represent less than one per cent of TV writing roles and five per cent of directing roles. While women make up more than half of arts and culture workers generally in Canada, they continue to earn a lower average hourly rate than men who work in the sector.

Data Sources: *Women in View, 2019, Statistics Canada*

Quality of Life Impacts

Prosperity – Employment

Society – Social participation; Sense of pride/belonging to Canada

Target

Population:

Expected Benefits:

Audiovisual Industry

Gender:

Income

Distribution:

Inter-generational:

Additional Characteristics:

Men

Low

Youth

Black, Indigenous, People of Colour, People with Disabilities, LGBTQ2

Women

High Income

Senior


GBA+ Timing:

Gender Results Framework

Early

Later

Existing



Economic Participation and Prosperity

Revitalizing Tourism

The impact of COVID-19 on the tourism sector has been most acute among underrepresented groups, as the sector employs a large number of women, youth, Indigenous peoples, immigrants, and LGBTQ2 Canadians. For example, women occupy 51.4 per cent of total jobs in the tourism sector, compared to 48.2 per cent across all industries, while youth make up 30.7 per cent compared to 12.7 per cent, and Indigenous persons occupy 4.1 per cent of jobs in the sector compared to 3.7 per cent of all employment. Tourism businesses are more likely to be owned by underrepresented groups than those in other sectors. For example, 30 per cent of businesses in the tourism sector are fully owned by women, versus 16 per cent of businesses in the broader economy.

The announced tourism measures are designed to benefit the most affected groups in the sector and rural communities dependent on tourism. The economic stimulus impacts of this spending will benefit all Canadians.

Data Sources: Statistics Canada

Quality of Life Impacts



Prosperity – Employment
Society – Sense of pride/belonging to Canada;
Vibrant communities

Target Population: Tourism Sector

Expected Benefits:

Gender: Men ☐ ☐ ☐ ☒ Women

Income Distribution: Low ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ Senior ☐

Additional Characteristics: Tourism Sector, Rural Communities

GBA+ Timing: Early ☐ ☐ Later ☒ Existing

Gender Results Framework



Economic Participation
and Prosperity

Leadership and Democratic Participation

The following Budget 2021 measures are expected to advance the Leadership and Democratic Participation Pillar under the Gender Results Framework.

Supporting Women Entrepreneurs

The target group of this proposal is women entrepreneurs. Only 16 per cent of all small and medium-size enterprises (SMEs) are majority owned by women, compared to 63.5 per cent majority owned by men. Women entrepreneurs are not a homogenous group. Women with different, and sometimes intersecting, demographic characteristics pursue entrepreneurship. Women entrepreneurs are strongly represented among Indigenous and to a lesser extent, visible minority SME owners. For example, approximately 19 per cent of visible minority entrepreneurs are women, and 36 per cent of Indigenous-owned SMEs are partially or wholly owned by women.

Data Sources: Statistics Canada, OECD, Diversity Institute

Quality of Life Impacts

Prosperity – Firm growth; Employment

Good Governance – Representation in senior leadership positions

Target Population:

Expected Benefits:

Gender:

Income Distribution:

Inter-generational:

Additional Characteristics

GBA+ Timing:

Men

Low

Youth

Early

Women

High Income

Senior

Later

Existing

Women Entrepreneurs

Leadership and Democratic Participation

GBA+ Responsive Approach

Support will be targeted to entrepreneurs from diverse backgrounds, including Indigenous, Black, immigrant, and LGBTQ2 women.

Supporting Entrepreneurs, Including Equity Deserving Entrepreneurs

The new Small Business and Entrepreneurship Development Program will support diverse entrepreneurs and small business owners. The direct benefits will go to underrepresented groups including youth, Indigenous people, persons with disabilities, LGBTQ2, Black and other racialized peoples, women, and other diverse entrepreneurs. Employees of small businesses may receive indirect benefits of this measure.

Data Sources: Statistics Canada

Quality of Life Impacts

Prosperity – Firm dynamism; Household incomes

Society – Sense of belonging to local community

Good Governance – Discrimination and unfair treatment

Target Population:

Expected Benefits:

Gender:

Income Distribution:

Inter-generational:

Additional Characteristics:

GBA+ Timing:

Men

Low

Youth

Early

Women

High Income

Senior

Later

Existing

Underrepresented Entrepreneurs

Leadership and Democratic Participation

GBA+ Responsive Approach

Performance metrics, including aggregated demographic data, will be collected and analyzed as the program is implemented to better understand specific needs of various entrepreneurs and to inform ongoing service and program design.

Supporting Black Entrepreneurs

The direct benefits of this proposal will accrue predominantly to Black Canadian entrepreneurs.

Black Canadians are statistically more likely to live in low-income environments. Approximately 1 in 5 Black Canadians, versus just over 1 in 10 of their counterparts in the rest of the population, live in low-income environments.

This program is also expected to disproportionately benefit men as 63.5 per cent of small and medium-sized enterprises are majority-owned by men.

Data Sources: Statistics Canada

Quality of Life Impacts



Prosperity – Firm growth; Employment; Household incomes

Target Population: Black Entrepreneurs

Expected Benefits:

Gender: Men ☒ Women ☐
Income Distribution: Low ☒ High Income ☐
Inter-generational: Youth ☐ Senior ☐
Additional Characteristics: Black Entrepreneurs residing in Urban Areas

GBA+ Timing: Early ☒ Later ☐ Existing ☐

Gender Results Framework



Leadership and Democratic Participation



GBA+ Responsive Approach

Program elements have been designed to support gender-diverse accessibility and promote diverse participation. Performance metrics, including aggregated demographic data, will be collected and analyzed as the program is implemented to better understand specific needs of various entrepreneurs and to inform ongoing service and program design.

Support for Indigenous Entrepreneurs

This investment will directly benefit Indigenous entrepreneurs, including targeted supports for the Indigenous tourism industry. It also includes targeted supports to address gender-specific barriers for Indigenous women entrepreneurs. Only 29 per cent of businesses supported by the network of Aboriginal Financial Institutions are owned by Indigenous women. Survey results have shown that the top three challenges for Indigenous women entrepreneurs are accessing financing (47 per cent), balancing family and business (40 per cent), and a lack of business training (32 per cent). Support for an Indigenous Women's Entrepreneurship Initiative will help increase the number of Indigenous women entrepreneurs accessing financing from Aboriginal Financial Institutions.

Data Sources: National Aboriginal Capital Corporations Association

Quality of Life Impacts



Prosperity – Firm growth; Employment; Household incomes

Target Population: Indigenous peoples, Indigenous Women

Expected Benefits:

Gender: Men ☐ Women ☒
Income Distribution: Low ☒ High Income ☐
Inter-generational: Youth ☐ Senior ☐
Additional Characteristics: Indigenous Entrepreneurs and Business Owners

GBA+ Timing: Early ☒ Later ☐ Existing ☐

Gender Results Framework



Leadership and Democratic Participation



GBA+ Responsive Approach

Targeted supports to increase the number of Indigenous women entrepreneurs include providing them with the tools, services and resources required to start and grow their businesses.

Supporting Indigenous Governance and Capacity

Funding directly benefits all members of recipient First Nations, as communities have greater capacity for financial and human resources management, planning and risk management, and community engagement. Additional support for community readiness will directly benefit First Nations with the most acute needs, and result in better administration and access to social services and programs, to help close the gap with other First Nations and non-Indigenous communities. All community members are expected to benefit from greater capacity for local representation, as well as strengthened capacity for First Nations communities with the greatest community development needs to benefit from proposal-based investments.

Quality of Life Impacts



Society – *Vibrant communities; Social participation*
 Good Governance – *Confidence in public institutions;*
Indigenous self-determination

Target

First Nations

Population:

Expected Benefits:

Gender: Men Women
 Income Distribution: Low High Income
 Inter-generational: Youth Senior
 Additional Characteristics: First Nations Communities with greatest community development needs

GBA+ Timing:

Early ☐ ☒ Later ☒ Existing ☐

Gender Results Framework



Leadership and Democratic Participation

Engagement with Indigenous Peoples

These investments will support Indigenous Representative Organizations and foster inclusive engagement processes so that diverse Indigenous voices, including women, youth, elders and other community sub-groups such as single-parents, people with disabilities, 2SLGBTQIA, and off-reserve members are heard, leading to more inclusive federal policy and program development.

Strong representation by Indigenous peoples in democratic processes to advance reconciliation and close socio-economic gaps benefits all Canadians, as Indigenous leadership and cultural revitalization make important contributions to Canada's character and identity.

Quality of Life Impacts



Society – *Positive perceptions of diversity; Sense of pride/belonging to Canada*
 Good Governance – *Confidence in public institutions;*
Indigenous self-determination

Target Population:

Indigenous peoples

Expected Benefits:

Gender: Men Women
 Income Distribution: Low High Income
 Inter-generational: Youth Senior
 Additional Characteristics: First Nations and Inuit Representative Organizations

GBA+ Timing:

Early ☐ ☒ Later ☐ Existing ☐

Gender Results Framework



Leadership and Democratic Participation

Enhancing the Canada Small Business Financing Program

Current data from Statistics Canada indicates that 63.5 per cent of small and medium enterprises are owned by men. This measure is expected to have a direct positive impact on women and indirect positive impacts on diverse and disadvantaged groups. These positive impacts are largely as a result of changes to eligibility to extend lending to non-profit and charitable social enterprises. Women account for more than 75 per cent of employment in the non-profit sector. Youth are also expected to benefit as 41 per cent of Canada Small Business Financing program borrowers are under 40 years old, compared to 16 per cent of small and medium sized businesses at large.

Data Sources: Statistics Canada

Quality of Life Impacts



Prosperity – Firm growth; Productivity; Access to capital

Target Population: Small Businesses

Expected Benefits:

Gender: Men ○ ○ ○ ● ○ ○ Women
 Income Distribution: Low ○ ○ ○ ● ○ ○ High Income
 Inter-generational: Youth ○ ○ ● ○ Senior
 Additional Characteristics: Small Businesses

GBA+ Timing: Early ☐ ☐ Later ☒ Existing

Gender Results Framework



Leadership and Democratic Participation

Supporting Community Service Organizations

This program directly benefits Canada's charitable and non-profit sector, in which women make up the majority of the workforce. This program also indirectly benefits the diverse populations served by charities and non-profits, including youth, seniors, women, Indigenous groups, racialized people, persons with disabilities, LGBTQ2 communities, low-income families, and more. The fund strives to reach organizations across the country in rural, remote, and urban settings, and particularly those that are serving and being led by vulnerable groups.

Data Sources: Statistics Canada, Women and Gender Equality Canada, Canadian Social Enterprise Survey, Charity Village, Imagine Canada, Ontario Nonprofit Network, Canadian Women's Foundation, Canada Council for the Arts

Quality of Life Impacts



Prosperity – Employment; Protection from income shocks
 Society – Sense of belonging to community; Charitable giving; Volunteering

Target Population: Charitable and Non-profit Sector

Expected Benefits:

Gender: Men ○ ○ ○ ○ ● ○ Women
 Income Distribution: Low ○ ● ○ ○ ○ ○ High Income
 Inter-generational: Youth ○ ○ ● ○ Senior
 Additional Characteristics: Charitable and Non-profit Sector, Vulnerable Populations

GBA+ Timing: Early ☐ ☒ Later ☐ Existing

Gender Results Framework



Leadership and Democratic Participation

Making the Public Service More Diverse

Legislative amendments to the *Public Service Employment Act* are aimed at ensuring a process to identify and reduce potential barriers in the public service staffing process for employment equity and equity-seeking groups including women, Indigenous peoples, persons with disabilities, and racialized Canadians. For example, Indigenous applicants may have trouble meeting education requirements due to systemic barriers and limited access to higher education, particularly in remote geographical locations. Similarly, new arrivals to Canada, who are more likely to be members of a visible minority, may have trouble meeting certification requirements due to the time and challenges associated with having foreign credentials recognized.

Data Sources: *Treasury Board of Canada Secretariat, Statistics Canada*

Quality of Life Impacts



Society – *Positive perceptions of diversity*

Good Governance – *Discrimination and unfair treatment*

Target Population: Underrepresented Groups

Expected Benefits:

Gender: Men ☐ ☐ ☐ ☒ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ High Income

Inter-generational: Youth ☐ ☒ Senior

Additional Characteristics: Underrepresented Groups

GBA+ Timing: Early ☐ ☒ Later ☐ Existing

Gender Results Framework:



Leadership and Democratic Participation

Enhancing the Capacity of Superior Courts

All Canadians are expected to benefit from the creation of new superior court judicial positions, which will ultimately increase access to justice.

Women made up 45 per cent of the federally-appointed judiciary as of March 2021. Recent efforts have focused on increasing the diversity of the judiciary. Between October 2019 and October 2020, women comprised 65 per cent of new appointments, while visible minorities represented 17 per cent and Indigenous peoples accounted for three per cent.

Data Source: *Office of the Commissioner for Federal Judicial Affairs*

Quality of Life Impacts



Good Governance – *Confidence in public institutions; Access to fair and equal justice; Resolution of serious legal problems*

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ High Income

Inter-generational: Youth ☐ ☒ Senior

Additional Characteristics:

GBA+ Timing: Early ☒ ☐ Later ☐ Existing

Gender Results Framework:



Leadership and Democratic Participation

Gender-Based Violence and Access to Justice

The following Budget 2021 measures are expected to advance the Gender-Based Violence and Access to Justice Pillar under the Gender Results Framework.

Advancing a National Action Plan to End Gender-Based Violence

These investments will directly benefit women and girls, in particular women and girls with disabilities, Black, Indigenous and racialized women and girls, and LGBTQ2 people, groups that are at a significantly higher risk of experiencing gender-based violence. These groups also face increased barriers in accessing supports and services due to systemic inequalities, such as sexism, homophobia, transphobia, racism and poverty. COVID-19 has further amplified inequalities and gender-based violence, disproportionately affecting women with lower incomes.

Almost half of all female homicide victims are killed by an intimate partner, compared to six per cent for male victims. Sexual assault is a gendered crime that is far more likely to target women, especially young women. In 2017, the rate of police-reported violent crimes in Canada was higher for girls and young women aged 24 and younger compared to their male counterparts (1,394 versus 1,030 incidents per 100,000 population). According to Statistics Canada, the rate of sexual assault is not declining, with police-reported sexual assaults increasing every year from 2015 to 2019.

Indigenous women are more likely to be affected by all types of violent victimization with the homicide rate for Indigenous women and girls nearly seven times higher than amongst non-Indigenous women and girls in 2019. When taking into account all risk factors, LGBTQ2 Canadians are twice as likely to experience violent victimization as non-LGBTQ2 Canadians.

Data Sources: Statistics Canada, GBV Knowledge Centre, United Nations

Quality of Life Impacts



Health - *Health adjusted life expectancy; Self-rated mental health; Children vulnerable in early development*
Society – *Satisfaction with personal relationships*
Good Governance - *Victimization rate; Childhood maltreatment; Access to fair and equal justice*

Target Population: Women, Indigenous Women and Girls, LGBTQ2

Expected Benefits:

Gender:

Men  Women

Income Distribution:

Low  High Income

Inter-generational:

Youth  Senior

Additional Characteristics:

Indigenous, Newcomers, Rural and Remote Regions, Disabilities, LGBTQ2

GBA+ Timing:

Early  Existing

Gender Results Framework

 Gender-Based Violence and Access to Justice

Impacts Report 29

Addressing Sexual Misconduct and Gender-based Violence in the Military

These measures will directly benefit people who have experienced sexual misconduct and gender-based violence in the military by enhancing support services to victims, increasing the availability of resources for recovery, and enhancing external oversight of the Canadian Armed Forces.

Primarily, these measures will directly benefit women, as women in the Canadian Armed Forces are 2.5 times to 3 times more likely to experience sexual misconduct than men. Additional or specialized support will also be provided for LGBTQ2 members that have experienced sexual misconduct and gender-based violence in the military.

In addition, men will benefit from the proposed institutional reforms, as well as an improved culture. Men will also directly benefit from the research to inform targeted training and response frameworks, and external expertise on training on the issue of gender-based violence.

These measures will reinforce the systemic efforts to change the culture and working conditions in the Canadian Armed Forces in relation to sexual misconduct and gender-based violence with the ultimate goal of reducing and eliminating sexual misconduct and gender-based violence among members of the Canadian Armed Forces, particularly women members. Ultimately, this will support the objective of increasing representation of women in the Forces from 15 to 25 per cent by 2026 which, if achieved, will further positively reinforce culture change.

Data Sources: Statistics Canada

Quality of Life Impacts

Health – *Self-rated mental health; Unmet needs for mental health care*
Society – *Trust in others*
Good Governance – *Victimization rate; Discrimination and unfair treatment; Access to fair and equal justice; Confidence in public institutions*

Target Population:

Expected Benefits:

Gender: Men Women
Income: Low High Income
Inter-generational: Youth Senior
Additional Characteristics: LGBTQ2

GBA+ Timing:

Early

Later

Existing

Gender Results Framework

Gender-Based Violence and Access to Justice

Responding to the Tragedy of Missing and Murdered Indigenous Women and Girls

Indigenous women and girls are 12 times more likely to be murdered or missing than any other women in Canada. In 2019, the rate of homicide for Indigenous women was seven times that of non-Indigenous women.

While comprising roughly five per cent of the population of Canada, Indigenous people accounted for nearly 26 per cent of homicide victims in 2019 and represent over 30 per cent of the incarcerated population. The overrepresentation is even more pronounced for Indigenous women and youth, who account for 42 per cent and 43 per cent of the women and youth inmate population in Canada.

This investment will primarily benefit First Nation, Inuit and Métis women, girls and two-spirit, lesbian, gay, bisexual, transgender, queer, questioning, intersex and asexual (2SLGBTQIA+) people, as well as survivors of violence and families of victims of violence.

This investment will also contribute to improved, culturally responsive policing and community safety services, and will benefit all Indigenous community members, including women, girls and 2SLGBTQIA+ people, who are disproportionately affected by violence, and are overrepresented in the justice and correctional systems.

Lastly, it will support Indigenous-led justice and culture initiatives, and help ensure the languages, voices, and perspectives of Indigenous women and 2SLGBTQIA+ people are heard.

Data Sources: *Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls, Office of the Correctional Investigator, Statistics Canada*

Quality of Life Impacts



Health – *Health adjusted life expectancy; Self-rated mental health*

Society – *Sense of belonging to local community*

Good Governance – *Victimization rate; Crime Severity Index; Access to fair and equal justice; Representation in corrections custodial populations*

Target

Population: Indigenous Women and Girls

Expected Benefits:

Gender: Men ○ ○ ○ ● Women
Income Distribution: Low ○ ● ○ ○ ○ High Income
Inter-generational: Youth ○ ● Senior
Additional: 2SLGBTQIA+, Indigenous communities

Characteristics: Early ■ □ Later □ Existing

GBA+ Timing: Early ■ □ Later □ Existing

Gender Results Framework



Gender-Based Violence and Access to Justice



GBA+ Responsive Approach

This investment will enhance support for Indigenous women's and 2SLGBTQIA+ organizations, ensuring that the voices and perspectives of Indigenous women and 2SLGBTQIA+ people are reflected in all aspects of decision-making that affects their lives.

Strengthening the Canadian Race Relations Foundation and Helping Communities Respond to an Increase in Racism: Race Relations Foundation

While funding will benefit all Canadians by reducing discrimination and violence, members of Canada’s racialized communities—Asian, Black and Indigenous Canadians, cultural and religious minorities, and newcomers to Canada—are expected to benefit most directly. In 2016, 25 per cent of discrimination complaints received by the Canadian Human Rights Commission related to race, religion, colour, national or ethnic origin. In Canada in 2017, 43 per cent of hate crimes were motivated by hatred of a race or ethnicity. In Canada, women, especially racialized women, face a 20 per cent higher victimization rate than men.

Recent reports indicate rising rates of COVID-driven, anti-Asian racism. A project led by the Chinese Canadian National Council found that between March 10, 2020, to February 28, 2021, there were 1,150 cases of racist attacks from across Canada reported, with children and adolescents under 18 years of age more likely to report being physically assaulted. Those in low-income jobs or those who do not speak English are also more likely to report feeling vulnerable to racist attacks.

Data Sources: Statistics Canada, CRRF Survey of Stakeholders, Canadian Human Rights Commission, Chinese Canadian National Council

Quality of Life Impacts



Society – *Positive perceptions of diversity; Sense of belonging to local community; Trust in others*

Good Governance – *Discrimination and unfair treatment*

Target Population: Canadians at Risk of Racism

Expected Benefits:

Gender:

Men ☐ ☐ ☐ ☒ ☐ Women

Income Distribution:

Low ☐ ☒ ☐ ☐ High Income

Inter-generational:

Youth ☒ ☐ Senior

Additional

Characteristics:

Racialized Canadians, Indigenous peoples, Urban Populations

GBA+ Timing:

Early ☒ ☐ Later ☐ Existing

Gender Results Framework



Gender-Based Violence and Access to Justice

Strengthening the Canadian Race Relations Foundation and Helping Communities Respond to an Increase in Racism: Protecting Against Hate-motivated Crimes

This initiative will benefit groups that are at risk of hate-motivated crimes, including racialized Canadians, religious individuals, and members of LGBTQ2 communities. In 2019, race and ethnicity were the most common motivation for police-reported hate crimes, making up about 46 per cent of cases. This was followed by crimes motivated by religion at 32 per cent, and sexual orientation at 14 per cent. In particular, in the context of the COVID-19 pandemic, there have been indications of heightened levels of discrimination targeting Asian communities. A project led by the Chinese Canadian National Council found that, between March 10, 2020 and February 28, 2021, there were 1,150 cases of race-driven attacks from across Canada reported, with children and adolescents under 18 years of age more likely to report being physically assaulted. Those in low-income jobs or those who do not speak English are also more likely to report feeling vulnerable to racist attacks.

Data Sources: Statistics Canada, Chinese Canadian National Council

Quality of Life Impacts



Society – *Sense of belonging to local community; Trust in others; Positive perceptions of diversity*
 Good Governance – *Discrimination and unfair treatment; Crime Severity Index*

Target Population:

Potential Victims of Hate Crimes

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
 Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional Characteristics: Racialized Canadians, Religious Minorities, LGBTQ2
 GBA+ Timing: Early ☐ ☐ ☐ Later ☐ ☒ Existing

Gender Results Framework



Gender-Based Violence and Access to Justice

Supporting Work to Address Systemic Racism in Institutions

Combating systemic racism in law enforcement is expected to have an impact on Black, Indigenous, and racialized communities, who are overrepresented relative to their share of the population. Funding will support efforts to improve the delivery of policing services to better meet the needs of these communities, including the development of solutions adapted to community needs. Reporting race-based data will also help identify issues that need addressing.

Data Sources: Statistics Canada, Ontario Human Rights Commission

Quality of Life Impacts



Society – *Positive perceptions of diversity; Sense of belonging; Trust in others*

Good Governance – *Access to fair and equal justice; Personal safety; Confidence in public institutions*

Target Population: Black, Indigenous, and Racialized Communities

Expected Benefits:

Gender: Men ☐ ☒ ☐ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: Racialized Canadians, Communities Policed by the RCMP

GBA+ Timing: Early ☐ ☒ ☐ Later ☐ Existing

Gender Results Framework  Gender-Based Violence and Access to Justice

Supporting Greater Equality for LGBTQ2 Communities

Funding will directly benefit LGBTQ2 individuals and communities. LGBTQ2 Canadians and newcomers continue to face inequalities in health, safety, housing, homelessness, financial security, and employment when compared to non-LGBTQ2 Canadians. These initiatives are expected to raise awareness about LGBTQ2 communities and the issues facing them, decrease stigma, increase LGBTQ2 inclusion, and strengthen overall social cohesion. The ultimate benefit is to help bridge health and socio-economic inequalities between LGBTQ2 and non-LGBTQ2 people in Canada and to improve the quality of life for LGBTQ2 communities.

Data Sources: Statistics Canada, OECD

Quality of Life Impacts



Prosperity – *Employment; Financial well-being; Homelessness*

Health – *Unmet health care needs; Unmet needs for mental health care*

Society – *Sense of belonging to local community; Positive perceptions of diversity*

Good Governance – *Discrimination and unfair treatment; Victimization rate*

Target Population: LGBTQ2

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: LGBTQ2

GBA+ Timing: Early ☐ ☒ ☐ Later ☐ Existing

Gender Results Framework  Gender-Based Violence and Access to Justice

Enhancing Legal Support for Vulnerable Communities: Support for Asylum Seekers

This measure is expected to benefit economically disadvantaged asylum seekers, most of whom live in poverty and would not be able to afford legal support. Additionally, asylum seekers are likely to be members of visible, ethnic or religious minorities, non-official language speakers, and LGBTQ2 individuals. In 2018, ten countries accounted for 57 per cent of all in-Canada asylum claims. Nine of the ten countries are in Asia, Latin America, the Caribbean, and Africa, and seven have neither English nor French as an official language. Asylum seekers also tend to be younger. In 2017, over 26 per cent of asylum claimants were aged 0 to 14 compared with 16 per cent of the Canadian population.

Data Sources: Administrative data; Statistics Canada

Quality of Life Impacts



Society – *Sense of belonging to local community*
 Good Governance – *Access to fair and equal justice;*
Confidence in public institutions

Target Population: Asylum Seekers

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
 Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional Characteristics: Asylum Seekers, Ethnic or Religious Minorities

GBA+ Timing: Early ☐ ☐ ☐ Later ☒ Existing

Gender Results Framework Gender-Based Violence and Access to Justice

Enhancing Legal Support for Vulnerable Communities: Support for Racialized Communities

This initiative will directly benefit Black, racialized, and Indigenous communities, who are overrepresented in the criminal justice system and face systemic barriers that prevent them from accessing justice. For example, Black Canadians account for 7.2 per cent of federal inmates, but only 3.5 per cent of the Canadian population. Similarly, Indigenous peoples account for 30 per cent of admissions to federal custody, despite only representing approximately five per cent of the population. Racialized Canadians will have greater access to culturally appropriate legal advice and information, to better understand how to exercise their rights in the justice system.

This initiative is expected to be of particular benefit to low-income racialized individuals who cannot afford to consult a lawyer.

Data Sources: Statistics Canada, Office of the Correctional Investigator

Quality of Life Impacts



Society – *Sense of belonging; Positive perceptions of diversity*
 Good Governance – *Access to fair and equal justice; Discrimination and unfair treatment; Representation in corrections custodial population*

Target Population: Indigenous peoples, Black and Racialized Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
 Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional Characteristics: Indigenous peoples, Black and Racialized Canadians

GBA+ Timing: Early ☒ ☐ ☐ Later ☐ Existing

Gender Results Framework Gender-Based Violence and Access to Justice

Re-establishing the Law Commission of Canada

All Canadians are expected to benefit from a revived Law Commission, and some groups may be more directly affected given the Law Commission’s focus on the most pressing issues facing Canada’s legal system. Indigenous peoples and racialized Canadians may benefit from the Law Commission’s examination of issues of systemic racism and establishing a new relationship with Indigenous peoples. More broadly, groups who face barriers may benefit from the Law Commission’s efforts to make the justice system accessible for all, including women, lower-income Canadians, persons with disabilities, and racialized people.

Data Sources: Statistics Canada, Canadian Bar Association

Quality of Life Impacts



Good Governance – *Confidence in public institutions; Access to fair and equal justice*

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☐ ☒ ☐ Women

Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: Racialized Minorities, Indigenous peoples

GBA+ Timing: Early ☐ ☐ ☐ Later ☒ Existing

Gender Results Framework



Gender-Based Violence and Access to Justice

Better Data for Better Outcomes: Collection and Use of Justice System Data

Improving data collection to support accountability and evidence-based policy will benefit groups who are more likely to encounter the justice system.

A critical objective of this measure is to better understand and address drivers of the overrepresentation of Indigenous peoples in the criminal justice system. Black Canadians account for 7.2 per cent of federal inmates, but only 3.5 per cent of the Canadian population, and Indigenous peoples account for 30 per cent of federal inmates, despite representing approximately five per cent of the population. Similarly, Canadians with mental health challenges report coming into contact with the police twice as much as those without a disorder.

Data Sources: Statistics Canada, Justice Canada, Office of the Correctional Investigator

Quality of Life Impacts



Good Governance – *Access to fair and equal justice; Confidence in public institutions; Representation in corrections custodial population*

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: Indigenous peoples, Racialized Canadians, Individuals with Mental Health Challenges

GBA+ Timing: Early ☒ ☐ ☐ Later ☐ Existing

Gender Results Framework



Gender-Based Violence and Access to Justice

Diverting Youth Away from the Justice System

This measure targets youth aged 12 to 17 who come into contact with the youth criminal justice system, and particularly overrepresented groups like young men, Indigenous youth, and Black youth.

In 2018-19, young men accounted for 77 per cent of admissions into correctional services, while Indigenous youth were 43 per cent of the youth admitted to correctional services, despite accounting for only nine per cent of the youth population. Evidence also suggests that Black youth are overrepresented in the justice system. In 2016, Black youth were 15.3 per cent of admissions to pre-trial detention in Ontario, despite representing 7.1 per cent of youth.

This initiative will enhance programming for overrepresented groups, including tailored responses that take into account diverse ethnic and cultural backgrounds.

Data Sources: Statistics Canada; John Howard Society

Quality of Life Impacts



Society – *Positive perceptions of diversity*
Good Governance – Access to fair and equal justice;
Representation in corrections and custodial population

Target

Youth at Risk

Population:


Expected Benefits:

Gender: Men ● — — — — — Women
Income Distribution: Low — — — — — High Income
Inter-generational: Youth ● — — — — Senior
Additional Characteristics: Indigenous, Black, Racialized Youth

GBA+ Timing:

Early ☐ ☒ Later ☐ ☐ Existing

Gender Results Framework

 Gender-Based Violence and Access to Justice

Supporting the Resolution of Indigenous Childhood Claims

This measure seeks to address the negative consequences experienced by Indigenous people who suffered historic harms as children as a result of past government policies and programs through the effective management and resolution of childhood claims. This includes claims from First Nations, Inuit, Métis and Non-Status individuals located across Canada, living both on and off reserve. Research suggests that women and two-spirit, lesbian, gay, bisexual, transgender, queer, questioning, intersex and asexual (2SLGBTQQIA) people experienced disproportionate harms from attending residential schools. Additionally, Indigenous people have lower average income than non-Indigenous Canadians.

Data Sources: 2016 Census; Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls, Office of the Correctional Investigator, Statistics Canada

Quality of Life Impacts



Good Governance – Access to fair and equal justice;
Discrimination and unfair treatment

Target Population:

Indigenous peoples


Expected Benefits:

Gender: Men — — — — — Women
Income Distribution: Low — — — — — High Income
Inter-generational: Youth — — — — — Senior
Additional Characteristics: 2SLGBTQQIA, Indigenous peoples

GBA+ Timing:

Early ☐ ☐ Later ☐ Existing ☐

Gender Results Framework

 Gender-Based Violence and Access to Justice

Implementation of Legislation on the *United Nations Declaration on the Rights of Indigenous Peoples*

Funding will support diverse groups of Indigenous people by creating a framework to guide future activities as they pertain to Indigenous rights. Co-development of an action plan to implement the legislation will support greater self-determination and cooperative decision-making, as well as help to advance nation-to-nation, Inuit-Crown and government-to-government relationships.

Quality of Life Impacts



Society – *Sense of belonging to local community*
 Good Governance – *Confidence in public institutions;*
Indigenous self-determination

Target Population: Indigenous peoples

Expected Benefits:

Gender: Men Women
 Income Distribution: Low High Income
 Inter-generational: Youth Senior
 Additional Characteristics: Indigenous peoples

GBA+ Timing: Early ☒ ☐ ☐ Later ☐ Existing

Gender Results Framework

Gender-Based Violence and Access to Justice

Preventing Radicalization to Violence

All Canadians will benefit from this program, which is aimed at reducing the threat of violence in our society. This investment will help professionals working to prevent violent extremism, and the individuals and populations they work with, including outreach to youth and their communities. Radicalization to violence is a phenomenon that can affect individuals of any background, culture, religion, or socio-economic circumstance.

Some of the funding specifically addresses violent misogyny, which will benefit women and girls and support the National Action Plan on Gender-Based Violence.

Data Sources: *Canadian Network for Research on Terrorism*

Quality of Life Impacts



Society – *Loneliness*
 Good Governance – *Victimization rate; Crime Severity Index;*
Domestic security

Target Population: All Canadians, Violence Prevention Practitioners and those at Risk of Radicalization to Violence

Expected Benefits:

Gender: Men Women
 Income Distribution: Low High Income
 Inter-generational: Youth Senior
 Additional Characteristics: Violence Prevention Practitioners and those at Risk of Radicalization to Violence

GBA+ Timing: Early ☐ ☐ ☐ Later ☒ Existing

Gender Results Framework

Gender-Based Violence and Access to Justice

Poverty Reduction, Health and Well-Being

The following Budget 2021 measures are expected to advance the Poverty Reduction, Health and Well-Being Pillar under the Gender Results Framework.

Enhancing the Canada Workers Benefit

Enhancing the Canada Workers Benefit (CWB) will benefit 3 million low- and modest-income workers, including about 1 million new recipients through direct income support and by promoting longer-term attachment to the labour force. Women account for just over half of those benefiting from the enhancement and half of new recipients.

The enhancements will especially benefit single workers without children, 52 per cent of whom will be men. These workers often have few other supports available to them, and 54 per cent of new funding will benefit this group.

Groups that are more likely to be in receipt of the CWB include recent immigrants, those aged 19-34, and those without a post-secondary qualification.

By lifting almost 100,000 individuals out of poverty, an enhanced CWB will also have a direct, positive impact on economic security. Reducing poverty contributes to improved food security, better physical and mental health, and supports dignity and resilience.

Data Sources: Statistics Canada, Tax Data

Quality of Life Impacts



Prosperity – Poverty; Labour market participation; Employment; Financial well-being
Health – Self-rated mental health

Target

Low- and Modest-Income Workers

Population:

Expected Benefits:

Gender:

Men ○ ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ● ○ ○ ○ High Income

Inter-generational:

Youth ○ ● Senior

Additional

Immigrants, People with Lower Levels of Education

Characteristics:

GBA+ Timing:

Early ■ □ □ Later □ Existing

Gender Results Framework:



Poverty Reduction, Health and Well-Being



GBA+ Responsive Approach

Raising the income threshold where the CWB is reduced will help reward full-time work for single workers and primary earners. However, the family-based design of the CWB means that when a secondary earner enters the workforce, this may cause a decline in their family's entitlement, especially if their partner's income is already at or above that threshold.

The secondary earner exemption will allow secondary earners benefitting from the CWB, about 75 per cent of whom will be women, to exclude a portion of their earnings from the benefit's income test, mitigating or preventing this decline. This new feature will help ensure that everyone is able to participate in the workforce.

Expanding Access to Drug Treatment Courts

Drug Treatment Courts are targeted to non-violent offenders and are focused on facilitating treatment as an alternative to incarceration for drug offences. The vast majority of participants in Drug Treatment Courts are vulnerable and marginalized with multiple issues, such as problematic substance use, mental health concerns, inadequate housing, reliance on income assistance, and low employment or education opportunities.

According to the Association of Drug Treatment Court Professionals, as many as 90 per cent of participants have a history of prior convictions, and up to 70 per cent suffer from depression or anxiety disorders. In some Drug Treatment Courts, as many as 95 per cent of participants are unemployed upon entering the program, with 22 per cent reporting criminal activity as their sole source of income. Drug Treatment Courts offer supports to participants to help reduce substance use, increase employment and education opportunities, and decrease likelihood of re-offending.

Between 2009 and 2014, 68 per cent of Drug Treatment Courts participants were men, and close to a third were between 30 to 40 years of age. Indigenous peoples, who are at greater risk of experiencing mental health and substance use issues, represented 28 per cent of participants, despite only representing five per cent of the population. Some Drug Treatment Courts offer specialized programming to address the unique needs of participants, including Indigenous peoples and women.

Data Sources: Statistics Canada, Department of Justice, Canadian Association of Drug Treatment Court Professionals


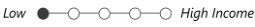


Quality of Life Impacts




Health – *Health-adjusted life expectancy; Self-rated mental health*
Good Governance – *Access to fair and equal justice; Representation in corrections custodial population*

Target Population: Non-violent Drug Offenders

Expected Benefits:

Gender: Men  Women
Income Distribution: Low  High Income
Inter-generational: Youth  Senior
Additional Characteristics: Drug Offenders, People with Mental Health Issues, Indigenous peoples
GBA+ Timing: Early  Later Existing

Gender Results Framework

 Poverty Reduction, Health and Well-Being

Ending Homelessness

Government investments in homelessness will directly benefit Canadians experiencing or at risk of homelessness. Economic downturns, such as the one caused by COVID-19, increase the risk of homelessness.

Homelessness affects a diverse population, though certain groups are overrepresented. In 2017:

- Indigenous people represented 24 per cent of shelter users despite accounting for five per cent of the population.
- Men represented 72 per cent of shelter users. (Women may be underestimated due to lack of data from domestic violence shelters, and differences in terms of how women experience homelessness).
- People aged 25 to 49 made up 53 per cent of shelter users, well above their population share (33 per cent).

Veterans are more likely than average to experience chronic homelessness.

As many as 85 per cent of people experiencing homelessness report a chronic health condition. By helping vulnerable people find housing, this measure will improve physical and mental health outcomes.

Data Sources: Internal administrative data (emergency shelter data), Statistics Canada, Veterans Affairs Canada

Quality of Life Impacts



Prosperity – Homelessness; Acceptable housing; Poverty
Health – Functional health status; Self-rated mental health
Society – Sense of belonging to local community; Trust in others

Target Population:

Canadians Experiencing Homelessness or at Risk of Homelessness

Expected Benefits:

Gender:

Men ○ ● ○ ○ ○ ○ Women

Income Distribution:

Low ● ○ ○ ○ ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional

Urban Populations, Indigenous peoples

Characteristics:

GBA+ Timing:

Early ■ □ □ Later ■ Existing

Gender Results Framework



Poverty Reduction, Health and Well-Being

Establishing a \$15 Federal Minimum Wage

This legislative amendment directly benefits more than 26,000 workers in the federally regulated private sector, who are in low-wage jobs that earn less than \$15 per hour.

As 59 per cent of workers earning minimum wage in the federally regulated private sector are men, more men will benefit from this change.

Many of these workers were not born in Canada. Of the more than 26,000 workers in total who will benefit, 36 per cent are newcomers and recent immigrants to Canada.

Quality of Life Impacts



Prosperity – *Financial well-being; Wages*

Target Population: Workers in the federally regulated private sector
Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
 Income Distribution: Low ☒ ☐ ☐ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional Characteristics: Newcomers, Low-paid Workers

GBA+ Timing: Early ☐ ☐ ☐ Later ☐ Existing ☐

Gender Results Framework  Poverty Reduction, Health and Well-Being

More Affordable Housing

Investments will directly benefit Canadians in core housing need and women and children fleeing violence. Relative to the incidence of core housing need across all households (13 per cent), women-led households (28 per cent), Indigenous populations (18 per cent), immigrant-led households (18 per cent), refugee-led households (27 per cent), and people living in northern communities (24 per cent) – particularly Inuit living in Nunavut (54 per cent) – are at higher risk of core housing need.

Furthermore, consistent with the objectives of the National Housing Strategy, these measures will prioritize support to vulnerable populations, including seniors, young adults, and Indigenous peoples. At least 25 per cent of investments will support projects that specifically target the unique needs of women and their children. To date, nearly 40 per cent of all units supported under the Rapid Housing Initiative have been targeted to Indigenous peoples.

Data Sources: Statistics Canada, CMHC

Quality of Life Impacts



Prosperity – *Acceptable housing; Homelessness; Poverty*
 Good Governance – *Victimization rate; Childhood maltreatment*

Target Population: Those in Core Housing Need
Expected Benefits:

Gender: Men ☐ ☐ ☐ ☒ ☐ Women
 Income Distribution: Low ☒ ☐ ☐ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional Characteristics: Women and Children fleeing Violence, Indigenous peoples, Immigrant Households

GBA+ Timing: Early ☐ ☐ ☐ Later ☐ Existing ☒

Gender Results Framework  Poverty Reduction, Health and Well-Being

Establishing a National Institute for Women's Health Research

Women are more likely to die prematurely from largely preventable illnesses, be diagnosed with mood and anxiety disorders, bear a higher burden of chronic illness, and experience higher levels of disability than men; particularly in old age. Immigrants and Indigenous women are also at a higher risk of some diseases, like cervical cancer, due to access and other barriers. This measure is expected to have a positive impact on women's health by addressing under-researched and high priority areas including ovarian cancer, menopause, and sexual and reproductive health.

Beneficiaries would also include researchers who receive research grants. Based on internal Canadian Institutes of Health Research data, approximately 67 per cent of researchers working in the field of women's health self-identify as women.

Data Sources: Internal program data, Statistics Canada

Quality of Life Impacts



Health – *Health-adjusted life expectancy; Self-rated mental health*

Society – *Positive perceptions of diversity*

Target Population: Women with Health Issues

Expected Benefits:

Gender:

Men ○ ○ ○ ○ ● Women

Income Distribution:

Low ○ ● ○ ○ ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional

Characteristics:

Health Research Sector

GBA+ Timing:

Early ■ □ □ Later □ Existing

Gender Results Framework



Poverty Reduction, Health and Well-Being

+ GBA+ Responsive Approach

The institute would support research that takes into consideration how identity characteristics intersect with sex and gender to create unique health challenges.

Supporting Access to Sexual and Reproductive Health Care Information and Services

The funding for activities at the community level will directly support populations who face the highest sexual health risks and the largest barriers to accessing sexual and reproductive health care services and information, including women, youth, LGBTQ2, racialized Canadians, and Indigenous populations.

The national survey will have a positive impact on these vulnerable groups, as the survey will create a national baseline for data on key factors that influence the determinants of sexual and reproductive health, such as race, household income, and sexual orientation. The results of the survey will inform initiatives that will target the unmet sexual and reproductive health care needs of all Canadians.

Quality of Life Impacts



Health – *Unmet health care needs; Self-reported health*

Target Population: All Canadians

Expected Benefits:

Gender:

Men ○ ○ ○ ○ ● Women

Income Distribution:

Low ○ ● ○ ○ ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional

Characteristics:

Women, Youth, LGBTQ2, Indigenous and Racialized Communities

GBA+ Timing:

Early ■ □ □ Later □ Existing

Gender Results Framework



Poverty Reduction, Health and Well-Being

Better Data for Better Outcomes: Promote an Inclusive Society through Race, Gender and Diversity Research

Canada's population is increasingly diverse. In 2016, people identifying as a member of a visible minority group accounted for 22.4 per cent of the population, compared to 13.4 per cent in 2001. The proposed research initiative would build evidence to inform policies that lead to positive outcomes for diverse populations of women, seniors, Indigenous populations, racialized people, and LGBTQ2 people. Beneficiaries would also include researchers who receive research grants. Recent analysis of Social Sciences and Humanities Research Council programs found that slightly more than 50 per cent of funded applicants identified as women. There is also academic evidence that suggests research on issues of societal inequalities is more often undertaken by researchers from marginalized groups. For example, research applications from Black scientists are significantly more likely to involve human subjects than White applicants (49.8 per cent versus 31.8 per cent) and to include fields of study that are relevant to equality research, such as population and behavioural sciences.

Data Sources: Internal Program Data, Statistics Canada data, Scholarly Journals

Quality of Life Impacts



Health – *Health-adjusted life expectancy*
Society – *Positive perceptions of diversity*

Target

All Canadians

Population:

Expected Benefits:

Gender:

Men ○ ● ○ ○ ○ Women

Income Distribution:

Low ○ ● ○ ○ ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional

Characteristics:

Academic Researchers

GBA+ Timing:

Early ☐ ☐ Later ☐ Existing

Gender Results Framework



Poverty Reduction, Health and Well-Being

National Mental Health Standards and Virtual Services

Although mental health issues can affect any Canadian, certain groups are more vulnerable to experiencing mental illness in their lifetime. Youth, LGBTQ2 and Indigenous people are particularly vulnerable. Men are at a higher risk of dying by suicide. Men are also more likely to suffer from substance misuse. Women are more likely to be diagnosed with mood and anxiety disorders.

The COVID-19 pandemic has exacerbated the many challenges and inequalities faced by these groups by increasing isolation and limiting Canadians' ability to access traditional mental health services (e.g., in-person counselling).

Data Sources: Statistics Canada

Quality of Life Impacts



Health – *Self-rated mental health; Unmet needs for mental health care*

Target

People with Mental Health Issues

Population:

Expected Benefits:

Gender:

Men ○ ● ○ ○ ○ Women

Income Distribution:

Low ○ ● ○ ○ ○ High Income

Inter-generational:

Youth ● ○ ○ Senior

Additional

Characteristics:

People living with Mental Health or Problematic Substance Issues and their families

GBA+ Timing:

Early ☐ ☐ Later ☐ Existing

Gender Results Framework



Poverty Reduction, Health and Well-Being

Supporting our Veterans: Mental Health Program for Veterans

Veterans are three to four times as likely to suffer from depressive or anxiety disorders, and more than 15 times more likely to have post-traumatic stress disorder (PTSD), than Canadians of comparable age and sex. Female veterans are more likely than male veterans to experience depression (35 per cent vs. 24 per cent) and anxiety (25 per cent vs. 21 per cent), but slightly less likely than males to report having PTSD (22 per cent vs. 24 per cent). In Canada, the estimated veteran population is 629,300, of which about 119,000 are clients of Veterans Affairs Canada (VAC). Approximately 12 per cent of VAC clients are women. Since members of the Canadian Armed Forces are predominantly men, more men are expected to benefit from this initiative.

Data Sources: VAC, Statistics Canada, Life After Service Survey

Quality of Life Impacts



Health – Self-rated mental health

Target

Veterans

Population:

Expected Benefits:

Gender:

Men ● ○ ○ ○ ○ Women

Income Distribution:

Low ○ ○ ● ○ ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional

Veterans with Mental Health Conditions

Characteristics:

GBA+ Timing:

Early ■ □ □ Later □ Existing

Gender Results Framework



Poverty Reduction, Health and Well-Being

Supporting our Veterans: Support for Veterans' Well-being

This initiative targets veterans and their immediate families. Since members of the Canadian Armed Forces are predominantly men, more men are expected to benefit from this initiative. However, this measure supports projects tailored to improve the well-being of all veterans and their families, including veterans who are women, LGBTQ2, Indigenous, or experience homelessness. There are currently around 3,000 homeless veterans in Canada. Veterans are more likely than the Canadian general population to experience activity limitations and suffer from a range of health issues. Many veterans also face challenges transitioning from military to civilian life. Employment rates amongst veterans is lower than for Canadians of similar age and sex (60 per cent vs 73 per cent). Amongst veterans, women and recently released veterans are less likely to be employed.

Data Sources: Veterans Affairs Canada, Life After Service Survey

Quality of Life Impacts



Prosperity – Adult skills; Employment; Acceptable housing
Health – Self-rated mental health; Self-rated health

Target

Veterans

Population:

Expected Benefits:

Gender:

Men ● ○ ○ ○ ○ Women

Income Distribution:

Low ○ ○ ● ○ ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional

Veterans and their Families

Characteristics:

GBA+ Timing:

Early □ ■ □ Later ■ Existing

Gender Results Framework



Poverty Reduction, Health and Well-Being

VAC Service Capacity

Direct beneficiaries of this initiative are veterans with mental or physical health issues. Veterans are more likely than the Canadian general population to experience activity limitations and suffer from a range of health issues. Hearing loss and tinnitus are the two most common conditions for which veterans receive disability benefits, followed by post-traumatic stress disorder. Since men account for the majority of veterans, more men are expected to benefit from this initiative. However, this enabling investment will allow Veterans Affairs Canada (VAC) to continue its efforts to reduce wait times for disability benefits applications for all veterans.

Data Sources: VAC, Life After Service Survey

Quality of Life Impacts




Health – *Self-rated health; Self-rated mental health; Functional health status*
 Good Governance – *Confidence in public institutions (modernizing operations)*

Target Population: Veterans

Expected Benefits:

Gender: Men ● ○ ○ ○ ○ Women
 Income Distribution: Low ○ ○ ● ○ ○ High Income
 Inter-generational: Youth ○ ● ○ Senior
 Additional Characteristics: Veterans with Disabilities or Physical and Mental Health Issues
 GBA+ Timing: Early ■ □ □ Later ■ Existing

Gender Results Framework

 Poverty Reduction, Health and Well-Being

Making Our Communities and Workplaces More Accessible

This program directly benefits persons with disabilities by making Canadian communities and workplaces more accessible.

For example, almost 2.7 million people or 1 in 10 Canadians aged 15 and older have a mobility disability, making it one of the most common disability types. Women (11.2 per cent) are more likely than men (7.9 per cent) to have a disability related to mobility. In 2017, over half (57.4 per cent) of employed Canadians with mobility disabilities aged 25 to 64 said that they required one or more workplace accommodations to be able to work.

By increasing accessibility in workplaces or communities, including community spaces such as parks and public buildings, the program also benefits seniors without disabilities and families with young children.

Data Sources: Statistics Canada, 2017 Canadian Survey on Disability

Quality of Life Impacts




Prosperity – *Employment; Labour market participation; Future outlook*
 Health – *Self-rated mental health; Self-rated health*
 Society – *Accessible environments*

Target Population: Persons with Disabilities

Expected Benefits:

Gender: Men ○ ○ ● ○ ○ Women
 Income Distribution: Low ○ ○ ● ○ ○ High Income
 Inter-generational: Youth ○ ● ○ Senior
 Additional Characteristics: Persons with Disabilities, Families with Young Children
 GBA+ Timing: Early ■ □ □ Later ■ Existing

Gender Results Framework

 Poverty Reduction, Health and Well-Being

Towards a New Disability Benefit

The consultations regarding a new disability benefit are not expected to carry significant direct impacts, but may lead to a new benefit that supports persons with disabilities, primarily those with low income and those of working age.

Disability is slightly more prevalent among women (24 per cent) than men (20 per cent), including when it comes to severity. According to the 2017 Aboriginal Peoples Survey, 32 per cent of First Nations people living off reserve, 30 per cent of Métis and 19 per cent of Inuit reported having one or more disabilities. Among Indigenous populations, Indigenous women (36 per cent) have a higher prevalence of disability than men (26 per cent) and the disability rate among Indigenous youth (aged 15-34) is much higher at 23 per cent than 13 per cent in the general population.

Data Sources: Statistics Canada, 2017 Canadian Survey on Disability, 2017 Aboriginal Peoples Survey

Quality of Life Impacts



Good Governance – Confidence in public institutions
A future benefit would be expected to carry prosperity, health and social benefits.

Target Population:

Working-age Persons with Disabilities

Expected Benefits:

Gender:

Men ○ ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ● ○ ○ ○ High Income

Inter-generational:

Youth ○ ○ ● Senior

Additional Characteristics:

Persons with Disabilities who are Living Alone, Single Parents, Indigenous peoples

GBA+ Timing:

Early ■ □ □ Later □ Existing

Gender Results Framework



Poverty Reduction, Health and Well-Being

Helping Seniors Age Well at Home

This initiative directly benefits low-income seniors, including those with disabilities or with physical or mental health issues. The initiative is also expected to have a slight positive impact on senior women, who account for 55 per cent of Canadians over 65 years old. The initiative will include projects that focus on meeting the specific needs of marginalized seniors, such as Indigenous seniors, racialized seniors, LGBTQ2 seniors or seniors with disabilities.

By improving seniors' access to practical supports, the initiative will also indirectly benefit seniors' unpaid caregivers, of which 54 per cent are women and many are seniors themselves, reducing time pressures. Almost one-quarter of seniors aged 65 and older provided care or help to family members or friends with a long-term condition, a physical or mental disability, or problems related to aging.

Data Sources: Statistics Canada

Quality of Life Impacts



Health – Home care needs met
Society – Sense of belonging to local community; Satisfaction with time use

Target Population:

Seniors

Expected Benefits:

Gender:

Men ○ ○ ○ ○ ● Women

Income Distribution:

Low ○ ● ○ ○ ○ High Income

Inter-generational:

Youth ○ ○ ○ Senior

Additional

Characteristics:

Seniors with Disability, Physical or Mental Issues and their families

GBA+ Timing:

Early ■ □ □ Later ■ Existing

Gender Results Framework



Poverty Reduction, Health and Well-Being

Common Employment Insurance Entrance Requirements

This measure will have direct benefits for workers in part-time and temporary employment, particularly in low-unemployment regions, who are less likely than full-time permanent workers to have enough hours of work to meet the Employment Insurance (EI) entrance requirement. As of 2019, 94.2 per cent of full-time workers were eligible for EI regular benefits, compared to 64.7 per cent of part-time workers. Special benefit eligibility rates for part-time workers are also consistently lower than for full-time workers.

Women will benefit more from this measure as they are twice as likely to work part-time compared to men.

Data Sources: *Employment and Social Development Canada*

Quality of Life Impacts



Prosperity – Protection from income shocks; Financial well-being

Target Population:

Workers

Expected Benefits:

Gender:

Men ☐ ☐ ☐ ☒ ☐ Women

Income Distribution:

Low ☐ ☒ ☐ ☐ ☐ High Income

Inter-generational:

Youth ☐ ☒ ☐ Senior

Additional

Workers in Low-Unemployment Regions

Characteristics:

Early ☒ ☐ ☐ Later ☐ Existing

GBA+ Timing:

Gender Results

Framework



Poverty Reduction, Health and Well-Being

Simplifying eligibility rules for multiple job holders

This measure will benefit multiple job holders and part-time workers in particular by only considering a worker's most recent reason for separation when determining Employment Insurance (EI) eligibility.

Women, who are twice as likely as men to work part time, are overrepresented in these work arrangements and are therefore more likely to directly benefit from the measure.

This measure will also contribute to accelerating claims processing and benefit payments for all EI beneficiaries.

Data Sources: *Employment and Social Development Canada*

Quality of Life Impacts



Prosperity – Protection from income shocks; Financial well-being

Target Population:

EI-eligible Multiple Job Holders

Expected Benefits:

Gender:

Men ☐ ☐ ☐ ☒ ☐ Women

Income Distribution:

Low ☐ ☒ ☐ ☐ ☐ High Income

Inter-generational:

Youth ☐ ☒ ☐ Senior

Additional

Multiple Job Holders, Part-time Workers

Characteristics:

Early ☒ ☐ ☐ Later ☐ Existing

GBA+ Timing:

Gender Results

Framework



Poverty Reduction, Health and Well-Being

Ensuring that Severance and other Separation Monies do not Delay Employment Insurance Benefits

There is currently limited data and information to provide a full picture of workers affected by this policy simplification. However, available statistics indicate that women who received Employment Insurance (EI) regular benefits in 2018 were slightly more likely (23.7 per cent) than men (17.4 per cent) to receive severance or vacation pay.

Generally, severance pay is reserved for employees who do not have an end-date in their employment contract and increases with employment tenure. As a result, workers laid off from jobs that are long-tenured and permanent, and therefore likely higher-paying, are expected to benefit most from this measure. However, part-time workers who receive vacation pay on separation would also benefit.

Data Sources: *Employment and Social Development Canada*

Quality of Life Impacts



Prosperity – Protection from income shocks; Financial well-being

Target Population: EI Claimants

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: EI Claimants Eligible for Severance or Vacation Pay

GBA+ Timing: Early ☒ ☐ ☐ Later ☐ Existing ☐

Gender Results Framework



Poverty Reduction, Health and Well-Being

Extending Employment Insurance Sickness Benefits to Better Support Canadians Suffering From Illness or Injury

It is expected that women and older workers would benefit more from an extension of Employment Insurance (EI) sickness benefits. In 2018-19, the majority of sickness claims were made by women (56 per cent). Additionally, women were slightly more likely to exhaust their sickness benefits (36 per cent vs. 33 per cent from men). Take-up of sickness claims, their duration, and exhaustion rates increase with age. Claimants aged 55 years and older register the longest average duration of EI sickness claims (10.2 weeks in 2018-19) and exhaustion rate (39 per cent in 2018-19).

Data Sources: *Employment and Social Development Canada*

Quality of Life Impacts



Prosperity – Protection from income shocks

Target Population: EI-eligible workers

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: Persons Suffering from Illness or Injury

GBA+ Timing: Early ☐ ☐ ☐ Later ☐ Existing ☒

Gender Results Framework



Poverty Reduction, Health and Well-Being

Supporting Indigenous Communities in the Fight against COVID-19

These investments directly benefit Indigenous peoples and are gender-balanced. Indigenous communities are more at risk during pandemics, given challenges in accessing health care, higher incidence of pre-existing health conditions and suitability of housing. Investments are therefore likely to be of particular benefit to more remote communities. Additionally these investments will particularly benefit seniors and individuals with pre-existing medical conditions.

Quality of Life Impacts

Health – *Health-adjusted life expectancy; COVID-19 incidence; Unmet health and mental health care needs*

Good Governance – *Household emergency preparedness*

Target Population:

Indigenous peoples

Expected Benefits:

Gender:

Men Women

Income Distribution:

Low High Income

Inter-generational:

Youth Senior

Additional Characteristics:

Indigenous peoples, Persons with Disabilities or Health Issues

GBA+ Timing:

Early ☐

Later ☐

Existing ☐

Gender Results Framework

Poverty Reduction, Health and Well-Being

Ensuring Food Security in the North

This measure will benefit northerners and Indigenous peoples living in isolated and semi-isolated communities. Food prices in the North can be significantly higher than those in the south. For example, across 11 key essential items, in 2018, Nunavummiut generally paid around 2.2 times more for the same items than the rest of Canada. In 2017/2018, compared to the national average of 13 per cent, household food insecurity in Yukon and Northwest Territories was 17 per cent and 22 per cent respectively. Food insecurity was highest in Nunavut (whose poverty rate is more than double the national average), with 57 per cent of households living with food insecurity and 78 per cent of Nunavummiut children living in food-insecure households.

Data Source: Nunavut Bureau of Statistics; Library of Parliament

Quality of Life Impacts

Prosperity – *Food security*

Health – *COVID-19 incidence; Fruit and vegetable consumption/healthy eating environments*

Society – *Participation in cultural practices*

Target Population:

Northern Communities

Expected Benefits:

Gender:

Men Women

Income Distribution:

Low High Income

Inter-generational:

Youth Senior

Additional Characteristics:

Northern Communities, Indigenous peoples

GBA+ Timing:

Early ☐

Later ☐

Existing ☐

Gender Results Framework

Poverty Reduction, Health and Well-Being

Improving the Food Security of Vulnerable Canadians

This measure benefits both Canadians who are most vulnerable to food insecurity pre-COVID and those facing increased food insecurity risk due to COVID-19.

During COVID-19, the number of individuals facing food insecurity increased to 1 in 7, with the impacts disproportionately felt by individuals in Black, Indigenous, and northern communities. Low-income Canadians and those facing job losses due to COVID-19 are at increased risk of food insecurity. Children and lone-parent families headed by women also tend to be overrepresented among food bank users, according to available data.

Data Sources: *Statistics Canada, Food Banks Canada*

Quality of Life Impacts



Prosperity – Food security

Health – Fruit and vegetable consumption

Target Population: Individuals facing food insecurity

Expected Benefits:

Gender: Men ☐ ☐ ☐ ☒ ☐ Women


Income Distribution: Low ☒ ☐ ☐ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: Indigenous Black and Northern Populations, Lone-parent Households

GBA+ Timing: Early ☐ ☒ Later ☐ Existing ☐

Gender Results Framework

 Poverty Reduction, Health and Well-Being

Indigenous Infrastructure

This measure will benefit First Nations, Inuit and Métis communities by improving the state of infrastructure in communities.

Women, children and Elders in particular will benefit from increased access to safe and suitable infrastructure, which could help to improve access to clean water, ease crowded housing conditions, and improve health and education facilities. Improved infrastructure will also contribute to the mental, physical, spiritual, and emotional well-being of all members in communities.

Indirect benefits resulting from employment opportunities are expected to disproportionately benefit men in the short term. However, in the longer-term, this investment is also expected to create employment opportunities for women, who are more likely to be employed in positions created with improved health, education and other types of community infrastructure. These investments will support local economies, in rural and remote parts of the country.

Quality of Life Impacts



Prosperity – Employment; Acceptable housing; Child, student and adult skills; Future outlook

Health – Functional health stats; Self-rated mental health; Children vulnerable in early development

Environment – Clean drinking water

Society – Sense of belonging to local community

Target Population: First Nations, Inuit and Métis Communities

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ Women


Income Distribution: Low ☒ ☐ ☐ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: Indigenous peoples

GBA+ Timing: Early ☐ ☒ Later ☐ Existing ☐

Gender Results Framework

 Poverty Reduction, Health and Well-Being

Investing in Clean Energy in Northern and Indigenous Communities: Hydroelectricity and Grid Interconnection Projects in the North

This measure will benefit northern and Indigenous communities by advancing work to reduce their reliance on diesel for electricity and heating and reduce energy costs. This will result in lower energy costs. In 2016, households in Northwest Territories and Nunavut were paying more than 30 cents per kilowatt hour, more than double the Canadian average of 12.9 cents per kilowatt hour.

In the longer-term, providing cleaner energy will yield positive health and environmental outcomes for all members of northern and Indigenous communities, particularly for the most vulnerable members, including children and the elderly.

Data Sources: *Canada Energy Regulator*

Quality of Life Impacts

Prosperity – *Affording everyday needs*
Environment – *Clean energy*

Target Population:

Indigenous and Northern communities

Expected Benefits:

Gender:

Men

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○

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○

Women

Income Distribution:

Low

○

○

●

○

○

High Income

Inter-generational:

Youth

○

○

●

○

Senior

Additional: Indigenous and Northern communities
Characteristics:
GBA+ Timing:

Early

■

□

Later

□

Existing

Gender Results Framework

Poverty Reduction, Health and Well-Being

Investing in Clean Energy in Northern and Indigenous Communities: Strategic Partnerships Initiative

This measure will benefit Indigenous communities by advancing new economic opportunities and job creation, including in the clean energy sector. Notably, Indigenous populations face higher rates of unemployment (14.2 per cent) than non-Indigenous populations (9.4 per cent).

Women worldwide are approximately 20 to 25 per cent of the workforce in the energy industry in advanced industrialized nations. As such, in the short term, benefits are likely to disproportionately accrue to men through improved employment opportunities associated with this measure.

In the long-term, however, providing cleaner energy will yield positive health and environmental outcomes for all community members.

Data Sources: *Statistics Canada; Electricity Human Resources Canada*

Quality of Life Impacts

Prosperity – *Employment; Labour market participation; Adult skills; Future outlook*
Environment – *Clean energy; Natural capital*

Target Population:

First Nations, Inuit and Métis Communities

Expected Benefits:

Gender:

Men

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Women

Income Distribution:

Low

○

○

●

○

○

High Income

Inter-generational:

Youth

○

○

●

○

Senior

Additional: Indigenous peoples
Characteristics:
GBA+ Timing:

Early

■

■

Later

□

Existing

Gender Results Framework

Poverty Reduction, Health and Well-Being

Distinctions-Based Mental Wellness Strategy

This measure will directly benefit Indigenous people that face complex mental health and substance use issues. 12 per cent of First Nations, 13 per cent of Métis and eight per cent of Inuit report being diagnosed with a mood disorder. For First Nations and Métis, this is nearly twice as much as non-Indigenous Canadians (seven per cent). Suicide rates for Indigenous populations are significantly higher than non-Indigenous populations. First Nations are three times higher, Métis are two times higher, and Inuit are nine times higher.

This initiative will directly support communities in the provision of mental health services for Indigenous peoples, including low-income families who might be less likely to afford private care and treatment.

Data Sources: Statistics Canada; First Nations Information Governance Centre Regional Health Survey

Quality of Life Impacts



Health – *Self-rated mental health; Unmet needs for mental health care*

Society – *Vibrant communities*

Target Population: Indigenous peoples

Expected Benefits:

Gender:

Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution:

Low ☒ ☐ ☐ ☐ ☐ High Income

Inter-generational:

Youth ☐ ☒ ☐ Senior

Additional

Characteristics:

Indigenous peoples with Disabilities, Physical or Mental Health Issues

GBA+ Timing:

Early ☐ ☐ Later ☐ Existing

Gender Results Framework



Poverty Reduction, Health and Well-Being

On-reserve Income Assistance

This investment will primarily benefit low-income First Nations people on reserve. Impacts are expected to be gender balanced, in line with current program participation. First Nations people with disabilities may also benefit, as they are less likely to be employed and more likely to be reliant on income supports. Case management and pre-employment supports are expected to improve educational, skills, and employment outcomes.

Quality of Life Impacts



Prosperity – *Protection from income shocks; Poverty; Student and adult skills; Labour market participation*

Target Population: Low-income Indigenous People

Expected Benefits:

Gender:

Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution:

Low ☒ ☐ ☐ ☐ ☐ High Income

Inter-generational:

Youth ☐ ☒ ☐ Senior

Additional

Characteristics:

Indigenous Individuals with Low Educational Attainment, Disabilities

GBA+ Timing:

Early ☐ ☐ Later ☐ Existing ☒

Gender Results Framework



Poverty Reduction, Health and Well-Being

Improving Health Outcomes in Indigenous Communities

Measures are designed to improve health outcomes for First Nations and Inuit who face a lower life expectancy and a higher disease burden than non-Indigenous people in Canada, including higher rates of chronic and infectious diseases. These measures will improve access to health care services and will directly benefit individuals in remote and isolated communities, especially individuals living on reserve. Investments will also support the transformation of the health system, and ensure that Indigenous perspectives and knowledge inform the development and delivery of health supports for Indigenous people. Women, who make up the majority of nurses in First Nations communities, will also indirectly benefit from these investments.

Data Sources: *Indigenous Services Canada, Statistics Canada, First Nations Information Governance Centre*

Quality of Life Impacts



Health – *Health-adjusted life expectancy; Self-rated health; Timely access to primary health care provider; Unmet health care needs*

Target Population: Indigenous peoples, Persons with Disabilities or Health Issues

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
Income Distribution: Low ☒ ☐ ☐ ☐ ☐ High Income
Inter-generational: Youth ☐ ☒ ☐ Senior
Additional Characteristics: First Nations and Inuit, Rural and Remote Populations

GBA+ Timing: Early ☒ ☐ ☐ Later ☐ Existing

Gender Results Framework



Poverty Reduction, Health and Well-Being

Supporting Indigenous Children and Families

Indigenous children are significantly overrepresented in the child welfare system. In 2016, Indigenous children represented 7.7 per cent of all children ages 1-14, but they represented 52.2 per cent of children in foster care.

These measures are gender balanced and will benefit Indigenous children from low income families and single parent households, who are more likely than other children to enter the child welfare system. These investments will support the implementation of the *Act respecting First Nations, Inuit and Métis children, youth and families* and will also support First Nations to adopt preventative measures, under the First Nations Child and Family Services Program.

Data Sources: *Indigenous Services Canada, Statistics Canada*

Quality of Life Impacts



Health – *Children vulnerable in early development*
Society – *Someone to count on; Satisfaction with personal relationships (family and friends)*
Good Governance – *Confidence in public institutions; Indigenous self-determination; Access to fair and equal justice*

Target Population: Indigenous Children and Families

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
Income Distribution: Low ☒ ☐ ☐ ☐ ☐ High Income
Inter-generational: Youth ☒ ☐ ☐ Senior
Additional Characteristics: Indigenous Children and Families

GBA+ Timing: Early ☒ ☐ ☐ Later ☐ Existing

Gender Results Framework



Poverty Reduction, Health and Well-Being

Renewing the Territorial Health Investment Fund

This measure benefits all residents of the territories by supporting territorial efforts to innovate and transform their health system to improve access to health services for northerners. The measure will positively affect Indigenous peoples, as they are the demographic majority in Nunavut (86 per cent) and the Northwest Territories (51 per cent), and form a significant part of the population in Yukon (23 per cent).

Data Sources: Statistics Canada

Quality of Life Impacts



Health – *Unmet health care needs; Functional health status*
Good Governance – *Confidence in public institutions (modernizing operations)*

Target Population: Northern Communities

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income
Inter-generational: Youth ☐ ☒ ☐ Senior
Additional Characteristics: Northern Communities, Indigenous peoples
GBA+ Timing: Early ☐ ☐ ☐ Later ☒ Existing

Gender Results Framework



Poverty Reduction, Health and Well-Being

Addressing the Opioid Crisis and Problematic Substance Use

Measures will primarily benefit people living with or, at risk of, problematic substance use. A reduction of the societal harms and costs associated with problematic substance use would benefit all Canadians.

Compared to other age groups, youth have the highest rate of substance use and are more likely to experience substance-related harms. This is especially true of LGBTQ2 youth, who face stigma and marginalization; and First Nations, Métis and Inuit youth, who often face major social and economic challenges in addition to historical and intergenerational trauma.

Data Sources: Statistics Canada

Quality of Life Impacts



Health – *Health-adjusted life expectancy; Self-rated mental health; Unmet health care needs*

Target Population: People living with Problematic Substance Use

Expected Benefits:

Gender: Men ☐ ☒ ☐ ☐ ☐ Women
Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income
Inter-generational: Youth ☒ ☐ Senior
Additional Characteristics: Persons with Mental Health Issues
GBA+ Timing: Early ☐ ☐ ☒ Later ☐ Existing

Gender Results Framework



Poverty Reduction, Health and Well-Being

Strategic Research on Pediatric Cancer

The proposed activities are expected to provide evidence to improve health services and treatments available for Canadian children and youth with cancer as well as their families and caregivers. It is anticipated that the benefits of the proposed funding would be broadly gender balanced, as about 55 per cent of pediatric cancer patients are male.

Beneficiaries of this measure would also include independent researchers who will receive research grants. Recent analysis of Canadian Institute of Health Research programs found that slightly more than 50 per cent of funded applicants identified as women.

Data Sources: Internal program data, Statistics Canada, Cancer in Young People in Canada (CYP-C) Program

Quality of Life Impacts



Health – Health-adjusted life expectancy; Unmet health care needs; Children vulnerable in early development

Target

All Canadians

Population:

Expected Benefits:

Gender:

Men ○ ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ○ ○ ● ○ ○ High Income

Inter-generational:

Youth ● ○ ○ Senior

Additional

Pediatric Cancer Patients and their Families, Health Researchers

Characteristics:

GBA+ Timing:

Early ■ □ □ Later □ Existing

Gender Results Framework:



Poverty Reduction, Health and Well-Being

Supporting Canada's Active Recovery

Funding will benefit all Canadians by providing more opportunities to participate in community-level sport programming. In addition, funding will be used to reach populations that have the lowest rates of participation in organized sport, including women and girls, LGBTQ2, low-income Canadians, Indigenous peoples, and racialized people. Additionally, participation rates tend to decline as people age, so adults and older Canadians may indirectly benefit. Women and girls in particular quit sport earlier and more often, are subject to abuse and discrimination in sport, and have fewer opportunities to participate. For example, one in three girls will drop out of sport during adolescence, whereas only one in ten boys will drop out of sport during the same phase of life. Low-income Canadians will also benefit from this proposal, as household income heavily influences participation rates.

Data Sources: Canadian Women & Sport

Quality of Life Impacts



Health – Physical activity; Self-rated mental health; Self-rated health

Society – Participation in sport; Sense of belonging to local community

Target Population:

All Canadians, Underrepresented Groups

Expected Benefits:

Gender:

Men ○ ○ ○ ○ ○ ● ○ Women

Income Distribution:

Low ○ ○ ● ○ ○ ○ High Income

Inter-generational:

Youth ○ ○ ● Senior

Additional

LGBTQ2, Indigenous peoples, Racialized People

Characteristics:

GBA+ Timing:

Early ■ □ □ Later □ Existing

Gender Results Framework



Poverty Reduction, Health and Well-Being

Supporting Racialized Newcomer Women

Investments will directly benefit racialized newcomer women. These women tend to have limited knowledge of English or French, have higher unemployment rates than Canadian-born women, and work in essential front-line occupations, such as health care and food and accommodation services. In addition, recent newcomer women are more likely to be employed in precarious work. They are overrepresented in involuntary part-time work and temporary work compared to established immigrant women and Canadian-born women. Finally, newcomer women have been disproportionately impacted by the pandemic. About 20 per cent of recent immigrant women employed in March 2020 lost their job by April, compared to only 13 per cent among Canadian-born women.

Data Sources: Statistics Canada; Internal Administrative Data

Quality of Life Impacts



Prosperity – *Employment; Labour market participation; Child, student and adult skills; Future outlook*
Society – *Sense of belonging to local community*

Target Population: Racialized Newcomer Women

Expected Benefits:

Gender: Men ○ ○ ○ ○ ● Women
Income Distribution: Low ● ○ ○ ○ ○ High Income
Inter-generational: Youth ○ ○ ● Senior
Additional Characteristics: Racialized Newcomer Women

GBA+ Timing: Early □ □ □ Later ■ Existing

Gender Results Framework



Poverty Reduction, Health and Well-Being

Increasing Old Age Security for Canadians 75 and Over

In 2020, 57 per cent of Old Age Security (OAS) beneficiaries age 75 and over were women, compared to 52 per cent among those age 65 to 74.

According to the Canadian Disability Survey, in 2017, 47 per cent of seniors age 75 and over had a disability, compared to 32 per cent of those aged 65 to 74.

The overall income distributional impact is somewhat progressive. In 2020, 39 per cent of seniors aged 75 and over received the Guaranteed Income Supplement (GIS), compared to 29 per cent of those aged 65 to 74.

Data Sources: Old Age Security administrative data, Statistics Canada

Quality of Life Impacts



Prosperity – *Household incomes*

Target Population: Seniors 75 and over

Expected Benefits:

Gender: Men ○ ○ ● ○ ○ Women
Income Distribution: Low ○ ○ ● ○ ○ High Income
Inter-generational: Youth ○ ○ ○ Senior ●
Additional Characteristics: Persons with Disabilities

GBA+ Timing: Early □ □ □ Later ■ Existing

Gender Results Framework



Poverty Reduction, Health and Well-Being

Providing Additional Weeks of Recovery Benefits

This measure directly benefits workers who have been affected by the pandemic. It particularly benefits lower-income workers and youth, as both groups were hardest hit by job losses and employment has been slow to recover for these groups.

This measure is also expected to benefit women, who are overrepresented in lower-paying jobs, more vulnerable to work stoppages, more likely to work in part-time or temporary jobs and more likely to receive parental benefits.

Data Sources: Canada Revenue Agency

Quality of Life Impacts



Prosperity – Protection from income shocks; Financial well-being

Health – Self-reported health

Target Population:

Workers who have lost employment

Expected Benefits:

Gender:

Men ○—○—○—●—○ Women

Income Distribution:

Low ○—●—○—○—○ High Income

Inter-generational:

Youth ●—○—○ Senior

Additional Characteristics:

GBA+ Timing:

Early □□□ Later ■ Existing

Gender Results Framework



Poverty Reduction, Health and Well-Being

Gender Equality around the World

The following Budget 2021 measures are expected to advance the Gender Equality around the World Pillar under the Gender Results Framework.

Response to Venezuelan Migrant and Refugee Crisis

According to estimates from the United Nations, women represent about 40 per cent of the Venezuelan migrant and refugee population. Vulnerable migrant and refugee populations, such as women and children, face gender-based violence, forced prostitution, and difficulty in accessing sexual and reproductive health services. This is why Canada’s response to the Venezuelan crisis will identify specific actions to reduce barriers and will contribute, through its programming in the different sectors, to the production of sex-disaggregated data. The data will contribute to identifying the gaps related to the impact of this crisis on girls, boys, women, and men. Finally, as a majority of Venezuelan migrants and refugees have seen their source of income disrupted, intervention in economic integration and access to services will mostly benefit low-income individuals in the region.

Data Sources: Internal administrative data, international organizations including the United Nations and the World Bank, and other external data sources.

Quality of Life Impacts

Good Governance – Canada’s place in the world

Target Population:

All Canadians

Expected Benefits:

Gender:

Men

Women

Income Distribution:

Low

High Income

Inter-generational:

Youth

Senior

Additional Characteristics:

Individuals in Other Countries, Refugees

GBA+ Timing:

Early

Later

Existing

Gender Results Framework

Gender Equality Around the World

GBA+ Responsive Approach

A strong intersectionality approach will be included in the response to identify and tackle specific and distinctive situations of vulnerability for women Venezuelan migrants and refugees.

Impacts Report 59

Responding to the Rohingya Crisis

Canada's strategy to respond to the Rohingya crisis will target poor and vulnerable populations, including Rohingya communities in refugee camps and host communities in Cox's Bazar district. It is expected that this crisis will have disproportionate effects on women and girls given elevated risks of sexual and gender-based violence. This programming will have a specific focus on strengthening comprehensive sexual and reproductive health and rights and will be delivered under Canada's Feminist International Assistance Policy, which places gender equality and the empowerment of women and girls at the centre of its efforts.

Data Sources: Internal administrative data, international organizations, other external data sources.

Quality of Life Impacts



Good Governance – Canada's place in the world

Target Population: All Canadians
Expected Benefits:
 Gender: Men ☐ ☐ ☒ ☐ ☐ Women
 Income Distribution: Low ☒ ☐ ☐ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional Characteristics: Individuals in Other Countries
GBA+ Timing: Early ☐ ☐ ☒ Later ☐ Existing

Gender Results Framework  Gender Equality Around the World

GBA+ Responsive Approach

Gender equality considerations will be integrated into the planning and design processes of the initiative, accounting for the unique gendered vulnerabilities of women and children amongst the Rohingya community in Myanmar, and in the host communities in Bangladesh.

Extending Canada's Middle East Strategy

Canadian efforts are expected to alleviate some of the adverse impacts of conflicts and displacements in the Middle East, which have severely affected the population, particularly women and girls.

The strategy will seek to address barriers to gender equality by integrating the needs and rights of women and girls through the promotion of increased participation in governance and conflict resolution. The strategy will continue to build on the achievements to date. Previous funding has helped improve the quality of education for over 1.9 million children, including Syrian refugees in Jordan and Lebanon.

The military capacity-building efforts will also support the meaningful participation of women in peace and security efforts, by promoting the recruitment and integration of women in local security forces, and funding the construction of separate accommodations for women.

Data Sources: United Nations

Quality of Life Impacts



Good Governance – Canada's place in the world

Target Population: All Canadians
Expected Benefits:
 Gender: Men ☐ ☐ ☒ ☐ ☐ Women
 Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income
 Inter-generational: Youth ☒ ☐ ☐ Senior
 Additional Characteristics: Girls, Individuals in Other Countries
GBA+ Timing: Early ☐ ☒ ☐ Later ☒ Existing

Gender Results Framework  Gender Equality Around the World

GBA+ Responsive Approach

The strategy will also engage boys and men as agents of change, so that they become participants in the process to advance gender equality in the target countries.

Increasing International Humanitarian Assistance

By providing additional international humanitarian assistance resources, this measure will directly benefit vulnerable people affected by humanitarian crises in low-income countries. These groups will benefit from this program which is aiming at reducing suffering, increasing and maintaining human dignity, and saving lives. This program is also guided by Canada's Feminist International Assistance Policy, which supports well-designed programming that responds to the specific needs of women and girls. This approach will help ensure effective targeting and efficiency of programming in order for humanitarian assistance to reach those who need it the most.

Data Sources: *International Organizations, Other external data sources.*

Quality of Life Impacts



Good Governance – *Canada's place in the world*

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
 Income Distribution: Low ☒ ☐ ☐ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional Characteristics: Individuals in Other Countries

GBA+ Timing: Early ☐ ☐ Later ☒ Existing

Gender Results Framework



Gender Equality Around the World



GBA+ Responsive Approach

Canada's humanitarian assistance programming is guided by a feminist and human rights-based approach, which ensures that it appropriately meets the specific needs of people affected by a crisis. Canada will support implementing partners that integrate beneficiary participation into all stages of programming.

Canadian Ombudsperson for Responsible Enterprise

Women, children and youth, and Indigenous peoples in foreign countries will benefit most from the opportunity to raise human rights abuse complaints related to the operations of Canadian mining, oil and gas, and garment companies operating abroad with the Canadian Ombudsperson for Responsible Enterprise (CORE) and seek redress. These groups are at relatively greater risk of human rights violations, including human trafficking, child labour, forced labour, and other abuses with negative implications for health and safety. The CORE's work will take into account the gender and cultural needs of potential victims in all phases of the review process, with the aim of improving working conditions in the covered sectors.

Data Sources: *UN Working Group on Business and Human Rights; UN High Commissioner for Human Rights; World Bank; Human Rights Watch; International Work Group for Indigenous Affairs; UNICEF*

Quality of Life Impacts



Good Governance – *Canada's place in the world*

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☐ ☒ ☐ Women
 Income Distribution: Low ☒ ☐ ☐ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional Characteristics: Individuals in Other Countries, Mining, Oil and Gas and Apparel Sectors

GBA+ Timing: Early ☐ ☐ Later ☐ Existing

Gender Results Framework



Gender Equality Around the World

Supporting the African Development Bank

The African Development Bank's overarching objective is to foster sustainable economic growth, support social progress, and contribute to poverty reduction in its African member countries. The Bank's gender priorities focus on 1) empowering women through access to finance and markets; 2) accelerating employability and job creation through skills enhancement; and, 3) increasing women's access to social services through gender-responsive quality infrastructure. Accelerating Canada's share payments will help the Bank support the continent's post-COVID inclusive recovery.

Data Sources: African Development Bank

Quality of Life Impacts



Good Governance – *Canada's place in the world*


Target Population: All Canadians

Expected Benefits:

Gender: Men ○ — ● — ○ Women
 Income Distribution: Low ● — ○ — ○ — ○ High Income
 Inter-generational: Youth ○ — ● — Senior
 Additional Characteristics: Individuals in Other Countries

GBA+ Timing: Early ■ □ □ Later ■ Existing

Gender Results Framework:

 Gender Equality Around the World

International COVID-19 Response

By committing to delivering COVID-19-related international assistance under Canada's Feminist International Assistance Policy, Canada is supporting efforts that have the highest potential to reach groups that face vulnerability and marginalization. To date, among its international assistance efforts, Canada has been a key contributor to the Access to COVID-19 Tools Accelerator (ACT-A), which facilitates the procurement and delivery of vaccines, diagnostics and therapeutics to developing countries. This benefits women and other vulnerable groups, as ACT-A's goal of 20 per cent global vaccination coverage by the end of 2021 prioritizes health care workers (comprising 70 per cent women, worldwide) and vulnerable groups such as those with pre-existing conditions. Canada's additional contributions to respond to international COVID-19 needs will further strengthen these efforts.

Data Sources: World Health Organization, United Nations

Quality of Life Impacts



Good Governance – *Canada's place in the world*


Target Population: All Canadians

Expected Benefits:

Gender: Men ○ — ○ — ● — Women
 Income Distribution: Low ● — ○ — ○ — ○ High Income
 Inter-generational: Youth ○ — ● — Senior
 Additional Characteristics: Individuals in Other Countries

GBA+ Timing: Early ■ □ □ Later ■ Existing

Gender Results Framework

 Gender Equality Around the World

Supporting Developing Economies through the International Finance Corporation

The International Finance Corporation (IFC) made a number of specific commitments related to gender, as part of the capital increases agreement. Specifically, the IFC has committed to quadruple the amount of its annual financing dedicated to women and women-led small and medium enterprises to reach US\$1.4 billion by 2030, and increase the amount of annual commitments to financial intermediaries specifically targeting women to \$2.6 billion by 2030 from the US\$1 billion expected in FY2018. The IFC has a strong track record of providing economic benefits for women in developing countries. Fully purchasing the shares allocated to Canada will enable the IFC to expand these benefits.

Data Sources: World Bank Group, International Finance Corporation

Quality of Life Impacts



Good Governance – Canada's place in the world

Target Population: All Canadians

Expected Benefits:

Gender:

Men ○ ○ ● ○ ○ Women

Income Distribution:

Low ● ○ ○ ○ ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional

Characteristics:

Individuals in Other Countries

GBA+ Timing:

Early ☐ ☒ Later ☐ Existing

Gender Results Framework:



Gender Equality Around the World

Chapter 1: Keeping Canadians Healthy and Safe

This section includes gender and diversity impact analyses for remaining Budget 2021 measures in Chapter 1.

Strengthening Canada’s Bio-manufacturing and Life Sciences Sector

Improving Canada’s capacity to develop and produce new vaccines and treatments will ultimately benefit all Canadians. In the case of improved pandemic preparedness, vulnerable populations, including those with pre-existing health conditions and older Canadians, likely stand to benefit the most, based on the impacts of COVID-19.

Beneficiaries of this measure will also include researchers who receive grants to undertake research or to improve their bio-innovation infrastructure, as well as workers and owners of businesses that receive support to grow their companies. Recent analysis of Canadian Institutes of Health Research programs found that slightly more than 50 per cent of funded applicants identified as women. However, women only comprise 36 per cent of the Canadian bio-economy workforce. This underrepresentation is most significant in small-sized firms. Support to the Vaccine and Infectious Disease Organization in Saskatoon has additional benefits for that region, including students who study at the University of Saskatchewan.

Data Sources: Internal program data, Statistics Canada, BioTalent Canada

Quality of Life Impacts



Prosperity – Investment in R&D; Future outlook; Firm growth
Health – Health-adjusted life expectancy; Functional health status; COVID-19 incidence

Target Population: All Canadians

Expected Benefits:

- Gender: Men ☐ ☐ ☒ ☐ ☐ Women
- Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
- Inter-generational: Youth ☐ ☒ ☐ Senior
- Vulnerable populations, Bio-manufacturing and Life Sciences Sector, Health Researchers and Universities
- GBA+ Timing:** Early ☐ ☒ Later ☐ Existing ☐

Action to Address Antimicrobial Resistance

This initiative will directly benefit all Canadians, as actions to combat antimicrobial resistance will contribute to improved health outcomes for the general population. However, children under the age of 18 and people over the age of 60 may benefit more than other demographic groups, as these groups are among the highest users of antimicrobials in Canada and are more susceptible to infections caused by resistant bacteria.

Data Sources: Council of Canadian Academies; World Health Organization

Quality of Life Impacts



Health – *Unmet health care needs; Health-adjusted life expectancy; Children vulnerable in early development*

Target Population: All Canadians

Expected Benefits:

Gender: Men ○ ○ ○ ● ○ Women
 Income Distribution: Low ○ ○ ○ ● ○ High Income
 Inter-generational: Youth ○ ● Senior
 Additional: Canadians under the age of 18 and over the age of 60
 Characteristics: Early ■ □ □ Later □ Existing

Supporting Safe Air Travel

These measures benefit all Canadians by reducing the risk of transmission of COVID-19 and facilitating the safe restart of air travel. Air travellers and workers in the air transport sector benefit more than other Canadians.

While people with higher incomes have a greater propensity for air travel, the air transport sector employs Canadians from a wide range of income groups. However, the majority of air transport workers are men.

Data Source: Statistics Canada

Quality of Life Impacts



Prosperity – *Employment*
 Health – *COVID-19 incidence*
 Good Governance – *Personal safety; Domestic security*

Target Population: All Canadians

Expected Benefits:

Gender: Men ○ ○ ○ ● ○ Women
 Income Distribution: Low ○ ○ ○ ● ○ High Income
 Inter-generational: Youth ○ ● Senior
 Additional: Air travellers, Air Sector
 Characteristics: Early ■ □ □ Later □ Existing



GBA+ Responsive Approach

In advancing the Known Traveller Digital Identity pilot project, Transport Canada will take steps to ensure that advanced technologies used for identity verification, such as facial recognition, do not introduce negative impacts based on disability, ethnicity, age or gender.

Continuing to Protect Air Travellers

This measure will benefit air travellers, as well as workers at airports and on airplanes. Based on Statistics Canada's Survey of Household Spending (2019), personal travellers represent 70 per cent of all air travellers. The propensity to fly for personal travel is highly correlated to income, and is roughly comparable by gender. Measures to prevent the spread of COVID-19 through air travel, such as temperature checks, will benefit all Canadians.

Maintaining the operations of the Canadian Air Transport Security Authority will indirectly benefit those employed as screeners at Canadian airports. This workforce is gender balanced.

Data Sources: Statistics Canada

Quality of Life Impacts



Health – COVID-19 incidence

Good Governance – Personal safety; Domestic security

Target Population: Air Travellers

Expected Benefits:

Gender:

Men ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ○ ○ ● ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional

Characteristics:

Air Sector

GBA+ Timing:

Early □ □ ■ L □ Existing

Supporting Temporary Foreign Workers while they Quarantine

The program directly benefits men since they make up the majority of agricultural producers, fish harvesters and food processors who employ temporary foreign workers. For example, in 2016, 71 per cent of farm operators in Canada were men. The men are often older, and earn on average more than the median income in their province or territories.

The program will also indirectly benefit temporary foreign workers by enabling employers to provide adequate isolation supports for these workers upon their arrival in Canada.

Overall, the majority of temporary foreign workers in Canada are male, representing 82 per cent of temporary foreign workers across all skill levels in 2019.

Data Sources: Statistics Canada

Quality of Life Impacts



Prosperity – Household wealth

Health – COVID-19 incidence

Target Population: Agriculture Sector

Expected Benefits:

Gender:

Men ○ ● ○ ○ ○ Women

Income Distribution:

Low ○ ○ ○ ● ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional

Characteristics:

Food Producers and Processors, Temporary Foreign Workers

GBA+ Timing:

Early □ □ □ Later ■ Existing

Maintaining Federal COVID-19 Digital Tools to Inform Canadians

This measure will benefit all Canadians by maintaining digital tools they can use to stay informed about COVID-19. The Canada COVID-19 App is currently used approximately 13,000 times per day, while the COVID-19 Self-Assessment Tool is used approximately 11,000 times per day.

Quality of Life Impacts



Health – COVID-19 incidence

Good Governance – Confidence in public institutions

Target Population: All Canadians

Expected Benefits:

Gender:

Men ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ○ ● ○ ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional Characteristics:

GBA+ Timing:

Early ■ □ □ Later □ Existing

Chapter 2: Seeing Canadians and Businesses Through to Recovery

This section includes gender and diversity impact analyses for remaining Budget 2021 measures in Chapter 2.

Extending the Canada Emergency Wage Subsidy

The wage subsidy directly benefits employers, including businesses and their shareholders, non-profit organizations, and registered charities. By industry, current applicant data show that the largest number of employers receiving support are in accommodation and food services, followed by construction. Additionally, Indigenous government-owned businesses are expected to benefit from the wage subsidy. The wage subsidy also indirectly benefits employees. Current applicant data show that the largest numbers of employees covered were in manufacturing (15 per cent of total), followed by accommodation and food services (15 per cent). Given the gender breakdown of these industries (71 per cent of employees are men in manufacturing, compared to 45 per cent in accommodation and food services), men may be slightly more likely to be covered by the subsidy than women.

Data Sources: Canada Revenue Agency, Statistics Canada

Quality of Life Impacts



Prosperity – Firm income; Employment; Labour force attachment; Wages; GDP per capita

Target Population: Workers and Employers Affected by COVID-19

Expected Benefits:

Gender: Men ○ ● Women
Income Distribution: Low ○ ● High Income
Inter-generational: Youth ○ ● Senior
Additional Characteristics: Employees of Eligible Organizations, Business Owners and Other Employers

GBA+ Timing: Early ☐ ☒ Later ☐ Existing

Extending the Canada Emergency Rent Subsidy

The rent subsidy directly benefits organizations and their shareholders, including businesses, non-profit organizations, and registered charities. By industry, current applicant data show that the largest number of properties receiving support to date are in accommodation and food services (22 per cent of total), followed by other services except public administration (14 per cent). Additionally, Indigenous government-owned businesses are expected to benefit from the rent subsidy. The rent subsidy also indirectly benefits employees. Based on current applicant data, women may be more likely to work for organizations receiving the rent subsidy.

Data Sources: Canada Revenue Agency, Statistics Canada

Quality of Life Impacts



Prosperity – Firm growth; Employment; Labour force attachment; Wages; GDP per capita

Target Population:

Businesses and other Organizations affected by COVID-19 and their Employees

Expected Benefits:

Gender:

Men ○ ● ○ ○ ○ Women

Income Distribution:

Low ○ ○ ○ ● ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional

Tenants, Business Owners, Charities, Non-profits

Characteristics:

GBA+ Timing:

Early □ □ Later □ Existing

Bridging Businesses to the Recovery

Regional Relief and Recovery Fund uptake has been high among underrepresented groups with 32.2 per cent of recipient businesses women-owned, 3.1 per cent Indigenous-owned, and 59.8 per cent in rural areas.

Approximately 85 per cent of Indigenous Business Initiative lending has supported companies in Western Canada. Through this measure, 29 per cent of businesses supported have been women-owned.

Extending application deadlines for these programs will continue to extend financing to firms owned by underrepresented groups.

Quality of Life Impacts



Prosperity – Firm growth; GDP per capita

Target Population:

Small and medium-sized businesses

Expected Benefits:

Gender:

Men ○ ● ○ ○ ○ Women

Income Distribution:

Low ○ ○ ○ ● ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional

Small and medium-sized businesses in certain regions

Characteristics:

GBA+ Timing:

Early □ □ Later ■ Existing

Extending temporary work-sharing program enhancements

The temporary work-sharing program enhancements would remain available to employers in all sectors and industries. Historically, employers in the manufacturing sector and other good-producing industries have represented the majority of work-sharing agreements. However, there has been an increase in take-up across non-traditional industries over the last year (e.g., professional, scientific and technical services sector). Men have traditionally been more likely to benefit from work sharing. In 2018-19, men accounted for 71 per cent of new work-sharing claims and 74 per cent of total benefits paid.

Data Sources: *Employment and Social Development Canada*

Quality of Life Impacts



Prosperity – Employment; Protection from income shocks

Target Population:

Employers and their EI-eligible Employees

Expected Benefits:

Gender:

Men ☒ ☐ ☐ ☐ ☐ Women

Income Distribution:

Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational:

Youth ☐ ☒ ☐ Senior

Additional

Manufacturing Sector

Characteristics:

GBA+ Timing:

Early ☐ ☒ ☐ Later ☐ Existing

Extending Temporary Support for Seasonal Workers Who Continue to be affected by the crisis

In 2018-19, men accounted for close to two-thirds of seasonal Employment Insurance (EI) regular claims, including in the 13 regions targeted by the measure. As a result, moderately more men will benefit from the temporary extension of the additional EI support for seasonal workers.

Similarly, men accounted for 80 per cent of EI fishing claims in 2018-19. They are thus more likely to benefit from the extension of the temporary eligibility changes to EI fishing benefits. Historically, Atlantic Canada accounts for the largest share of EI fishing claims (82 per cent), with coastal regions in Quebec and British Columbia also accounting for a significant number of claims given their geographic locations.

Data Sources: *Employment and Social Development Canada*

Quality of Life Impacts



Prosperity – Financial well-being; Protection from income shocks

Target

Seasonal Workers and Self-Employed Fishers

Population:

Expected Benefits:

Gender:

Men ☒ ☐ ☐ ☐ ☐ Women

Income

Low ☐ ☐ ☒ ☐ ☐ High Income

Distribution:

Youth ☐ ☒ ☐ Senior

Inter-generational:

Additional

EI Claimants in Atlantic Canada and Eastern Quebec

Characteristics:

GBA+ Timing:

Early ☐ ☒ ☐ Later ☒ Existing

Support to the Government of Quebec to Align the Quebec Parental Insurance Plan with Temporary EI Changes

It is anticipated that the temporary changes to the Quebec Parental Insurance Plan (QPIP)–supported by the financial compensation from the Government of Canada–will benefit approximately 45 per cent of all QPIP claimants between September 2020 and September 2021. Low-income mothers aged 25 to 34 years old–which account for the majority of QPIP beneficiaries–are expected to benefit the most.

Quality of Life Impacts



Prosperity – Financial well-being

Target Population:

New Parents Residing in Quebec

Expected Benefits:

Gender:

Men ○ ○ ○ ○ ● Women

Income Distribution:

Low ○ ● ○ ○ ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional Characteristics:

GBA+ Timing:

Early ☐ ☒ Later ☐ Existing

Chapter 3: New Opportunities for Canadians

This section includes gender and diversity impact analyses for remaining Budget 2021 measures in Chapter 3.

Better Labour Protection for Gig Workers

The Labour Force Survey (2019) shows that men (71 per cent) and individuals over the age of 45 (73 per cent) are overrepresented amongst workers in federally regulated private sectors who, similar to gig workers, work as unincorporated self-employed workers without employees. Of this group, 65 per cent were not born in Canada.

Final amendments to the *Canada Labour Code* will take into account the findings of consultations, and will be informed by further GBA+ analysis.

Data Sources: *Employment and Social Development Canada, Statistics Canada*

Quality of Life Impacts



Prosperity – *Precarious or gig work*
Good Governance – *Confidence in public institutions*

Target Population: Gig workers in the federally regulated private sector

Expected Benefits:

Gender: Men ☒ Women ☐
Income Distribution: Low ☒ High Income ☐
Inter-generational: Youth ☐ Senior ☒
Additional Characteristics:
GBA+ Timing: Early ☒ Later ☐ Existing ☐

Enhancing Protections for Contract Workers in the Air Transportation Sector

This legislative amendment directly benefits air transportation workers in the federally regulated private sector. The majority of those who will benefit are men (61 per cent). This aligns with the overall demographics of the federally regulated private sector, where women account for 38 per cent of all workers, compared to 62 per cent for men.

In general, those who will benefit are likely to be male, low- and middle-income earners, many of whom were not born in Canada.

Quality of Life Impacts



Prosperity – *Employment; Wages; Financial well-being*

Target Population: Federally regulated contract workers in the air transportation sector

Expected Benefits:

Gender: Men ☒ Women ☐
Income Distribution: Low ☒ High Income ☐
Inter-generational: Youth ☐ Senior ☒
Additional Characteristics: Newcomers, Low- and middle-income Workers
GBA+ Timing: Early ☒ Later ☐ Existing ☐

Simplifying Wage Earner Protection Program Payments

Simplifying payments through the Wage Earner Protection Program (WEPP) will directly benefit Canadian workers who have lost their job and are owed wages by an employer who has filed for bankruptcy or is subject to receivership.

Since its creation in 2008, the WEPP has paid more than \$411 million in eligible wages to more than 146,000 Canadians. Any worker employed in Canada can qualify for a WEPP payment. Benefits of this measure are expected to be broadly gender balanced and not disproportionate to any particular group.

Quality of Life Impacts



Prosperity – *Protection from income shocks; Financial well-being*

Target Population:

All Canadians

Expected Benefits:

Gender:

Men ○ ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ○ ○ ● ○ ○ High Income

Inter-generational:

Youth ○ ○ ● ○ Senior

Additional Characteristics:

Workers of firms filing for bankruptcy

GBA+ Timing:

Early ☐ ☒ Later ☐ Existing ☐

Taking Action to Address Predatory Lending

This consultation has the potential to benefit all Canadians and enhance consumer protection, particularly for lower and modest income Canadians, who may rely on high-interest short-term credit to meet everyday living expenses, or unanticipated emergencies. In 2019, the Financial Consumer Agency of Canada found that two per cent of Canadians used payday loans in the previous 12 months. That percentage increases for certain vulnerable sub-groups, for example, four per cent of low-income households, eight per cent of Indigenous peoples, and eight per cent of single-parent households used payday lenders.

Data Source: *Financial Consumer Agency of Canada*

Quality of Life Impacts



Prosperity – *Financial well-being; Household debt service ratio; Future outlook*

Good Governance – *Confidence in public/private institutions*

Target Population:

All Canadians

Expected Benefits:

Gender:

Men ○ ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ○ ● ○ ○ High Income

Inter-generational:

Youth ○ ○ ● ○ Senior

Additional Characteristics:

Vulnerable groups

GBA+ Timing:

Early ☐ ☒ Later ☐ Existing ☐

Chapter 4: Helping Canadian Businesses Grow and Succeed

This section includes gender and diversity impacts analyses for remaining Budget 2021 measures in Chapter 4.

Helping Hard-hit Businesses Hire More Workers

The proposed new Canada Recovery Hiring Program is expected to benefit employers, including businesses and their shareholders, non-profit organizations, and registered charities. Additionally, Indigenous government-owned businesses are expected to benefit.

The hiring incentive is also expected to benefit employees by increasing the number of new jobs available. As employment recovers, more women than men may rejoin the labour force, as well as younger and lower-income individuals. As such, it is possible that the measure could provide more benefits to women than men, as well as younger and lower-income individuals, although it is still expected to remain broadly gender-balanced (i.e., women may comprise 50 to 60 per cent of beneficiaries).

The measure may benefit proportionally more individuals in provinces where unemployment is above the national average. In February 2021, these were Newfoundland and Labrador, Alberta, Prince Edward Island, Ontario and New Brunswick.

Data Sources: Internal Administrative Data, Statistics Canada

Quality of Life Impacts

Prosperity – Employment; Wages

Target Population:

Expected Benefits:

Gender:

Income Distribution:

Inter-generational:

Additional Characteristics:

Businesses and Other Organizations Affected by COVID-19

Men

Women

Low

High Income

Youth

Senior

Unemployed Individuals, Employees of Eligible Organizations, Business Owners and Other Employers

GBA+ Timing:

Early

Later

Existing

Helping Small and Medium-sized Businesses Move into the Digital Age

This measure targets owners of small and medium-sized enterprises (SMEs). This new program will directly benefit young people through up to 28,000 job placements. Benefits for small and medium-sized enterprises are expected to lean more towards men who are 63.5 per cent of majority-owners of SMEs.

Broad benefits are expected for Canadians, both as employees and clients of small and medium-sized enterprises, and from economic growth that could result from more efficient and competitive small and medium-sized enterprises. There is expected to be positive benefits from increased digital adoption, including among rural and remote SMEs.

Data Sources: Statistics Canada

Quality of Life Impacts



Prosperity – Business investment; Productivity; Firm growth

Target Population: Owners of Small and Medium-sized Enterprises

Expected Benefits:

Gender: Men ☒ Women ☐
 Income Distribution: Low ☐ High Income ☒
 Inter-generational: Youth ☐ Senior ☒
 Additional Characteristics: Employees and Clients of Small and Medium-sized Enterprises, Young Workers

GBA+ Timing: Early ☐ Later ☐ Existing ☐

✚ GBA+ Responsive Approach

This measure would seek to encourage diverse business owners to apply by including specific targets for underrepresented groups. Targets would also ensure a diverse group of young people, including those from underrepresented groups, are recruited and hired.

Helping Businesses Seize New Technological Opportunities

This measure is likely to benefit owners of small and medium-sized enterprises (SMEs) as well as students and researchers in scientific disciplines at colleges, CEGEPs, and polytechnics. Higher-educated white men tend to be overrepresented within these groups.

In 2017, 63.5 per cent of SMEs were majority owned by men, and men accounted for 53 per cent of college enrolments in science, technology, engineering, mathematics and computer sciences programs and about 50 per cent of college faculty. Visible minorities and Indigenous people also remain underrepresented among entrepreneurs and college faculty. Many of Canada's network of colleges, CEGEPs and polytechnics are located in smaller urban and rural areas and those surrounding communities also stand to benefit.

Data Sources: Internal program data, Statistics Canada

Quality of Life Impacts



Prosperity – Investment in R&D; Firm growth; Productivity

Target Population: Small and Medium-sized Businesses, Students and researchers

Expected Benefits:

Gender: Men ☒ Women ☐
 Income Distribution: Low ☐ High Income ☒
 Inter-generational: Youth ☐ Senior ☒
 Additional Characteristics: Small and Medium-sized Businesses, Small and Rural Communities

GBA+ Timing: Early ☐ Later ☐ Existing ☐

✚ GBA+ Responsive Approach

Part of the funding will be targeted towards ensuring businesses owned by women, Indigenous people, visible minorities, persons with a disability, and other underrepresented communities have greater access to support from the National Research Council.

Supporting Business Investments

This measure is aimed at benefiting all Canadians by enabling an increase in economic activity and contributing to productivity growth. The immediate expensing for investment in eligible property will benefit Canadian-Controlled Private Corporations (CCPCs). Based on tax data on past CCPC investments, this measure may particularly benefit businesses in the following sectors: the finance and insurance sector; the professional, scientific and technical services sector; and the agriculture, forestry, fishing and hunting sector. It is expected that the benefits would accrue to shareholders and owners of businesses benefiting from the measure, which are more likely to be high-income individuals and men. Indirectly, benefits could also be passed on to employees, as well as their customers. Employees in the sectors expected to benefit most are relatively gender balanced, with the exception of the agriculture, forestry, fishing and hunting sector (29 per cent women).

Data Sources: Internal Administrative Data, Statistics Canada

Quality of

Life Impacts



Prosperity – Business investment; GDP per capita; Firm growth; Productivity

Target

Canadian-Controlled Private

Population:

Corporations, All Canadians

Expected Benefits:

Gender:

Men ☒ ☐ ☐ ☐ ☐ Women

Income

Low ☐ ☐ ☐ ☒ ☐ High Income

Distribution:

Inter-generational:

Youth ☐ ☒ ☐ Senior

Additional

Business Employees, Owners and

Characteristics:

Shareholders

GBA+ Timing:

Early ☐ ☐ ☐ Later ☐ Existing

Preparing Canada's Aerospace Sector for Recovery

Programming targets small and medium-sized firms in the aerospace sector. Women are underrepresented in Canada's aerospace sector, comprising 21 per cent of the manufacturing workforce and 24 per cent of the maintenance, repair and overhaul workforce. Higher paying engineering and assembly jobs are largely held by men (90 per cent). As aerospace wages are considerably higher than the economy-wide average, increasing women's employment in the sector could contribute to higher income jobs for women.

Data Sources: Statistics Canada

Quality of

Life Impacts



Prosperity – Firm growth; Productivity; Access to capital

Target Population:

Aerospace Sector

Expected Benefits:

Gender:

Men ☒ ☐ ☐ ☐ ☐ Women

Income Distribution:

Low ☐ ☐ ☐ ☒ ☐ High Income

Inter-generational:

Youth ☐ ☒ ☐ Senior

Additional

Small and Medium-sized Firms in

Characteristics:

Aerospace Sector

GBA+ Timing:

Early ☐ ☐ ☐ Later ☒ Existing



GBA+ Responsive Approach

The Aerospace Regional Recovery Initiative would prioritize support for inclusive businesses that are operated by and employ underrepresented groups, including women, Indigenous people, Black and other racialized people and youth.

Leveraging Procurement Opportunities

Diversity in procurement initiatives will seek to increase the number of underrepresented groups, such as women, racialized people and persons with disabilities, participating in federal procurement. This will include further opportunities aimed at increasing the participation of Black entrepreneurs in federal public procurement.

Indigenous businesses are expected to benefit from increased opportunities to access the federal government market, and in particular from a new target to have at least five per cent of federal contracts awarded to businesses managed and led by Indigenous peoples.

Quality of Life Impacts



Prosperity – *Firm growth; Labour utilization*
Good Governance – *Confidence in public institutions;*
Discrimination and unfair treatment

Target Population: Women, Indigenous, Black Entrepreneurs

Expected Benefits:

Gender: Men ○ — ○ — ○ — ● — ○ Women
Income Distribution: Low ○ — ○ — ● — ○ High Income
Inter-generational: Youth ○ — ● — Senior
Additional: Indigenous, Black
Characteristics: Entrepreneurs
GBA+ Timing: Early ■ □ □ Later □ Existing

Expanding the Industrial Research Assistance Program

This program will most directly benefit owners of technology-intensive small and medium-sized enterprises, a majority of whom are well paid and highly educated.

Many of the jobs in these firms are related to science, technology, engineering and mathematics, and women only represented 23 per cent of that workforce in 2016. Clean tech and health innovation firms are eligible for Industrial Research Assistance Program support, which can increase the likelihood of these products or services reaching market, with indirect positive environmental and health care impacts for all Canadians.

Indirect benefits will accrue to all Canadians through stronger job creation and overall economic growth over time.

Data Sources: Statistics Canada

Quality of Life Impacts



Prosperity – *Employment; Firm growth; Investment in R&D*

Target Population: Owners and workers of innovative small and medium-sized Canadian businesses

Expected Benefits:

Gender: Men ○ — ● — ○ — ○ — ○ Women
Income Distribution: Low ○ — ○ — ○ — ● — ○ High Income
Inter-generational: Youth ○ — ● — Senior
Additional: SMEs in Technology Sectors
Characteristics:
GBA+ Timing: Early ■ ■ □ Later □ Existing



GBA+ Responsive Approach

The program will implement a new preferential scoring system that prioritizes applicant firms that have met equity, diversity, and inclusion targets or are actively working towards meeting them. The program will also build on its work to provide support to women and Indigenous-led firms through agreements with not-for-profit organizations.

Investing in Canadian Innovators through a Renewed Venture Capital Catalyst Initiative

The primary target groups for this initiative are entrepreneurs, businesses, and investors, with an additional focus on those in the life science technologies sector. Men are expected to benefit more than women as they are overrepresented as venture capital fund managers and entrepreneurs receiving investments from these fund managers, including amongst the more gender balanced life science technologies sector. Indirect benefits are expected to accrue more broadly to workers employed by entrepreneurs receiving investments. This initiative may also tend to benefit those with middle to higher incomes, including investors as well as employees of high-growth potential companies that receive investment. Investments through the new Inclusive Growth stream are expected to have positive impacts on enhancing diversity and gender balance in the Canadian venture capital industry.

Quality of Life Impacts



Prosperity – Firm growth; Investment in R&D; Productivity

Target Population: Entrepreneurs and Investors

Expected Benefits:

Gender: Men ☒ ☐ ☐ ☐ ☐ Women
 Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional Characteristics: Entrepreneurs and Investors in Life Sciences Sector
GBA+ Timing: Early ☐ ☒ Later ☐ Existing ☐



GBA+ Responsive Approach

Consistent with previous streams of the Venture Capital Catalyst Initiative, participants will be required to submit gender balance and diversity strategies and recipients will be required to report on statistics related to the number of women and Indigenous, Black and other racialized fund managers and entrepreneurs supported.

Boosting Canada's Clean Technology Exports

This program will primarily benefit Canadian firms looking to export in the clean technology sector. These companies are predominately led by owners that are male, non-Indigenous, younger in age and located in urban areas. However, the resulting environmental gains from the success of these technologies will benefit all Canadians, including future generations, in terms of combatting climate change and supporting other outcomes such as cleaner air and water.

Ontario, Quebec and British Columbia are expected to benefit more from the program, due to the relative sizes of their clean technology sectors.

Data Sources: Global Affairs Canada, Statistics Canada, Natural Resources Canada, Canadian Electricity Association, Treasury Board.

Quality of Life Impacts



Prosperity – Firm growth; Household incomes

Environment – Clean tech; Air quality; Clean drinking water

Target Population: Canadian Clean Technology Firms

Expected Benefits:

Gender: Men ☒ ☐ ☐ ☐ ☐ Women
 Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional Characteristics: Clean Technology Firms in Ontario, Quebec and British Columbia
GBA+ Timing: Early ☐ ☒ Later ☐ Existing ☐



GBA+ Responsive Approach

The program will continue to include measures to specifically support underrepresented groups in the clean technology sector, such as firms led by women, youth, Indigenous persons and immigrants and newcomers to Canada.

Removing Barriers to Internal Trade

The removal of internal trade barriers has the potential to increase productivity and reduce costs of goods and services, benefiting Canadians broadly. Lower-income Canadians will benefit disproportionately as a result of reduced costs of living as this group spends more as a percentage of their income on consumption of goods. With lower internal trade barriers, Canadian business owners could also benefit from increased sales and productivity. Only 15.7 per cent of small and medium-sized businesses in the broader economy are wholly owned by women. Evidence suggests that smaller regional economies tend to be more reliant on imports and have more to gain from trade liberalization. This could help improve the quality of life for Canadians living and working in these regions.

Data Sources: Statistics Canada, the Privy Council Office research data.

Quality of Life Impacts



Prosperity – *Productivity; Firm growth; Household incomes*

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
 Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional Characteristics: Consumers, Small and Medium-sized Enterprises, Smaller Regional Economies

GBA+ Timing:

Early ☐ ☐ ☐ Later ☒ Existing

Lowering the Cost of Doing Business by Reducing Credit Card Transaction Fees

Reducing credit card transaction fees will benefit all Canadian businesses that accept credit card payments, although reductions will be designed to provide greater assistance to small- and medium-sized businesses. The majority of businesses in Canada are owned by men.

Quality of Life Impacts



Prosperity – *Household incomes; Firm growth*

Target Population: Businesses in Canada

Expected Benefits:

Gender: Men ☐ ☒ ☐ ☐ ☐ Women
 Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional Characteristics: Businesses in Canada

GBA+ Timing:

Early ☒ ☐ ☐ Later ☐ Existing

A Fair and Competitive Marketplace

More robust competition law enforcement would directly benefit all Canadians by helping the economy work more efficiently and providing consumers with competitive prices, product choices and information to make informed decisions. Competition law enforcement can also have particular impacts for diverse groups of Canadians who are disproportionately harmed by fraud or unfair market practices. Enhanced enforcement capacity would help ensure more competitive markets and fairer pricing, which could disproportionately benefit lower income individuals. Overall, this measure would indirectly benefit women, persons with disabilities, seniors and lower-educated individuals.

Data Sources: World Bank, OECD

Quality of Life Impacts



Prosperity – *Productivity; Firm growth; Financial well-being*
Good Governance – *Confidence in public institutions; Victimization rate*

Target

All Canadians

Population:

Expected Benefits:

Gender:

Men ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ● ○ ○ ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional

Characteristics:

Consumers

GBA+ Timing:

Early ☐ ☐ Later ☒ Existing

Maintaining Momentum on Regulatory Modernization

While regulatory modernization initiatives are designed to benefit all Canadians through a stronger and more competitive economy, small businesses tend to benefit the most. The government's experience engaging with businesses has revealed that men are more likely to participate in regulatory consultations.

Quality of Life Impacts



Prosperity – *Firm growth; Productivity; GDP per capita*
Good Governance – *Confidence in public institutions*

Target

Small and Medium Businesses, All

Population:

Canadians

Expected Benefits:

Gender:

Men ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ○ ● ○ ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional

Characteristics:

SMEs

GBA+ Timing:

Early ☐ ☐ Later ☒ Existing



GBA+ Responsive Approach

Consultation processes have been designed to better ensure that a diverse set of voices from across Canada inform regulatory modernization. For example, the External Advisory Committee on Regulatory Competitiveness has been comprised to promote gender balance with five of eight spots currently held by women.

Renewing our National Trade Corridors

This program directly benefits all Canadians by improving Canada's overall trade competitiveness. Additional funding for the program will also provide short-term economic stimulus.

The program is expected to benefit workers in certain sectors, including the transportation and construction sectors, in which men make up the majority of the workforce (76 per cent and 87 per cent, respectively).

Data Sources: Statistics Canada, Infrastructure Canada

Quality of Life Impacts



Prosperity – Employment; Household incomes; GDP per capita

Target Population: All Canadians

Expected Benefits:

Gender: Men ☒ Women ☐
 Income Distribution: Low ☐ High Income ☒
 Inter-generational: Youth ☐ Senior ☒
 Additional Characteristics: Transportation and Construction Sectors, Exporters

GBA+ Timing: Early ☐ ☐ Later ☒ Existing

Modernizing Travel and Trade at Our Borders

Overall, these measures will benefit travellers, as well as those involved in the supply chain including importers, couriers, shippers, and other service providers. Additionally, the Canada Border Services Agency (CBSA) proposes to utilize new technologies, such as facial recognition and fingerprint verification, and will develop strategies to ensure the equitable application of these technologies across differences in gender, age, mobility, and race, to promote the security of all travellers.

Data Sources: Canadian Border Services Agency, Conference Board of Canada

Quality of Life Impacts



Good Governance – Domestic security; Confidence in public institutions

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ Women ☒
 Income Distribution: Low ☐ High Income ☒
 Inter-generational: Youth ☐ Senior ☒
 Additional Characteristics: Travellers, Importers, Shippers, and Couriers

GBA+ Timing: Early ☐ ☒ Later ☐ Existing ☐



GBA+ Responsive Approach

The Canada Border Services Agency will actively monitor, assess and calibrate new technologies in order to mitigate demographic impacts and risks.

Strengthening Canada's Trade Remedy System

Strengthening of the trade remedy system is expected to benefit all Canadians by promoting economic growth and serving all sectors of the economy. A public consultation will be conducted before implementing resulting measures and any unanticipated impacts on particular groups of Canadians raised in the consultations will be taken into consideration in design and implementation.

Quality of Life Impacts



Good Governance – Canada's place in the world

Target Population: Canadian Businesses and Workers

Expected Benefits:

Gender: Men ☐ Women ☒
 Income Distribution: Low ☐ High Income ☒
 Inter-generational: Youth ☐ Senior ☒
 Additional Characteristics: Canadian Businesses and Workers

GBA+ Timing: Early ☒ ☐ ☐ Later ☐ Existing ☐

Administration of Trade Controls

This program will primarily benefit the dairy, poultry, egg, steel, aluminum, aerospace and other arms technology sectors, which are generally male-dominated and some of which are concentrated in rural communities. Aspects of the program related to cross-border movement of arms will also benefit vulnerable populations in Canada and overseas through enhanced safety and security.

Data Sources: Statistics Canada, U.S. Department of Labour, ISED Canadian Industry Statistics

Quality of Life Impacts



Prosperity – Household incomes; Productivity
Good Governance – Crime Severity Index; Victimization rate;
Canada's place in the world

Target

Dairy, Poultry, Steel, Aluminum and Arms Technology Sectors

Population:

Expected Benefits:

Gender: Men ☒ Women ☐
Income Distribution: Low ☐ High Income ☒
Inter-generational: Youth ☐ Senior ☒
Additional Characteristics: Above sectors, Rural or Remote Populations
GBA+ Timing: Early ☐ Later ☐ Existing ☐

Better Supports for Exporters

All Canadians will benefit indirectly from the economic benefits conferred by broad-based improvement in export performance. The proposed increased focus on small and medium-sized enterprises (SMEs) will predominantly support men and Caucasian people as 63.5 per cent of Canadian SMEs are owned by men and only 12.2 per cent are owned by visible minorities.

Data Sources: Global Affairs Canada, Export Development Canada, Statistics Canada

Quality of Life Impacts



Prosperity – Employment; Firm growth
Good Governance – Canada's place in the world

Target Population:

All Canadians, SMEs

Expected Benefits:

Gender: Men ☒ Women ☐
Income Distribution: Low ☐ High Income ☒
Inter-generational: Youth ☐ Senior ☒
Additional Characteristics: SMEs, Caucasian
GBA+ Timing: Early ☐ Later ☒ Existing ☐

Supporting Innovation and Industrial Transformation

Funding through the Strategic Innovation Fund (SIF) is open to all sectors of the economy and all regions of Canada. Investments in SIF are ultimately intended to promote innovation and productivity growth, strengthening the Canadian economy, and benefitting all Canadians.

More generally, SIF projects may result in a higher proportion of direct benefits accruing to workers in highly innovative sectors or in STEM (Science, Technology , Engineering and Mathematics) fields. While the SIF is sector agnostic, this could include sectors like bio-manufacturing and life sciences, or aerospace and automotive manufacturing. This could result in slightly greater benefits for men and higher income individuals given the demographics of these sectors. Depending on the projects ultimately selected it is possible that certain regions in Canada could see greater benefits from SIF projects than others.

Data Sources: Internal program data, Statistics Canada

Quality of Life Impacts

Prosperity – Investment in R&D; Firm Growth; Productivity

Target Population:

Innovative Companies

Expected Benefits:

Gender: Men ☒ Women ☐

Income Distribution: Low ☐ High Income ☒

Inter-generational: Youth ☐ Senior ☒

Additional Characteristics: Innovative Sectors

GBA+ Timing:

Early ☐ Later ☐ Existing ☒

GBA+ Responsive Approach

In addition to a project’s economic and innovation value, the SIF’s assessment framework also considers any public benefits that may accrue, including the degree to which a project proposal includes gender sensitive initiatives, has considered Indigenous impacts and opportunities, and has inclusive plans to encourage diversity in the work place.

Renewing the Pan-Canadian Artificial Intelligence Strategy

This measure is primarily expected to benefit individuals working in the information and communications technology (ICT) sector and STEM (science, technology, engineering and mathematics and computer sciences) fields. The demographics of this group tend to be highly-educated, higher income men from urban regions. 55 per cent of people employed in the ICT sector hold advanced degrees and the annual average salary in the sector was 53.7 per cent higher than the Canadian average in 2019. Within the artificial intelligence commercial sector, only 26.5 per cent of individuals employed in ICT are women. Individuals located in artificial intelligence hubs in Alberta, British Columbia, Ontario and Quebec may benefit more from some measures in the strategy.

Data Sources: Statistics Canada, The Information and Communications Technology Council

Quality of Life Impacts

Prosperity – Investment in R&D; Firm growth; Productivity

Target Population:

Artificial Intelligence Sector; All Canadians

Expected Benefits:

Gender: Men ☒ Women ☐

Income Distribution: Low ☐ High Income ☒

Inter-generational: Youth ☐ Senior ☒

Additional Characteristics: Workers and Researchers in the Artificial Intelligence Sector

GBA+ Timing:

Early ☒ Later ☐ Existing ☐

GBA+ Responsive Approach

A portion of the funding to support commercialization activities will be directed towards small and medium-sized enterprises led by women and visible minorities.

Launching a National Quantum Strategy

A national quantum strategy will directly benefit individuals working in higher education and research, information and communications technology (ICT), and science, technology, engineering and mathematics (STEM) focused sectors who are predominantly highly-educated, higher income men from urban regions. Relative to their share of the labour force, visible minorities are also more likely to work in STEM fields.

For example, 55 per cent of people employed in the ICT sector hold advanced degrees and the annual average salary in the sector was 53.7 per cent higher than the Canadian average in 2019. Benefiting individuals will likely be primarily located in the four main quantum hubs in Alberta, British Columbia, Ontario and Quebec. Quantum science holds immense promise in areas such as improving drug development and battery technology, which could have a transformative benefit for all Canadians.

Data Sources: Statistics Canada

Quality of Life Impacts



Prosperity – Investment in R&D; Firm growth; Productivity

Target Population:

Quantum Science and Technology Sector, All Canadians

Expected Benefits:

Gender:

Men ☒ ☐ ☐ ☐ ☐ Women

Income Distribution:

Low ☐ ☐ ☐ ☒ ☐ High Income

Inter-generational:

Youth ☐ ☒ ☐ Senior

Additional

Characteristics:

Workers and Researchers in the Quantum Science and Technology Sector

GBA+ Timing:

Early ☐ ☒ Later ☐ Existing ☐



GBA+ Responsive Approach

Equity, diversity and inclusion will be considered as the strategy is further developed and implemented.

Revitalizing the Canadian Photonics Fabrication Centre

This initiative will benefit the photonics sector and quantum photonics subsector, specifically photonics researchers and owners of firms, a majority of whom are highly educated and men. Men comprise 62 per cent of science, technology, engineering and mathematics researchers. The average salary of workers in the information and communications technology sector is also 53 per cent higher than the Canadian average.

Data Sources: Statistics Canada, Innovation, Science and Economic Development Canada

Quality of Life Impacts



Prosperity – Firm growth; Investment in R&D

Target Population:

Photonics Sector

Expected Benefits:

Gender:

Men ☒ ☐ ☐ ☐ ☐ Women

Income Distribution:

Low ☐ ☐ ☐ ☒ ☐ High Income

Inter-generational:

Youth ☐ ☒ ☐ Senior

Additional

Characteristics:

Researchers and Workers in the Photonics Sector, including Quantum Photonics

GBA+ Timing:

Early ☐ ☒ Later ☐ Existing ☐

Launching a Pan-Canadian Genomics Strategy

Over the shorter term, this program is likely to benefit higher-educated and higher-paid individuals working in postsecondary education and science, technology, engineering and mathematics (STEM) across high-value sectors of the Canadian economy. Women make up only 34 per cent of STEM bachelor degree holders and men account for 53 per cent of university enrolments in STEM programs, which carries through to genomics research, where a majority of project leads are also men.

Over the longer term, participation is expected to become more balanced as the strategy unfolds and more women and underrepresented groups enter the genomics talent pipeline. All Canadians will benefit from the transformative changes that genomics promises, which should create new economic opportunities and jobs across many industrial sectors, improve quality of life and health solutions, and support efforts to reduce carbon emissions.

Data Sources: Statistics Canada, Genome Canada

Quality of Life Impacts



Prosperity – Investment in R&D; Employment

Health – Functional health status

Environment – Natural capital

Target Population: Genomics Sector, All Canadians

Expected Benefits:

Gender: Men ☐ ☒ Women ☐
 Income Distribution: Low ☐ ☐ ☒ High Income ☐
 Inter-generational: Youth ☐ ☒ Senior ☐
 Additional Characteristics: Researchers in Genomics Sector
 GBA+ Timing: Early ☐ ☒ Later ☐ Existing ☐

Conducting Clinical Trials

Advancing the development of new drugs, therapies and health interventions through clinical trials would ultimately benefit all Canadians. Historically, there has been an issue of bias in clinical research, marked by the underrepresentation of certain demographic groups, such as women, children, seniors, Black and other racialized persons and low-income populations in research experiments and clinical trials. By focusing on ensuring sex, gender and other diversity factors are considered in research design and implementation, this proposal would contribute towards addressing health inequities experienced by minority groups unrepresented in clinical trials. Beneficiaries of this measure will also include independent researchers who will receive research grants. The Canadian Institute of Health Research programs found that slightly more than 50 per cent of funded applicants identified as women.

Data Sources: Internal program data, Statistics Canada

Quality of Life Impacts



Prosperity – Investment in R&D

Health – Health-adjusted life expectancy; Unmet health care needs

Target Population: Health Researchers, All Canadians

Expected Benefits:

Gender: Men ☐ ☒ Women ☐
 Income Distribution: Low ☐ ☒ High Income ☐
 Inter-generational: Youth ☐ ☒ Senior ☐
 Additional Characteristics: Health Researchers
 GBA+ Timing: Early ☐ ☒ Later ☐ Existing ☐



GBA+ Responsive Approach

The Canadian Institutes of Health Research monitors the extent to which the research it funds addresses sex and gender equity considerations; the proportion of funding that goes to Indigenous health research; provides an annual report on the gender equity of its programs; and would monitor the diversity of funded researchers to inform program improvements.

Supporting the Innovation Superclusters Initiative

This measure is expected to benefit both men and women. However, the impacts are expected to vary depending on the final projects that are supported given the unique demographic characteristics of the sectors in which the Superclusters operate.

As the program supports innovative and often technology intensive projects, it is expected that many of the direct beneficiaries will be highly-educated individuals with middle-to-high incomes. In 2016 the median employment income of individuals with post-secondary certificates, diplomas or degrees was \$11,014 higher than that of workers without one. However, it is hoped that the higher levels of economic growth and other benefits ultimately realized through these investments will benefit all Canadians. For example, several supercluster clean tech projects are currently underway with the potential to lead to environmental benefits for all Canadians.

Data Sources: Internal program data, Statistics Canada

Quality of Life Impacts



Prosperity – Investment in R&D; Firm growth; Productivity

Target

Innovative Companies; All Canadians

Population:

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
 Income Distribution: Low ☐ ☐ ☐ ☒ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional Characteristics: Highly educated workers, various sectors

GBA+ Timing: Early ☒ ☐ ☐ Later ☐ Existing ☐



GBA+ Responsive Approach

Each of the Superclusters is undertaking ecosystem building activities that support economic inclusion of under-represented groups. These activities can include supporting projects that are led by women entrepreneurs or that create work-integrated learning opportunities for Indigenous people.

Promoting Canadian Intellectual Property

This program directly benefits innovative small and medium sized enterprises (SMEs) with the potential to own intellectual property. These businesses tend to operate in sectors with strong representation from the science, technology, engineering and math (STEM) fields. Higher-educated men tend to be overrepresented within these groups and could see greater benefits from the proposed support. Women make up only 34 per cent of STEM bachelor degree holders. While the number of women inventors named on patent applications originating in Canada is growing, men still account for the vast majority.

Data Sources: Canadian Intellectual Property Office, Statistics Canada

Quality of Life Impacts



Prosperity – Firm growth; Investment in R&D; Productivity
 Good Government – Confidence in public institutions

Target Population:

Innovative Small and Medium-sized Businesses

Expected Benefits:

Gender: Men ☐ ☒ ☐ ☐ ☐ Women
 Income Distribution: Low ☐ ☐ ☐ ☒ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional Characteristics: SMEs

GBA+ Timing: Early ☒ ☐ ☐ Later ☐ Existing ☐

Capitalizing on Space-based Earth Observation

The capacity to use information about Earth collected from space is generally expected to benefit Canadians from all regions and demographics, given the positive impacts for public safety, public health, agriculture, climate change adaption, disaster risk reduction, and responsible resource development. Some activities will benefit particular groups of Canadians. For example, services can provide monitoring of sea ice and weather.

Indirect employment benefits to the space sector can be expected to disproportionately benefit men, who comprised 74 per cent of new hires by Canadian space firms in 2019.

The construction and repair of the receiver stations will indirectly benefit the construction trades and engineering, which tend to have workforces that are predominantly men.

Data Sources: *Canadian Space Agency, Statistics Canada*

Quality of Life Impacts



Environment – *Coastal and marine protection; Natural disasters and emergencies; Natural capital*
Good Governance – *Public safety*

Target

All Canadians

Population:

Expected Benefits:

Gender: Men ☒ Women ☐
Income Distribution: Low ☐ High Income ☒
Inter-generational: Youth ☐ Senior ☒
Additional Characteristics: Space Sector

Characteristics:

GBA+ Timing:

Early ☐ ☒ Later ☐ Existing ☐

Science and Technology Collaboration with Israeli Firms

This program will primarily benefit Canadian small and medium enterprises (SME) in innovative industry sectors. Broadly speaking, the ownership of SMEs in these sectors tends to be less diverse than that of SMEs overall, with their owners less likely to be from under-represented demographics, such as women, Indigenous persons or visible minorities. These SME owners are likely to have higher levels of education. The potential new technologies resulting from this program are expected to benefit all Canadians, by providing innovative solutions to environmental, social and public health challenges.

Data Sources: *Global Affairs Canada, Statistics Canada, and the Organization for Economic Co-operation and Development.*

Quality of Life Impacts



Prosperity – *Investment in R&D; Firm growth; Productivity*

Target Population:

Canadian Innovation-focused SMEs

Expected Benefits:

Gender: Men ☒ Women ☐
Income Distribution: Low ☐ High Income ☒
Inter-generational: Youth ☐ Senior ☒
Additional Characteristics: Highly-educated Individuals

GBA+ Timing:

Early ☐ ☒ Later ☐ Existing ☒



GBA+ Responsive Approach

Global Affairs Canada will conduct outreach to innovative women, indigenous, and other minority-owned SMEs to encourage their participation in the program.

Accelerating Broadband For Everyone

High-speed internet will provide benefits to Canadians living in rural and remote communities, where costs of services are often higher. Only 41 per cent of households in rural areas have access to internet speeds of 50/10 megabits per second compared to nearly 100 per cent of households in large urban areas. Faster broadband projects support diversity by enabling people to fully participate in online spaces, for people of different background to share resources, and build connections. High-speed internet can create new economic opportunities that benefit rural households and improve accesses to services, such as remote health and distance learning. Average weekly earnings of residents in large urban areas is estimated to be 15-25 per cent higher than average weekly earnings of residents in rural areas.

Similarly, Indigenous communities located in remote areas can expect to benefit from faster speeds and improved access to online services related to health and public safety.

Data Sources: *Canadian Radio-television and Telecommunications Commission, Statistics Canada*

Quality of Life Impacts



Prosperity – Access to broadband; Employment; Household incomes

Society – Social participation; Sense of belonging to local community; Time use

Target Population: Rural and Remote Communities

Expected Benefits:

Gender:

Men ○ ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ● ○ ○ ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional

Rural and Remote Communities, Indigenous communities

Characteristics:

GBA+ Timing:

Early □ □ Later ■ Existing

Establishing a new Data Commissioner

A well-functioning online marketplace and thriving data-driven technology sector benefit all Canadians by ensuring a proper balance with privacy protections and other social considerations.

There can be biases in the data used by artificial intelligence systems that inform real life decisions that affect people's lives, particularly historically disadvantaged demographic groups. For example, an algorithm used by U.S. hospitals to predict which patients would likely need extra care heavily favoured white patients over Black patients, despite race not being a variable. Healthcare cost history was, however, used in assessing a person's healthcare needs, but it happened to correlate with race.

Collecting bias-free data will help prevent historical harms from being propagated in automated decisions. Efforts by the Data Commissioner to promote positive uses and outcomes associated with data, while identifying and mitigating harmful and negative consequences, are expected to particularly benefit historically disadvantaged groups.

Data Sources: *American Association for the Advancement of Science*

Quality of Life Impacts



Prosperity – *Firm growth; Productivity; Investment in R&D*

Society – *Trust in others*

Good Governance – *Confidence in public/private institutions (data integrity)*

Target

All Canadians

Population:

Expected Benefits:

Gender:

Men ○ ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ○ ○ ● ○ ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional

Characteristics:

Disadvantaged Groups

GBA+ Timing:

Early ■ □ □ Later □ Existing

Enhancing Business Condition Data

This measure will benefit all Canadians through increased real-time data regarding business conditions of Canadian enterprises. This measure will also benefit researchers who will have better access to relevant data. Canadian businesses will indirectly benefit through better policies and programs informed by improved data.

Data Sources: *Statistics Canada*

Quality of Life Impacts



Prosperity – *Firm growth*

Good Governance – *Confidence in public/private institutions*

Target Population:

All Canadians, Business Sector

Expected Benefits:

Gender:

Men ○ ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ○ ○ ● ○ ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional

Characteristics:

Researchers, Business Sector

GBA+ Timing:

Early □ □ ■ Later □ Existing

Continuing Motor Vehicle Safety Oversight

This measure benefits all Canadians by reducing motor vehicle collisions through monitoring and enforcing compliance with the *Motor Vehicle Safety Act* and its regulations, and developing new regulations to modernize safety oversight.

This measure will indirectly benefit certain sectors, such as the automotive sector and science, technology, engineering and math (STEM) fields, by supporting the introduction of new vehicle technologies. Men make up the majority of the workforce in these sectors.

Data source: *Statistics Canada*

Quality of Life Impacts



Health – *Health-adjusted life expectancy; Functional health status*

Good Governance – *Personal safety*

Target

Population: All Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: Automotive Sector, STEM fields

GBA+ Timing: Early ☐ ☐ ☐ Later ☒ Existing

Revitalizing the Canadian Commercial Corporation

This initiative will support Canadian firms and workers operating in North American defence supply chains. The Canadian Commercial Corporation (CCC) is most active in sectors where jobs are predominantly held by men, including defence, manufacturing, and aerospace, where men hold 75 per cent, 72 per cent, and 70 per cent of jobs, respectively. Men are also expected to indirectly benefit from this initiative as they are generally overrepresented among the workforces of the supply chain partners who work with the exporters directly served by CCC.

Data Sources: *ISED, Canadian Manufacturers and Exporters, Statistics Canada, Canadian Council for Aviation & Aerospace*

Quality of Life Impacts



Prosperity – *Household incomes; Employment*

Target Population:

Exporters and their Supply Chain Partners

Expected Benefits:

Gender: Men ☐ ☒ ☐ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: Exporters and their Supply Chain Partners

GBA+ Timing: Early ☐ ☐ ☒ Later ☐ Existing



GBA+ Responsive Approach

CCC intends to implement a series of reporting and analysis measures to give the government a better understanding of the composition of the workforce linked to CCC contracts.

Chapter 5: A Healthy Environment for a Healthy Economy

This section includes gender and diversity impact analyses for remaining Budget 2021 measures in Chapter 5.

Propelling Clean Tech Projects

This new financing facility is expected to directly benefit clean technology businesses and their employees. Men are expected to benefit disproportionately as they are overrepresented as clean technology founders, senior management, and employers. In 2019, men made up approximately 64 per cent of the environmental and clean technology workforce.

The indirect and long-term benefits are expected to be more gender balanced. Climate change directly and indirectly affects the health and wellbeing of individuals and communities. Funding clean technology projects is expected to provide long-term benefits to the environment within Canada (e.g. greenhouse gas emissions reductions, clean air and water), which will be beneficial to all Canadians, in particular younger and future generations.

Data Sources: Statistics Canada

Quality of Life Impacts



Prosperity – Access to capital; Firm growth
Environment – Greenhouse gas emissions; Waste management

Target Population: Clean Tech Sector

Expected Benefits:

Gender: Men ● Women ○
Income Distribution: Low ○ High Income ●
Inter-generational: Youth ○ Senior ●
Additional Characteristics: Clean technology businesses and employees

GBA+ Timing: Early ☐ ☒ Later ☐ Existing ☐

GBA+ Responsive Approach

Supported businesses will be required to have a gender and diversity strategy in place to improve gender equality and diversity in their company and during the project. Project evaluation will take into consideration a company's record of gender equality and diversity, including board composition and hiring.

Growing Zero-emission Technology Manufacturing

The measure would directly benefit profitable zero-emission technology manufacturers by reducing their tax rates.

To the extent that the measure increases returns to shareholders, men and higher-income individuals are more likely to benefit from the measure than other groups are, as these groups receive disproportionately large amounts of investment income.

Reducing corporate tax rates can benefit workers by increasing their wages through a higher demand for labour. Employees in manufacturing are mostly men (72 per cent); therefore, male workers would primarily realize the share of the benefit of the measure that falls on labour. Reduced business costs may also be passed on to consumers through lower prices. To the extent that reduced business costs are passed on to consumers, some technologies (e.g. zero-emission vehicles) are disproportionately consumed by higher-income individuals. To the extent the measure leads to a net reduction in greenhouse gas emissions, this would benefit all Canadians in the long term.

Data Sources: Internal Administrative Data and Data from Statistics Canada

Quality of Life Impacts



Prosperity – Business investment; Employment; Wages
Environment – Greenhouse gas emissions; Air quality

Target Population:

Zero-emission Technology Manufacturers

Expected Benefits:

Gender:

Men ☒ ☐ ☐ ☐ ☐ Women

Income Distribution:

Low ☐ ☐ ☐ ☒ ☐ High Income

Inter-generational:

Youth ☐ ☒ ☐ Senior

Additional

Characteristics:

Employees, Owners and Shareholders of Zero-emission Technology Manufacturers

GBA+ Timing:

Early ☐ ☒ Later ☐ Existing ☐

Accelerating Investment in Clean Energy Technologies

This tax incentive will directly benefit businesses that generate clean energy by, for example, using pumped hydroelectric energy storage to generate electricity, or by producing renewable fuels or hydrogen. Businesses that use certain fossil-fuelled and certain waste-fuelled electrical generation equipment may realize a loss of tax benefits. To the extent the proposal leads to a reduction in greenhouse gas emissions, this would benefit all Canadians in the long term.

Some of the benefits may be passed on to shareholders and owners of benefitting businesses. While no information is known on these shareholders and business owners specifically, tax data suggests that generally shareholders are disproportionately male and high income. Corporate tax incentives can also benefit workers by increasing their wages through a higher demand for labour. Benefitting businesses operate primarily in the utilities and manufacturing sectors where workers are disproportionately male: 73 and 72 per cent, respectively.

Businesses that may realize a loss of tax benefits operate primarily in the utilities, oil and gas extraction, and wood and paper product manufacturing sectors, where workers are also disproportionately male: 73, 74, and 83 per cent, respectively.

Data Sources: Internal Administrative Data, and Data from Statistics Canada

Quality of Life Impacts



Prosperity – Firm growth; Business investment
Environment – Greenhouse gas emissions; Air quality;
Clean tech

Target

Population:

Clean Energy Sector, All Canadians

Expected Benefits:

Gender:

Men ☒ ☐ ☐ ☐ ☐ Women

Income Distribution:

Low ☐ ☐ ☐ ☒ ☐ High Income

Inter-generational:

Youth ☐ ☒ ☐ Senior

Additional

Utilities Sector, Renewable Fuels and Hydrogen Producers

Characteristics:

GBA+ Timing:

Early ☐ ☒ ☐ Later ☐ Existing

Enhancing Canada's Supply of Critical Minerals

Groups that will benefit directly from this proposal include scientists and researchers who develop critical mineral refining and processing technology. Science and research fields in Canada are dominated by men, as women account for less than 30 per cent of those employed in science and research occupations.

Enhancing Canada's supply of critical minerals will indirectly support workers in the mining sector, which is centered in rural and remote areas. The mining workforce in Canada is predominantly men, with women accounting for only 14 per cent of the sector's workers.

While mining and processing these critical minerals will generate negative near-term environmental impacts, significant positive long-term environmental impacts are expected as critical minerals are utilized to increase the availability of batteries and other clean technologies that reduce emissions. In addition, these activities will offer long-term benefits by securing the domestic supply of minerals that will be increasingly important to the green economy.

Data Sources: Statistics Canada

Quality of Life Impacts



Prosperity – Employment; Household incomes;
Investment in R&D
Environment – Clean tech
Good Governance – Domestic security

Target

Scientists and Researchers

Population:

Expected Benefits:

Gender:

Men ☒ ☐ ☐ ☐ ☐ Women

Income Distribution:

Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational:

Youth ☐ ☒ ☐ Senior

Additional

Scientists and Researchers,
Workers in the Mining Sector

Characteristics:

GBA+ Timing:

Early ☐ ☐ ☒ Later ☐ Existing

Charging and Fueling Zero-emission Vehicles

This measure is expected to benefit current and future zero-emission vehicle (ZEV) owners. Research conducted by Simon Fraser University indicates that early adopters of ZEVs in Canada are more likely to be men, middle-aged, well-educated, high-income, and to live in urban areas. This trend is expected to continue in the short term.

This measure will eventually benefit all Canadians through the improved air quality and greenhouse gas emission reductions associated with large-scale ZEV adoption.

Quality of Life Impacts



Environment - Air quality; Greenhouse gas emissions

Target Population:

Current and Future ZEV Owners

Expected Benefits:

Gender:

Men ☒ ☐ ☐ ☐ ☐ Women

Income Distribution:

Low ☐ ☐ ☐ ☒ ☐ High Income

Inter-generational:

Youth ☐ ☒ ☐ Senior

Additional

Driving Age Population, Urban
Regions

Characteristics:

GBA+ Timing:

Early ☐ ☐ ☒ Later ☐ Existing

Reducing Transportation and Landfill Emissions

The measures will improve environmental outcomes for all Canadians by reducing greenhouse gas emissions from the transportation and waste sectors. The resulting improved air quality and associated health outcomes would benefit those with a sensitivity to pollution, including the elderly, children, and those with pre-existing medical conditions. Reducing greenhouse gas emissions will benefit future generations by alleviating the negative impacts of climate change.

Data Sources: *United Nations, California Air Resources Board, Environment and Climate Change Canada*

Quality of Life Impacts



Environment – *Greenhouse gas emissions; Waste management; Air quality*

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
 Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional
 Characteristics: Clean Technology Sector

GBA+ Timing: Early ☐ ☒ Later ☐ Existing ☐



GBA+ Responsive Approach

Environment and Climate Change Canada intends to undertake a socio-economic impact assessment for each regulation during the first year of development, which will include consideration of GBA+ factors.

Investing in the Forest-based Bioeconomy

This measure will predominantly benefit men, who represent 83 per cent of the workers in the forest sector, which is centered in rural and remote areas. First Nations and Métis men are also overrepresented in the sector compared to the general population. The program will require participating firms to develop a diversity work plan to track and promote inclusive hiring practices and environments. Supporting biomaterials that offset fuel and plastic use, new technologies and other upgrades at forest facilities will also support the maintenance and creation of well-paying jobs, and benefit the rural and Indigenous communities located near, and reliant on, the forest sector, especially in British Columbia, Ontario, Quebec and New Brunswick.

Data Sources: *Natural Resources Canada, Statistics Canada*

Quality of Life Impacts



Prosperity – *Investment in R&D; Productivity; Employment*
 Environment – *Greenhouse gas emissions; Natural capital; Waste management*

Target Population: Workers in the Forest Sector

Expected Benefits:

Gender: Men ☐ ☒ ☐ ☐ ☐ Women
 Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional
 Characteristics: Forest Sector, Rural and Indigenous communities

GBA+ Timing: Early ☐ ☒ Later ☐ Existing ☒



GBA+ Responsive Approach

Program application and contribution agreement materials will both collect data on existing participation levels of different groups and promote greater diversity and involvement of underrepresented populations.

First Federal Green Bond

Green bonds support investments that pursue environmental objectives benefitting all Canadians, which could include projects that support climate mitigation adaptation, biodiversity and conservation, and pollution prevention and control.

Quality of Life



Impacts

Environment – Greenhouse gas emissions; Adaptation; Conservation

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
Inter-generational: Youth ☐ ☒ ☐ Senior
GBA+ Timing: Early ☒ ☐ ☐ Later ☐ Existing

Advancing Carbon Capture, Utilization, and Storage Technologies

Over the near and medium term, men and individuals with higher education are expected to benefit from increased science and research activities focused on the energy and industrial sectors. Men are overrepresented in the science and research fields, and the energy and manufacturing sectors, with women accounting for less than 30 per cent of the workforce in the energy and manufacturing sectors. Supporting the advancement of carbon capture, utilization, and storage technologies is expected to benefit all Canadians through reduced greenhouse gas emissions in the long term.

Data Sources: Statistics Canada

Quality of Life Impacts



Prosperity – Investment in R&D; Household incomes
Environment – Greenhouse gas emissions, Clean tech

Target Population: Clean Tech Companies and Researchers; all Canadians

Expected Benefits:

Gender: Men ☐ ☒ ☐ ☐ ☐ Women
Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
Inter-generational: Youth ☐ ☒ ☐ Senior
Additional Characteristics: Energy Sector, Heavy Industry, Certain Regions

GBA+ Timing: Early ☒ ☐ ☐ Later ☐ Existing

Cleaner Fuels for a Cleaner Environment

The implementation of the Clean Fuel Standard liquid fuels regulation is expected to benefit all Canadians, including future generations, by reducing Canada's greenhouse gas emissions. The regulation will ensure the production of cleaner and less polluting fuels, resulting in improved air quality that will benefit those with air pollution sensitivities (e.g., seniors, children, and those with pre-existing medical conditions). The regulation is also expected to benefit lower-carbon fuel providers, such as biofuel producers and feedstock providers (e.g., farmers and foresters), and promote the uptake of advanced vehicle technologies (e.g., electric and hydrogen fuel cell vehicles). Compliance strategies under the regulation will also benefit providers of carbon capture, utilization, and storage, and hydrogen production technologies.

Data Sources: *United Nations, Canada Energy Regulator, Sustainable Prosperity, Ecofiscal Commission*

Quality of Life Impacts



Health – *Self-rated health*

Environment – *Greenhouse gas emissions; Air quality*

Target Population: All Canadians

Expected Benefits:

Gender:

Men ○ ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ○ ○ ○ ● ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional

Characteristics:

Clean Energy Sector

GBA+ Timing:

Early ☐ ☒ Later ☒ Existing

Supporting the Production and Use of Clean Fuels

The near-term benefits of this measure will be focused mainly on companies involved in the production or distribution of low-carbon fuels, which are part of the broader energy sector. Men are the predominant demographic group in the energy sector.

Over time, increased production and use of low-carbon fuels is expected to support the long-term resilience of the energy sector, assist energy-intensive sectors like oil and gas, steel, and cement in reducing their emissions, and offer new job opportunities for Canadians. In the long-term, low-carbon fuels can reduce greenhouse gas emissions, which will benefit all Canadians.

Data Sources: *Statistics Canada*

Quality of Life Impacts



Prosperity – *Firm growth*

Environment – *Air quality; Greenhouse gas emissions;*

Natural capital

Target Population: Clean Energy Sector

Expected Benefits:

Gender:

Men ○ ● ○ ○ ○ ○ Women

Income Distribution:

Low ○ ○ ○ ○ ● ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional

Characteristics:

Heavy Industry, Clean Technology Sector

GBA+ Timing:

Early ☒ ☒ Later ☐ Existing



GBA+ Responsive Approach

This measure will give priority to supporting firms that commit to workforce diversity.

Low-Carbon Fuel Procurement Program

Procurement of low-carbon fuels is aimed at reducing the pollution from fossil fuels, and reducing greenhouse gas emissions of government operations. This will reduce the impacts of climate change and environmental degradation to the benefit of all Canadians. The program is likely to directly benefit the working age (18-64) population in the clean energy sector. Over the longer term, the program will indirectly support the transition of the air and marine transportation sectors to more sustainable operations which will have a slight positive impact on employment in those industries.

Data Sources: Statistics Canada

Quality of Life Impacts



Environment – Greenhouse gas emissions

Target Population: All Canadians

Expected Benefits:

Gender: Men ☒ Women ☐
Income Distribution: Low ☐ High Income ☒
Inter-generational: Youth ☐ Senior ☒
Additional Characteristics: Clean Energy Sector
GBA+ Timing: Early ☐ Later ☐ Existing ☐

Supporting a Centre for Innovation and Clean Energy in British Columbia

Clean technology firms and the energy sector are expected to benefit directly from this support. These fields in Canada are predominantly occupied by men.

Women continue to be significantly underrepresented across the energy sector, comprising approximately 20 to 25 per cent of the workforce. In addition, small and medium-sized clean tech enterprises tend to be majority owned by men, with only 19 per cent being majority owned by women in 2017.

Supporting the advancement of clean technologies will benefit all Canadians through improved environmental outcomes and reduced greenhouse gas emissions in the long term.

Quality of Life Impacts



Prosperity – Firm growth; Investment in R&D
Environment – Clean tech; Greenhouse gas emissions

Target Population: Clean tech companies

Expected Benefits:

Gender: Men ☒ Women ☐
Income Distribution: Low ☐ High Income ☒
Inter-generational: Youth ☐ Senior ☒
Additional Characteristics: Energy Sector
GBA+ Timing: Early ☒ Later ☐ Existing ☐

Federal Clean Electricity Fund

This measure will reduce greenhouse gas (GHG) emissions and support Indigenous participation in clean electricity investments. All Canadians are expected to benefit from reduced GHG emissions from government operations, while at least five per cent of program benefits will accrue to Indigenous businesses.

Due to the current availability of clean electricity, incremental benefits are expected to accrue largely to clean electricity producers in Alberta. Since women represent about 20 to 25 per cent of the workforce in the energy sector, resulting employment opportunities are expected to favour men.

Data Sources: Statistics Canada

Quality of Life Impacts



Prosperity – Firm growth

Environment – Greening operations; Greenhouse gas emissions

Target

Population:

All Canadians

Expected Benefits:

Gender:

Men ○ ● ○ ○ ○ Women

Income Distribution:

Low ○ ○ ○ ● ○ High Income

Inter-generational:

Youth ○ ○ ● Senior

Additional

Characteristics:

Clean Energy Sector

GBA+ Timing:

Early ☐ ☒ Later ☐ Existing

Steering Canada's Strengthened Climate Plan

Increasing federal policy development capacity for clean tech and addressing domestic and international climate change is expected to benefit all Canadians by supporting decision making that contributes to reducing greenhouse gas emissions. As women and young people are more affected by climate change, they are likely to benefit from deeper action on climate change. The additional federal clean tech capacity would also promote the deployment and export of these technologies. As men represent nearly three-quarters of the labour force in the clean tech sector, they are likely to benefit from growth in this sector.

Data Sources: United Nations, Statistics Canada.

Quality of Life Impacts



Environment – Greenhouse gas emissions

Good Governance – Canada's place in the world

Target Population:

All Canadians

Expected Benefits:

Gender:

Men ○ ● ○ ○ ○ Women

Income Distribution:

Low ○ ○ ○ ● ○ High Income

Inter-generational:

Youth ○ ○ ● Senior

Additional

Characteristics:

Clean Technology Sector

GBA+ Timing:

Early ☐ ☐ Later ☐ Existing

Support for Farmers and Agricultural Climate Solutions

The direct beneficiaries of these measures are older men since 71 per cent of operators in the agriculture sector are men and the average age of all farm operators is 55. The farm population also has a median household income 17 per cent higher than the total population. Communities where producers operate will indirectly benefit from these measures as support could translate into job creation for clean solutions to farm emissions or economic co-benefits. Climate action will have long term benefits for future generations. Proposed support to farmers through fuel charge proceeds only benefits producers and communities in backstop jurisdictions, which currently include Alberta, Manitoba, Saskatchewan and Ontario. **Data Sources:** *Statistics Canada*

Quality of Life Impacts



Prosperity – Household incomes; Food security
Environment – Clean tech

Target Population: Agricultural Operators, Specific Regions

Expected Benefits:

Gender: Men ☒ Women ☐
Income Distribution: Low ☐ High Income ☒
Inter-generational: Youth ☐ Senior ☒
Additional Characteristics: Agriculture Sector
GBA+ Timing: Early ☐ Later ☒ Existing ☐

Integrating Climate into Federal Decisions

Applying a climate lens is expected to benefit all Canadians by ensuring that all federal government decision-making considers climate change mitigation, adaptation, and resilience in a rigorous and consistent way. Strengthened decision-making is anticipated to have indirect positive medium and long-term environmental impacts.

Data Sources: *Statistics Canada, Organisation for Economic Co-operation and Development, Treasury Board Secretariat, Environment and Climate Change Canada*

Quality of Life Impacts



Environment – Greening operations; Adaptation; Greenhouse gas emissions
Good Governance – Confidence in public institutions

Target Population: All Canadians

Expected Benefits:
Gender: Men ☐ Women ☒
Income Distribution: Low ☐ High Income ☒
Inter-generational: Youth ☐ Senior ☒
Additional Characteristics: Public sector
GBA+ Timing: Early ☒ Later ☐ Existing ☐

Stronger Climate-Related Disclosures

Climate-related financial disclosure is designed to focus organizations and investors (in this case the Crown) on sustainable financial choices, taking into account and disclosing the financial risks associated with climate change, which will result in positive impacts on income growth and the environment that benefit all Canadians.

Crown corporations will also be required to implement gender and diversity reporting, starting in 2022.

Quality of Life Impacts



Prosperity – Firm growth
Environment – Greening operations; Greenhouse gas emissions
Good Governance – Confidence in public institutions

Target Population: All Canadians

Expected Benefits:
Gender: Men ☐ Women ☒
Income Distribution: Low ☐ High Income ☒
Inter-generational: Youth ☐ Senior ☒
Additional Characteristics: Clean Technology Sector
GBA+ Timing: Early ☐ Later ☐ Existing ☒






Lower Home Energy Bills Through Interest-free Loans for Retrofits

This program will directly benefit homeowners and landlords, including low-income Canadians. Homeownership rates increase with income and age, and are also higher for couples and families when compared to single-individual households. Improving the energy efficiency of homes will lower energy bills, and help to combat energy poverty. Home energy retrofits can also improve the climate resiliency of homes and reduce greenhouse gas emissions, which will benefit all Canadians, especially low-income Canadians who are more vulnerable the consequences of climate change.

The program would indirectly benefit the energy efficiency sector. A 2019 Environmental Careers Organization of Canada report noted that women represent 13 per cent of energy efficiency construction jobs, which is significantly higher than the national average in construction overall of approximately four per cent. The report also noted that the energy efficiency workforce had a higher proportion of younger workers between ages 18 and 34 (42 per cent) than the overall construction workforce.

Data Sources: Statistics Canada, Environmental Careers Organization of Canada

Quality of Life Impacts





Prosperity – Employment; Household incomes
Environment – Greenhouse gas emissions, Energy efficiency; Air quality


Target Population:

Homeowners and Landlords; All Canadians

Expected Benefits:

Gender: Men  Women

Income: Low  High Income

Distribution: Youth  Senior

Additional Characteristics: Couples and Family Households, Energy Efficiency Sector

GBA+ Timing: Early ☐ ☒ Later ☐ Existing

Strengthening Climate Resiliency

These measures will benefit all Canadians by improving resilience to climate change. However, certain groups are particularly vulnerable to climate change and will benefit more than other Canadians. These include coastal, remote, northern, and Indigenous communities, as well as minority groups, low-income communities, women, and elderly people. The creation of a small-scale project stream under the Disaster Mitigation and Adaptation Fund will specifically benefit small, rural, remote, northern, and Indigenous communities, while the renewal of the Standards to Support Resilience in Infrastructure Program will benefit northern communities by addressing their unique needs.

Both measures will indirectly benefit certain industries, such as construction, trades, and engineering, which tend to have workforces that predominantly employ men. As recorded in the 2016 Census, those employed by the construction sector identified as:

- 87 per cent men;
- 18 per cent immigrants; and
- 11 per cent visible minorities, including two per cent Black Canadians.

Data Sources: Statistics Canada, BuildForce Canada

Quality of Life Impacts

Prosperity – Firm growth; Household incomes

Health – Self-rated health

Environment – Natural disasters and emergencies; Adaptation

Good Governance – Household emergency preparedness

Target Population:

All Canadians; Coastal, Small, Rural, Remote, Northern, and Indigenous Communities

Expected Benefits:

Gender: Men ☒ Women ☐

Income Distribution: Low ☐ High Income ☒

Inter-generational: Youth ☐ Senior ☒

Additional Characteristics: Construction, Trades and Engineering Sectors

GBA+ Timing:

Early ☐ Later ☐ Existing ☒

GBA+ Responsive Approach

The Community Employment Benefits Reporting Framework under the Disaster Mitigation and Adaptation Fund encourages all proponents to address inequality and build inclusiveness, thereby increasing employment opportunities for apprentices, Indigenous people, women, persons with disabilities, veterans, youth, and new Canadians.

GBA+ Responsive Approach

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102 Annex 5

Keeping Canadians Safer from Floods

Canadians living in flood-prone areas will primarily benefit. Based on preliminary analysis, this group represents a gender-balanced subset of the Canadian population, which is not substantially skewed by income. This finding is supported by a recent Statistics Canada report on five major flood events from 2019.

Homeowners and renters, particularly in coastal and floodplain regions, will benefit from a more accurate understanding of flood risk for insurance purposes. Areas of higher flood risk exist in both rural and urban areas due to construction in floodplains over time.

Indigenous peoples are more at risk of flooding due to both pre-existing socio-economic vulnerabilities and the legacy of colonialism. Furthermore, Indigenous communities are more likely to be located in flood prone areas.

Data Sources: Statistics Canada, Natural Sciences and Engineering Research Council

Quality of Life Impacts



Prosperity – *Protection from income shocks*
Environment – *Natural disasters and emergencies; Adaptation*
Good Governance – *Household emergency preparedness*

Target Population: Specific Regions (Coastal and Floodplain)

Expected Benefits:

Gender: Men ○ ○ ● ○ ○ Women
Income Distribution: Low ○ ○ ● ○ ○ High Income
Inter-generational: Youth ○ ○ ● Senior
Additional Characteristics: Homeowners, Indigenous peoples in Specific Regions
GBA+ Timing: Early ☐ ☒ Later ☐ Existing



GBA+ Responsive Approach






Where applicable, this program will adhere to Indigenous Ownership Control Access and Possession principles to disseminate flood hazard information in Indigenous communities and conduct Indigenous engagement to ensure openness and transparency in its data collection and publication practices.

Improving Wildfire Resilience and Preparedness

These measures will primarily benefit Canadians who are the most affected by wildfire. Rural and remote communities are particularly vulnerable to wildfire disasters, especially Indigenous communities, with 70 per cent of Indigenous people living in or near forested areas. People with pre-existing medical conditions (e.g. asthma) can be disproportionately affected by wildfire smoke, while individuals with mental health issues can also be disproportionately affected by stress and trauma resulting from evacuations. Food and water shortages resulting from a wildfire event also significantly affect people with either physical or mental health issues. These initiatives may create employment opportunities in the forest sector, with non-immigrants, men, and people over 45 years of age being the most likely to benefit as they respectively represent 88, 83 and 53 per cent of forestry workers.

Data Sources: Statistics Canada, International Union for Conservation of Nature, Parks Canada Agency, Canadian Parks Council, International Journal of Wildland Fire, Association for Fire Ecology

Quality of Life Impacts



Health – Functional health status; Self-rated mental health

Environment – Natural disasters and emergencies; Air quality; Adaptation

Good Governance – Household emergency preparedness

Target Population:

Expected Benefits:

Gender:

Income Distribution:

Inter-generational:

Additional Characteristics:

Gender: Men ☒ Women ☐

Income Distribution: Low ☒ High Income ☐

Inter-generational: Youth ☐ Senior ☒

Additional Characteristics: Rural and Remote Regions particularly affected by wildfire, Indigenous Communities

GBA+ Timing:

Early ☐ Later ☐ Existing ☐

GBA+ Responsive Approach
The Parks Canada Agency and Natural Resources Canada have committed to work with partners to address gender and diversity challenges including improving the representation of women in fire management.

Supporting Provincial and Territorial Disaster Response and Recovery

Supporting the Disaster Financial Assistance Arrangements (DFAA) program will ensure that the federal government is able to provide financial assistance to provinces and territories affected by large natural disasters such as floods and storms, which is increasingly necessary for adapting to climate change. This program benefits all individuals in areas affected by natural disasters. In recent years, the DFAA funds have benefited Canadians all across the country, including in British Columbia (wildfires), Alberta (Calgary flood and Fort McMurray wildfire), Manitoba (spring floods), Quebec (spring floods) and New Brunswick (spring floods).

Quality of Life Impacts



Environment – *Natural disasters and emergencies; Adaptation*

Good Governance – *Emergency preparedness*

Target Population: All Canadians

Expected Benefits:

Gender: Men Women

Income Distribution: Low High Income

Inter-generational: Youth Senior

Additional Characteristics: Specific Regions

GBA+ Timing: Early Later Existing

Addressing Climate Change in Yukon

Working in collaboration with Crown-Indigenous Relations and Northern Affairs Canada and Environment and Climate Change Canada, this measure directly benefits all residents and communities in the Yukon. Climate change has a disproportional impact on Indigenous peoples, women, and children. The measure positively impacts the Indigenous population living in Yukon, who make up 23 per cent of the population in the Territory. Children and youth will also disproportionately benefit from this measure, given that the benefits of taking action to address climate change today will be realized over the medium to longer-term.

Data Sources: Statistics Canada

Quality of Life Impacts



Environment – *Adaptation; Greenhouse gas emissions*

Target Population: Northerners, Residents of the Yukon Territory

Expected Benefits:

Gender: Men Women

Income Distribution: Low High Income

Inter-generational: Youth Senior

Additional Characteristics: Residents of the Yukon Territory, Indigenous peoples

GBA+ Timing: Early Later Existing

Preserving the HMS Erebus and HMS Terror – Franklin Expedition

This measure is expected to benefit all Canadians, including future generations, by protecting the high cultural value of these artifacts and meeting Canada's previous commitment to the United Kingdom to manage and protect them. Indigenous peoples, specifically Inuit, are expected to benefit directly from the initiative, as will rural and remote populations near the wrecks. The initiative additionally provides indirect benefits to the communities of Cambridge Bay and Gjoa Haven, due to employment opportunities for community members and increased spending in the area. The wrecks and the Franklin story are expected to attract an increased number of cruise ship visits to Gjoa Haven, providing income to the municipality, community members, and artists.

Data Sources: Statistics Canada

Quality of Life Impacts



Prosperity – Employment

Environment – Conservation areas

Society – Cultural and historical preservation

Target Population:

All Canadians

Expected Benefits:

Gender:

Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution:

Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational:

Youth ☐ ☒ ☐ Senior

Additional

Characteristics:

Inuit peoples and/or other populations in the area

GBA+ Timing:

Early ☒ ☐ ☐ Later ☐ Existing

Historic Investments in Canada's Natural Legacy

Conserving more land and inland waters in Canada, and protecting species at immediate risk of disappearing from the wild in Canada, are expected to benefit all Canadians by protecting biodiversity, helping to adapt to climate impacts, and maintaining natural carbon sinks.

These measures are expected to have pronounced benefits for Indigenous peoples and Canadians employed in the conservation field, and long-term benefits for youth and future generations. Expanding Indigenous Guardians programming will have a positive impact on the Indigenous communities implicated in those activities.

Data Sources: Statistics Canada, United Nations

Quality of Life Impacts



Environment – Conservation areas; Climate change

adaptation; Canadian Species Index; Natural capital

Society – Sense of belonging to community; Participation in

cultural practices; Connection to land

Target Population:

All Canadians

Expected Benefits:

Gender:

Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution:

Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational:

Youth ☒ ☐ ☐ Senior

Additional

Characteristics:

Indigenous peoples, Conservation Workers

GBA+ Timing:

Early ☒ ☐ ☐ Later ☐ Existing

Conserving Canada's Oceans

Marine conservation will directly and indirectly benefit all Canadians through broad long-term health and climate change mitigation impacts. It may directly and indirectly positively impact the socio-economic outcomes for some working-age men in Arctic and coastal communities, including Inuit and other Indigenous peoples, through economic development activities associated with sustaining natural ecosystems.

Further protection of marine areas may directly negatively impact the fishing and oil and gas industries, which predominately employ working-age men, in areas where certain conservation measures are established.

Data Sources: Parks Canada, Statistics Canada

Quality of Life Impacts



Prosperity – *Employment; Labour market participation; Future outlook*
Environment – *Conservation areas; Coastal and marine protection; Climate change mitigation*

Target Population: All Canadians

Expected Benefits:

Gender: Men Women
Income Distribution: Low High Income
Inter-generational: Youth Senior
Additional Characteristics: Indigenous peoples, Arctic and Coastal Communities, Tourism, Conservation Industry

GBA+ Timing: Early ☐ ☐ Later ☐ Existing

GBA+ Responsive Approach

Implementing strategies to promote inclusion and ensure any disproportionate impacts on Indigenous and coastal communities are mitigated through participation as well as site management and monitoring opportunities.

Reducing Ocean Plastics that Threaten Marine Life

The ghost gear program is expected to generate benefits for Canadians in coastal communities through improved outcomes for aquatic species, more sustainable fisheries, and cleaner coastlines and waterways for recreational and tourism activities. The majority of ghost gear retrieval operations are carried out by those with experience working in the fisheries sector. As a result, the program's indirect benefits are primarily realized by men as they make up 70 to 80 per cent of fish harvesters. Coastal Indigenous organizations and communities, which have lower average incomes compared to Canada as a whole, also benefit from the program as their expertise and knowledge has supported successful projects in the first call for proposal process. Overall, future generations will benefit from reduced pollution and healthier oceans.

Data Sources: Statistics Canada

Quality of Life Impacts



Prosperity – *Household incomes*
Environment – *Waste management; Coastal and marine protection*

Target Population: Coastal Communities

Expected Benefits:

Gender: Men Women
Income Distribution: Low High Income
Inter-generational: Youth Senior
Additional Characteristics: Commercial Fishing Sector

GBA+ Timing: Early ☐ ☐ Later ☐ Existing

Preserving Wild Pacific Salmon

Stabilizing and recovering wild Pacific salmon stocks directly benefits men as they represent the majority of participants in the recreational and commercial fishing sector. This will further benefit rural and remote communities by ensuring economic activities derived from Pacific salmon can continue into the future. First Nations communities in the Pacific region benefit from these actions as approximately 42 per cent of commercial salmon licenses are Indigenous commercial communal licenses, and Pacific salmon are an important species harvested for food, social and ceremonial purposes.

Habitat and biodiversity conservation measures are expected to generate ultimate benefits for all Canadians through improved outcomes for aquatic species and cleaner waterways and forests that support our food and freshwater systems, and provide recreation and tourism opportunities.

Data Sources: Fisheries and Oceans Canada

Quality of Life Impacts



Prosperity – Household incomes; Food security
Environment – Conservation areas; Coastal and marine protection; Water quality in Canadian rivers
Society – Participation in cultural practices

Target Population:

Pacific Region fishers, Pacific region coastal communities

Expected Benefits:

Gender:

Men ☒ ☐ ☐ ☐ ☐ Women

Income Distribution:

Low ☐ ☒ ☐ ☐ ☐ High Income

Inter-generational:

Youth ☐ ☒ ☐ Senior

Additional

Characteristics:

First Nations, Commercial and Recreational Pacific region Fishers

GBA+ Timing:

Early ☐ ☒ ☐ Later ☐ Existing

Sustainable Aquaculture Management

Sustainable aquaculture will benefit Indigenous and non-Indigenous coastal and rural communities through an improved environment, economic activity and additional job opportunities.

All Canadians will indirectly benefit from strengthened environmental regulations that support a cleaner marine ecosystem and protections for wild fish stock.

Data Sources: Statistics Canada

Quality of Life Impacts



Environment – Coastal and marine protection
Good Governance – Confidence in public institutions

Target Population:

Coastal Communities

Expected Benefits:

Gender:

Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution:

Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational:

Youth ☐ ☒ ☐ Senior

Additional

Characteristics:

Coastal Communities, Aquaculture Sector

GBA+ Timing:

Early ☐ ☐ ☒ Later ☐ Existing

Developing the Canada Water Agency

All Canadians will benefit from safe, clean, and well-managed water and water systems across Canada, with particular benefits for farmers and the agricultural sector. This initiative is expected to produce direct benefits for Indigenous peoples, including First Nations, Inuit, and Métis, through expanded engagement with regional Indigenous governing bodies and organizations on the mandate and structure of the Canada Water Agency. It is expected to benefit Indigenous women, Indigenous elders, and Indigenous youth, through the long-term protection of freshwater resources for generations to come.

Data Sources: *Statistics Canada, Lake Simcoe Region Conservation Authority, Canada's Changing Climate Report (2019), Lake Simcoe Diagnostic*

Quality of Life Impacts



Environment – *Clean drinking water; Water quality in Canadian rivers*

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
 Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional Characteristics: Indigenous Communities
GBA+ Timing: Early ☒ ☐ ☐ Later ☒ Existing



GBA+ Responsive Approach

Funding for this initiative will be used to ensure that Indigenous governments and representative bodies have adequate resources to meaningfully contribute to the discussion.

Better Understanding our Environment

Direct benefits will accrue to members of the Canadian public and organizations wishing to analyze the links between ecosystems, society, and the economy. In the longer-term, as comprehensive and up-to-date data on Canada's ecosystems helps promote better decision-making and environmental management, all Canadians, including future generations, would directly benefit. This measure could also strengthen our understanding and available data linking the changing environment to marginalized and vulnerable communities.

Data Sources: *Statistics Canada, Canadian Institute for Climate Choices, Environment and Climate Change Canada*

Quality of Life Impacts



Environment – *Natural capital*
 Good Governance – *Confidence in public institutions*

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
 Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional Characteristics: Researchers
GBA+ Timing: Early ☒ ☐ ☐ Later ☐ Existing

Support for the Polar Continental Shelf Program

This measure will predominantly benefit men, who represent 78 per cent of workers in STEM fields and a similar proportion of program funding recipients. Funding directed at engaging with local northern communities and facilitating access to training for Inuit youth is expected to create new economic and employment opportunities for young northerners regardless of gender. The program will also continue to work to promote greater inclusion of under-represented groups in scientific research.

Improved information about Arctic ecosystems will also support communities and others in making informed decisions when faced with land planning and other questions into the future.

Data Sources: *Natural Resources Canada, Statistics Canada, Natural Sciences and Engineering Research Council of Canada*

Quality of Life Impacts



Prosperity – *Child, student, and adult skills; Employment*
Environment – *Satisfaction with local environment; Coastal and marine protection*

Target Population: Researchers Working in the North
Expected Benefits:

Gender: Men ☒ ☐ ☐ ☐ ☐ Women
Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income
Inter-generational: Youth ☒ ☐ ☐ Senior
Additional Characteristics: Northern and Inuit Communities, Researchers
GBA+ Timing: Early ☐ ☒ ☐ Later ☐ Existing ☒



GBA+ Responsive Approach

Selection criteria have recently been updated to promote the greater inclusion of women and diverse groups in research, support Indigenous peoples as partners, and foster the next generation of scientists in projects supported by the program.

Continuing Canada's Chemicals Management Regime

Renewing the Chemicals Management Plan is expected to continue to benefit all Canadians by reducing risks to human health and the environment created by chemicals, including those in foods, consumer products, cosmetics, pesticides, and drugs. Communities and social groups who are exposed to higher pollution levels (including women, Indigenous peoples, visible minorities, and lower-income groups) are expected to benefit from action in this area, as well as those most vulnerable to chemicals (e.g. children and elderly people).

Data Sources: *Statistics Canada, Auditor General of Canada, United Nations, Canadian Institute for Health Information*

Quality of Life Impacts



Health – *Health-adjusted life expectancy; Self-rated health*
Environment – *Air quality; Water quality in Canadian rivers; Waste management*

Target Population: All Canadians

Expected Benefits:
Gender: Men ☐ ☐ ☐ ☒ ☐ Women
Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income
Inter-generational: Youth ☐ ☒ ☐ Senior
Additional Characteristics: Vulnerable Populations
GBA+ Timing: Early ☐ ☐ ☐ Later ☐ Existing ☒

Replacing Lost Revenue at Parks Canada due to COVID-19

This measure will support Parks Canada's workforce, 48.8 per cent of whom are women and 7.7 per cent of whom are Indigenous people. This measure also ensures Parks Canada can continue to deliver its outdoor recreational services, directly benefitting all Canadians and their well-being. Middle-income Canadians are more likely to use Parks Canada spaces compared to higher and lower income Canadians. Physical distancing measures have increased Canadians' use of green spaces, and Canada's National Parks contribute to national culture and identity. The continued operation of Parks Canada sites benefits the communities and local businesses, often in rural and remote areas, that rely on Parks as the main source of visitor traffic.

Data Sources: Parks Canada 2019-2020 Employment Equity Annual Report

Quality of Life Impacts



Prosperity – Employment; Protection from income shocks
Health – Physical activity
Environment – Satisfaction with local environment

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: Rural and Remote Communities

GBA+ Timing: Early ☐ ☐ ☐ Later ☒ Existing

Continuing to Protect Canada's Oceans

Extended funding for the Canadian Coast Guard Auxiliary Chapter in the Arctic and the Indigenous Community Boat Volunteer Pilot Program will directly benefit Indigenous coastal communities in Canada's Arctic.

Communities involved in the program will benefit from increased capacity and resources to respond to marine safety incidents and training opportunities related to preventing and responding to arctic marine emergencies.

Indirectly all northerners will benefit from safer oceans and waterways.

Quality of Life Impacts



Environment – Coastal and marine protection
Good-Governance – Personal safety

Target Population: Arctic Coastal Communities

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: Arctic Coastal Communities, Indigenous peoples

GBA+ Timing: Early ☐ ☐ ☐ Later ☒ Existing

Accelerating Canada’s Net-zero Transformation Through Innovation

The Strategic Innovation Fund’s Net Zero Accelerator will focus on projects intended to reduce greenhouse gas emissions and support industrial transformation, those that support decarbonisation of large industrial emitters and those that lead to meaningful domestic emission reductions.

As men tend to be the predominant demographic group in the sectors these firms operate in (i.e. the energy sector, heavy industry), they may accrue a greater proportion of direct benefits. Net Zero Accelerator projects may also result in a higher proportion of direct benefits accruing to workers in STEM fields who contribute to technological solutions and are more likely to be higher-income men.

A greater proportion of benefits from this measure may also be felt in regions with existing concentrations of high emitters and heavy industry.

Data Sources: Internal program data, Statistics Canada

Quality of Life Impacts



Prosperity – Investment in R&D; Firm growth; Productivity
Environment – Greenhouse gas emission; Clean tech

Target Population: Innovative Companies

Expected Benefits:

Gender: Men ☒ ☐ ☐ ☐ ☐ Women
Income Distribution: Low ☐ ☐ ☐ ☒ ☐ High Income
Inter-generational: Youth ☐ ☒ ☐ Senior
Additional Characteristics: High Emitting Sectors
GBA+ Timing: Early ☐ ☐ ☐ Later ☒ Existing

GBA+ Responsive Approach

In addition to a project’s economic and innovation value, the SIF’s assessment framework also considers any public benefits that may accrue, including the degree to which a project proposal includes gender sensitive initiatives, has considered Indigenous impacts and opportunities, and has inclusive plans to encourage diversity in the work place.

Lake of the Woods

This measure will primarily benefit communities established in the Lake of the Woods Basin in Manitoba and Ontario, including Indigenous communities. Reducing phosphorus levels that create toxic algae and undertaking research will help improve water quality, health and economic activities, such as tourism and fishing around the lake.

Quality of Life Impacts



Environment – Water quality in Canadian lakes and rivers

Target Population: People living in Lake of the Woods Basin

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
Inter-generational: Youth ☐ ☒ ☐ Senior
Additional Characteristics: Indigenous Communities
GBA+ Timing: Early ☒ ☐ ☐ Later ☐ Existing

Renewing the Clean Growth Hub and Clean Technology Data Strategy

The continuation of the Clean Growth Hub and Clean Technology Data Strategy will primarily benefit clean technology companies, particularly small and medium-sized enterprises (SMEs). These enterprises tend to be owned by men and are less diverse in ownership than SMEs in Canada overall. Metrics collected under the data strategy (including gender, age, education, race, etc.) will provide the federal government with a greater understanding on how to support inclusivity and address the gender and pay disparity in the sector.

Quality of Life Impacts



Prosperity – *Employment*
Environment – *Clean tech*

Target Population: Clean Technology Sector

Expected Benefits:

Gender: Men ☐ ☒ ☐ ☐ ☐ Women
Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income
Inter-generational: Youth ☐ ☒ ☐ Senior
Additional Characteristics: Clean Technology SMEs

GBA+ Timing: Early ☐ ☐ ☐ Later ☒ Existing

Interim Capital Asset Program Capacity for Parks Canada

This measure would primarily support Parks Canada's workforce, of which currently 48.8 per cent are women and 7.7 per cent are Indigenous people.

More broadly, ensuring sufficient internal capacity for Parks Canada's workforce provides an indirect benefit to the communities where Parks Canada national parks and sites are located, many of which are rural and remote.

Data Sources: Parks Canada Agency

Quality of Life Impacts



Prosperity – *Employment*
Environment – *Satisfaction with local environment*

Target Population: Parks Canada

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income
Inter-generational: Youth ☐ ☒ ☐ Senior
Additional Characteristics: Rural and Remote Communities

GBA+ Timing: Early ☐ ☐ ☐ Later ☒ Existing

Learning to Camp

The Learn to Camp program is expected to benefit all Canadians by allowing more Canadians to experience the outdoors and learn about the Canadian environment and heritage. The renewed funding is expected to engage up to 40,000 children annually, bringing the total amount of youth engaged through the Learn to Camp program to 100,000. This measure is not expected to affect individuals differently on the basis of gender, but will target urban children and their families, visible minorities, Canadians with disabilities, and Indigenous people. Urban Canadians and Indigenous communities generally have higher numbers of low-income individuals.

Quality of Life Impacts



Health – *Physical activity*
Environment – *Satisfaction with local environment;*
Connection to lands
Society – *Sense of pride/belonging to Canada*

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income
Inter-generational: Youth ☐ ☒ ☐ Senior
Additional Characteristics: Visible Minorities, Canadians with Disabilities, Indigenous People

GBA+ Timing: Early ☐ ☐ ☐ Later ☒ Existing

Continuing Ballast Water Management

This measure directly benefits coastal and shoreline communities by protecting marine ecosystems and infrastructure from the establishment and spread of invasive aquatic species.

Protecting marine environments from invasive species also benefits a wide variety of groups that rely on a healthy marine ecosystem, including Indigenous communities, fishers, and recreational boaters.

Quality of Life Impacts



Environment – *Coastal and marine protection*

Target Population: Coastal Communities

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Inco

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: Indigenous Communities, Fishers, Recreational Boaters

GBA+ Timing: Early ☐ ☐ ☒ Later ☒ Existing

Continuing Tanker Safety Inspections

This measure directly benefits coastal and shoreline communities by reducing the risk of hazardous material leaks and spills from marine vessels.

Hazardous material leaks or spills can have broad and diverse impacts on marine environments. The reduced risk of leaks or spills benefits a variety of groups that rely on a healthy marine ecosystem, including Indigenous communities, fishers, and recreational boaters.

Quality of Life Impacts



Environment – *Coastal and marine protection*

Target Population: Coastal Communities

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: Coastal Communities, Indigenous Communities, Fishers, Recreational Boaters

GBA+ Timing: Early ☐ ☐ ☒ Later ☒ Existing

Chapter 6: Strengthening the Cities and Communities We Call Home

This section includes gender and diversity impact analyses for remaining Budget 2021 measures in Chapter 6.

Supporting the National Arts Centre

Employees of the National Arts Centre directly benefit from this initiative, as funding helps the National Arts Centre to avoid deficit-reduction activities, such as laying off employees. The workforce of the National Arts Centre is gender-balanced. This initiative also directly supports the performing arts sector, which is gender-balanced and characterized by high levels of education, precarious employment, and low median incomes.

Data Sources: Government of Canada, Statistics Canada

Quality of Life Impacts



Prosperity – Employment
Society– Sense of pride/belonging to Canada; Cultural and historical preservation

Target Population: National Arts Centre Employees
Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income
Inter-generational: Youth ☐ ☒ ☐ Senior
Additional Characteristics: Artists, performers, composers, choreographers, writers, and other performing arts workers
GBA+ Timing: Early ☒ ☐ Later ☐ Existing

Supporting the Recovery of Arts, Culture, Heritage and Sport Sectors”

These measures will primarily benefit those working in cultural sectors, including arts, live events, heritage, sport, and music. These sectors are roughly gender-balanced and characterized by high levels of education, precarious employment, and low incomes, particularly the arts sector. Ongoing support for performing arts festivals and community-based cultural events, celebrations, and commemorations is also expected to benefit all Canadians who participate in such events, as well as specific groups who use events to celebrate their shared culture, such as LGBTQ2 pride festivals and Indigenous pow wows.

Data Sources: Statistics Canada

Quality of Life Impacts



Prosperity – Employment; Household incomes
Society – Sense of pride/belonging to Canada; Sense of belonging to local community; Participation in cultural events

Target Population: Heritage, Arts, and Sport Sectors
Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income
Inter-generational: Youth ☐ ☒ ☐ Senior
Additional Characteristics: Local Community Groups (e.g., Indigenous, LGBTQ2, Racialized Canadians), Artists and Cultural Workers
GBA+ Timing: Early ☐ ☒ Later ☐ Existing

Supporting Canadian TV and Film Productions through COVID-19

This measure primarily benefits the Canadian television and film production sector, particularly smaller producers and productions companies that rely on interim financing. As a result, workers in this sector may benefit from increased support to their employers. While women are generally underrepresented in creative roles on film and television productions, they are overrepresented in other production roles, including costume designers, hair and makeup specialists, script supervisors, accountants, and communications specialists.

Data Sources: *Women in View, Canadian Unions for Equality on Screen*

Quality of Life Impacts



Prosperity – *Employment; Firm growth*
Society – *Sense of pride/belonging to Canada*

Target Population:

TV and Film Production Firms and Workers

Expected Benefits:

Gender:

Men ○ ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ○ ○ ● ○ ○ High Income

Inter-generational:

Youth ○ ○ ● ○ Senior

Additional

TV and Film Production Workers

Characteristics:

GBA+ Timing:

Early ☐ ☐ Later ☒ Existing

Support for the Canadian Broadcasting Corporation / Radio-Canada

This measure would directly benefit CBC/Radio-Canada and its employees, as well as indirectly benefit all Canadians through the continued broadcasting of CBC/Radio-Canada television and radio news and entertainment programming. CBC/Radio-Canada employs over 7,500 individuals, approximately 49 per cent of whom are women, 14 per cent visible minorities, eight per cent LGBTQ2, three per cent persons with disabilities, and two per cent Indigenous peoples.

Data Sources: *CBC/Radio-Canada internal data*

Quality of Life Impacts



Prosperity – *Employment*
Society – *Sense of pride/belonging to Canada; Sense of belonging to local community*
Good Governance – *Trust in media*

Target Population:

All Canadians

Expected Benefits:

Gender:

Men ○ ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ○ ○ ● ○ ○ High Income

Inter-generational:

Youth ○ ○ ● ○ Senior

Additional

CBC/Radio-Canada Employees

Characteristics:

GBA+ Timing:

Early ☐ ☐ Later ☒ Existing



GBA+ Responsive Approach

To work towards its goal of a workforce and on-air content that is fully representative of the Canadian population, CBC/Radio-Canada has been implementing a Diversity and Inclusion Plan (2018-2021).

Support for the Canadian Book Industry

This measure would directly benefit the Canadian book industry, specifically bookstores and book publishers.

Support for increasing online sales would support many bookstores in all regions of the country, including bookstores in Francophone minority communities, which have been particularly affected by the pandemic. As women make up approximately 70 per cent of the workforce in the English-language book publishing industry, they may particularly benefit from increased support for online sales of Canadian-authored books.

Data Sources: *Nordicity (2018)*

Quality of Life Impacts



Prosperity – Employment; Protection from income shocks

Target Population: Canadian Book Industry and Workers

Expected Benefits:

Gender: Men ○ ○ ○ ○ ● ○ Women
 Income Distribution: Low ○ ○ ○ ● ○ ○ High Income
 Inter-generational: Youth ○ ● ○ Senior
 Additional Characteristics: Francophone Minority Bookstores
GBA+ Timing: Early ☐ ☒ Later ☐ Existing

Memorial to the Victims of Communism

This initiative directly benefits all Canadians by providing a space to commemorate the victims of totalitarian communism. The memorial indirectly benefits communities who have come to Canada to seek refuge, especially those who came to Canada to escape totalitarian communism and their descendants. By offering a space to hold ceremonies and facilitating collective recognition of specific victim groups, the memorial offers indirect benefits to these communities.

Quality of Life Impacts



Society – Sense of pride/belonging to Canada; Cultural and historical preservation

Target Population: All Canadians

Expected Benefits:

Gender: Men ○ ○ ○ ● ○ ○ Women
 Income Distribution: Low ○ ○ ○ ● ○ ○ High Income
 Inter-generational: Youth ○ ● ○ Senior
 Additional Characteristics: Immigrants and Refugees
GBA+ Timing: Early ☐ ☒ Later ☐ Existing

Boosting Charitable Spending in Our Communities

The government will be consulting during the coming months on increasing the disbursement quota. Increasing the disbursement quota would increase overall levels of expenditures by registered charities on their programs and activities in Canada. This would directly benefit the public, including beneficiaries of charitable programs in Canada and abroad.

Indirectly, an increase in annual disbursements could benefit persons employed in the charitable sector. It is estimated that approximately 75 per cent of individuals employed in the non-profit and charitable sector are women.

Data Sources: *Statistics Canada, theonn.ca*

Quality of Life Impacts



Society – Charitable giving

Target Population: Charitable Sector, All Canadians

Expected Benefits:

Gender: Men ○ ○ ○ ○ ● ○ Women
 Income Distribution: Low ○ ○ ○ ● ○ ○ High Income
 Inter-generational: Youth ○ ● ○ Senior
 Additional Characteristics: Charitable Sector
GBA+ Timing: Early ☐ ☒ Later ☐ Existing

Canada Community-Building Fund

This measure will benefit all Canadians through the construction and maintenance of public infrastructure across Canada, including roads, bridges, public transit, community buildings, and water and wastewater projects. Canadians who use this infrastructure will directly benefit from safe and reliable transportation networks, revitalized and greener community spaces, and clean air and drinking water. These projects will also contribute to economic growth and prosperity.

This initiative will indirectly benefit certain industries, such as construction trades and engineering, which tend to predominantly employ men. As recorded in the 2016 Census, those employed by the construction sector identified as:

- 87 per cent men;
- 18 per cent immigrants; and
- 11 per cent visible minorities, including two per cent Black Canadians.

Data Sources: Statistics Canada

Quality of Life Impacts



Prosperity – GDP per capita; Productivity; Employment
Environment – Clean drinking water; Water quality in Canadian rivers; Waste management

Target Population: All Canadians

Expected Benefits:

Gender:

Men ○●○ Women

Income Distribution:

Low ○○● High Income

Inter-generational:

Youth ○● Senior

Additional

Construction Trades and Engineering Sectors

Characteristics:

GBA+ Timing:

Early □□□ Later ■ Existing

National Infrastructure Assessment

This measure will benefit all Canadians by strengthening long-term infrastructure planning, including in the context of transitioning to a net zero economy. It will help all orders of governments to assess infrastructure needs and to prioritize investments that will have the greatest benefits for all communities, urban and rural alike. Ultimately, stronger planning and better decision-making today will result in better infrastructure tomorrow, which will benefit younger and future generations, promote jobs and growth, foster inclusivity and social equality, and reduce greenhouse gas emissions.

Quality of Life Impacts



Good Governance – Confidence in public institutions
Additional future quality of life impacts (e.g., prosperity, environment, society)

Target Population: All Canadians

Expected Benefits:

Gender:

Men ○○● Women

Income Distribution:

Low ○○● High Income

Inter-generational:

Youth ○● Senior

Additional

Characteristics:

GBA+ Timing:

Early □□□ Later ■ Existing

Next Step Towards High Frequency Rail in the Toronto-Quebec City Corridor

The infrastructure investments will reduce bottlenecks and improve fluidity and connectivity. Together, this will improve the quality of life of Canadians living in nearby areas and those using VIA Rail services in the Quebec City-Toronto corridor.

The construction of these projects will indirectly benefit certain industries, such as construction trades and engineering, which tend to have workforces that predominantly are men.

Work to further explore the high frequency rail project will support a final investment decision on the project, which could result in direct benefits to people in the Quebec City- Toronto Corridor in the form of faster, more reliable rail service. In the long term, all Canadians could also benefit from lower greenhouse gas emissions as more travellers choose to travel by rail.

Data Sources: *Statistics Canada*

Quality of Life Impacts



Prosperity – *Employment; Productivity*
 Environment – *Greenhouse gas emissions; Air quality*
 Society – *Time use*

Target Population:

Travelers in the Quebec City to Toronto corridor

Expected Benefits:

Gender:

Men ☒ ☐ ☐ ☐ ☐ Women

Income Distribution:

Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational:

Youth ☐ ☒ ☐ Senior

Additional Characteristics:

Construction Trades and Engineering

GBA+ Timing:

Early ☒ ☐ ☐ Later ☒ Existing

Canada's National Capital Region

This initiative benefits those living in and visiting the National Capital Region, who access the assets and park lands owned and maintained by the National Capital Commission, such as the Rideau Canal Skateway. Improved transit integration could improve mobility for transit users who are generally lower-income. Indirectly, funding will support men more than women through employment of both skilled and non-skilled labourers in engineering, construction work and landscaping. In the National Capital Region, 11 per cent of workers in the construction industry and 39 per cent of workers in professional, scientific and technical fields are women.

Data Sources: *Statistics Canada*

Quality of Life Impacts



Environment - *Satisfaction with local environment; Conservation areas*
 Society – *Accessible environments; Sense of pride/belonging to Canada*

Target Population:

National Capital Region

Expected Benefits:

Gender:

Men ☒ ☐ ☐ ☐ ☐ Women

Income Distribution:

Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational:

Youth ☐ ☒ ☐ Senior

Additional

Characteristics:

Construction Sector

GBA+ Timing:

Early ☒ ☐ ☐ Later ☐ Existing

Jobs and Growth in all Communities and the Canada Community Revitalization Fund

The pandemic has profoundly affected businesses in every region of Canada, accelerating structural changes and exposing vulnerable workers and communities.

Underrepresented Canadians disproportionately depend on employment in sectors most impacted by the pandemic, including retail, tourism and accommodations.

These measures will broadly benefit businesses, including those in rural and remote areas.

Data Sources: Statistics Canada

Quality of Life Impacts



Prosperity – Employment; Household incomes; Firm growth
Society – Vibrant communities

Target Population:

Small Businesses and Regional Economies

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
Inter-generational: Youth ☐ ☒ ☐ Senior
Additional Characteristics: SMEs in Rural and Remote Communities
GBA+ Timing: Early ☐ ☒ Later ☐ Existing ☒



GBA+ Responsive Approach

Regional development agencies will help foster inclusive recovery by prioritizing projects that support businesses operated by, and employing, underrepresented groups, including: women, Black Canadians, racialized communities, Indigenous people, youth, LGBTQ2, new Canadians, official language minority communities, and people with disabilities.

Creating a New Regional Development Agency for British Columbia

Creating a new regional development agency for British Columbia will have regional impacts as there will be greater support for businesses and communities in B.C., including in rural areas. The new regional development agency will result in a limited change in expected gender and diversity impact. More generally, funding through regional development agencies largely benefits SME owners, who are predominantly men as 63.5 per cent of SMEs are majority owned by men, 15.6 per cent of SMEs are majority owned by women, while 20.9 per cent of SMEs are equally owned by men and women. Additionally, SME owners are 12.2 per cent visible minorities, 1.4 per cent Indigenous persons, and 0.5 per cent persons with a disability.

Data Sources: ISED, Statistics Canada

Quality of Life Impacts



Prosperity – Firm growth
Society – Sense of belonging to local community

Target Population:

SMEs in British Columbia

Expected Benefits:

Gender: Men ☐ ☒ ☐ ☐ ☐ Women
Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
Inter-generational: Youth ☐ ☒ ☐ Senior
Additional Characteristics: SMEs in British Columbia
GBA+ Timing: Early ☐ ☒ Later ☐ Existing ☐



GBA+ Responsive Approach

Western Economic Diversification has an employment equity strategy and will work to reduce barriers in the hiring process in order to better serve clients. This strategy includes targets to promote recruitment and development of employees from marginalized communities, including women, Indigenous people, Black and other racialized

Investing in Small Craft Harbours

The primary users and expected beneficiaries of these investments reflect the small coastal, rural, and water-side communities where harbours are located, which will benefit from revitalized harbour facilities and community economic development.

The replacement and construction of new small craft harbours directly benefit individual users, primarily those involved in commercial fisheries. This mostly benefits men with relatively lower incomes, as they represent 79 per cent of commercial fish harvesters.

Those who work in the engineering and construction industries are also expected to benefit from this measure. This workforce is predominantly working age men, as they make up 87 per cent of construction workers.

Data Sources: *Internal Data, Statistics Canada*

Quality of Life Impacts



Prosperity – *Employment; Firm growth*
Environment – *Natural disasters and emergencies; Coastal and marine protection*

Target Population: Communities in Coastal Areas

Expected Benefits:

Gender: Men ● ○ ○ ○ ○ Women
Income Distribution: Low ○ ● ○ ○ ○ High Income
Inter-generational: Youth ○ ● Senior
Additional Characteristics: Commercial Fisheries, Marine Industry, Rural Communities
GBA+ Timing: Early □ □ Later □ Existing

Extending the Northern Residents Deduction

This measure will benefit people living in the prescribed Northern and Intermediate Zones. Sixty-two per cent of new travel claimants are expected to be men. New claimants are also likely to be high-income, of working age, and less likely to hold a university degree.

Spouses of new claimants may benefit indirectly from an improvement in family finances. Assuming that the higher-income spouse claims the deduction on behalf of their family, up to 80 per cent of spouses benefitting indirectly from this measure would be women.

Data Sources: *Statistics Canada, tax data*

Quality of Life Impacts



Prosperity – *Household incomes*

Target Population: Residents of the Territories and the Northern Regions of most Provinces

Expected Benefits:

Gender: Men ○ ● ○ ○ ○ Women
Income Distribution: Low ○ ○ ○ ● High Income
Inter-generational: Youth ○ ● Senior
Additional Characteristics: Northern Residents
GBA+ Timing: Early □ □ Later ■ Existing



GBA+ Responsive Approach

To mitigate possible negative impacts of the rule limiting claims to spouses or common-law partners and children, this measure includes an exception for adult dependants who are wholly dependent on the taxpayer and who are, except in the case of a parent or grandparent, so dependent by reason of physical or mental infirmity.

Supporting the Canadian Wine Industry

There is limited gender disaggregated data on direct beneficiaries of this measure. In 2019 however, women represented roughly 35 per cent of the beverage manufacturing sector. At the same time, the majority in the industry were between the age of 25 and 44 years old. Wineries tend to be small businesses, centered in rural areas with the majority employing between 1 and 19 people. In 2016, 57 per cent of grape growers, who stand to indirectly benefit, were 55 years old and over and were mostly men. Seventy per cent of all grape growers operated small farms with gross revenues between \$25,000 and \$100,000. Indirect benefits are also expected for communities where wine production and wine tourism occur. In 2019, women held just over half (56.3 per cent) of the jobs in the food and accommodation industry. Younger Canadians also held 40.6 per cent of jobs in the industry.

Data Sources: Statistics Canada

Quality of Life Impacts



Prosperity – GDP per capita; Domestic market share

Target Population: Wineries

Expected Benefits:

Gender: Men ☒ Women ☐
 Income Distribution: Low ☐ High Income ☒
 Inter-generational: Youth ☐ Senior ☒
 Additional Characteristics: Agriculture Sector
GBA+ Timing: Early ☐ Later ☐ Existing ☐

Supporting Food Processors Following Ratification of New Trade Agreements

Funding to subsidize capital investments for dairy, poultry, and egg processing industries will primarily benefit the owners of the recipient firms.

Canadian dairy and poultry processing is concentrated among a few large firms. Three and five firms, respectively, control a majority of dairy and poultry processing. These include firms privately owned by individuals, publicly listed multinational companies, and farmer-owned co-ops. Overall benefits are expected to be skewed toward men of higher-income.

Farmers have already received and will continue to receive compensation for trade-related impacts.

Quality of Life Impacts



Prosperity – Household wealth; Business investment

Target Population: Dairy, Poultry and Egg Processors

Expected Benefits:

Gender: Men ☒ Women ☐
 Income Distribution: Low ☐ High Income ☒
 Inter-generational: Youth ☐ Senior ☒
 Additional Characteristics: Large dairy, Poultry and Egg Processing Firms
GBA+ Timing: Early ☐ Later ☐ Existing ☐



GBA+ Responsive Approach

The program will provide advantageous terms to small and medium enterprises relative to large firms to mitigate, but not eliminate, the risk of primarily supporting already dominant firms.

Delivering a Modern Immigration Platform

This investment will benefit newcomers by reducing application processing times and making client service and enhanced supports more accessible. This will help mitigate cost barriers for low-income newcomers, who might require professional assistance to navigate the current paper based process. All Canadians, including firms requiring skilled labour, will benefit from more efficient processing of immigrant applications.

Canada's immigration targets are gender neutral, however men have tended to be over-represented due to a focus on economic immigration. However, in 2019 women represented 50.7 per cent of admissions to Canada.

Quality of Life Impacts



Good Governance – *Confidence in public institutions (modernizing operations)*

Target

Population: Newcomers

Expected Benefits:

Gender: Men Women

Income Distribution: Low High Income

Inter-generational: Youth Senior

Additional Characteristics: Newcomers, International Students

GBA+ Timing: Early Later Existing

Enhancing the Temporary Foreign Worker Program

Investments are more likely to directly benefit men since they comprised 82 per cent of all work permit holders in 2019 under the Temporary Foreign Worker Program. These workers also tend to be racialized, have limited knowledge of English or French, have lower wages, and reside in rural or remote areas while working in Canada. In addition, more than half, 57 per cent in 2019, of all workers are in the agriculture sector, such as general farm workers, nursery and greenhouse workers and harvesting labourers. Some workers return year after year, or go on to become permanent residents or citizens.

Data Sources: Internal Administrative Data

Quality of Life Impacts



Prosperity – *Employment*

Good Governance – *Discrimination and unfair treatment*

Target Population: Temporary Foreign Workers

Expected Benefits:

Gender: Men Women

Income Distribution: Low High Income

Inter-generational: Youth Senior


Additional Characteristics: Agriculture Sector

GBA+ Timing: Early Later Existing

Streamlining Express Entry

This legislative amendment directly benefits newcomers looking to make Canada their home. From a gender perspective, the impact of this amendment will depend on the criteria used to qualify applicants for the Express Entry process. For example, men have historically accounted for a larger proportion of Express Entry candidates (59 per cent) than women (41 per cent). However, if gender is chosen as a selection criteria, it could result in a more gender balanced selection of applicants.

Quality of Life Impacts





Good Governance – Confidence in public institutions


Target Population:

Newcomers

Expected Benefits:

Gender: Men  Women

Income Distribution: Low  High Income

Inter-generational: Youth  Senior

Additional Characteristics: Newcomers

GBA+ Timing:


Early ☐ ☐ ☒ Later ☐ Existing

Enhancing Client Service and Support

While there are no gender specific impacts associated with this investment, it will permit Immigration, Refugees and Citizenship Canada to maintain enhanced support to its diverse client base.

Canadian citizens, permanent residents, visitors (tourists, international students, foreign workers) and prospective permanent residents will benefit from better service via the Client Support Centre improving call answer rates and email response times.

Quality of Life Impacts





Good Governance – Confidence in public institutions (service delivery)


Target Population:

Newcomers and their Families

Expected Benefits:

Gender: Men  Women

Income Distribution: Low  High Income

Inter-generational: Youth  Senior

Additional Characteristics: Newcomers, International Students

GBA+ Timing:

Early ☐ ☐ ☒ Later ☐ Existing

Support for National Museums and the National Battlefields Commission

By enabling the National Museums and National Battlefields Commission to maintain operations and retain jobs in the wake of financial pressures, this initiative is expected to directly benefit employees of these organizations. The majority of workers employed by these organizations reside in the National Capital Region, but employees also live in Winnipeg, Québec City, and Halifax. The workforce of the National Battlefields Commission is gender-balanced, while the National Museums disproportionately employ women over men. This initiative will ultimately benefit those who utilize the services of the National Museums and National Battlefields Commission, such as educators, researchers, students, and museum visitors. Data show that men, people with higher levels of educational attainment, those with higher household incomes, and people living in urban centres are more likely to visit museums.

Data Source: Government of Canada, Statistics Canada

Quality of Life Impacts



Prosperity – Employment

Society – Sense of pride/belonging to Canada; Cultural and historical preservation

Target Population:

Employees of the National Museums and the National Battlefields Commission

Expected Benefits:

Gender:

Men ○ ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ○ ○ ● ○ ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional Characteristics:

Employees of the National Museums, Students, Researchers, Educators, Museum Visitors

GBA+ Timing:

Early ■ □ □ Later □ Existing

Enhancing Digital Access to our Heritage

COVID-19 has had a substantial impact on non-national museums and heritage institutions. This measure would benefit these organizations and their workers. Women account for approximately 66 per cent of all paid employees in the heritage sector. The information technology sector is expected to indirectly benefit. This sector is comprised predominantly of men (70 per cent). All Canadians would benefit from the digitization of information and collections and the creation of original content such as educational materials or virtual activities. Data show that youth and those aged 25-49 are most likely to view heritage collections virtually.

Data Sources: Statistics Canada

Quality of Life Impacts



Prosperity – Employment

Society – Historical and cultural preservation

Target

Population:

Employees of Non-national Museums and Heritage Institutions, All Canadians

Expected Benefits:

Gender:

Men ○ ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ○ ○ ● ○ ○ High Income

Inter-generational:

Youth ● ○ ○ Senior

Additional Characteristics:

Employees of Museums and Heritage Institutions, Information Technology Sector

GBA+ Timing:

Early ■ □ □ Later □ Existing

Continuing Support for Critical Food Inspection

All Canadians benefit from greater food safety surveillance and inspection. Agriculture and agri-food businesses that are regulated by the Canadian Food Inspection Agency directly benefit from this measure. These businesses are typically operated by older men in rural areas, as 84 per cent of the farm population live in a rural area, with 71 per cent of agricultural operators being men, and the average age of all farm operators being 55. Similar demographics exist for food processing, as 60 per cent of employees in food processing are men with 46 per cent being 45 or older.

Quality of Life Impacts



Prosperity – Household incomes

Health – Food safety

Good Governance – Confidence in public/private institutions

Target Population:

All Canadians, Agriculture and Agri-Food Sector

Expected Benefits:

Gender:

Men ☒ ☐ ☐ ☐ ☐ Women

Income Distribution:

Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational:

Youth ☐ ☐ ☒ Senior

Additional Characteristics:

Rural Communities

GBA+ Timing:

Early ☐ ☐ ☐ Later ☒ Existing

Extending Emergency Towing Leases

The presence of emergency towing vessels in Pacific waters benefits those in the marine industry, in and around British Columbia, which primarily employs men. Indirectly, emergency towing capacity benefits those living in Indigenous and coastal communities in British Columbia, by preventing marine incidents, negative environmental impacts, and coastal pollution.

Quality of Life Impacts



Environment – Natural disasters and emergencies; Coastal and marine protection

Good Governance – Personal safety; Emergency preparedness

Target Population:

Marine Sector in British Columbia

Expected Benefits:

Gender:

Men ☒ ☐ ☐ ☐ ☐ Women

Income Distribution:

Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational:

Youth ☐ ☒ Senior

Additional Characteristics:

Coastal British Columbia Communities

GBA+ Timing:

Early ☐ ☐ ☐ Later ☐ Existing ☐

Supporting Clean Technology Adoption in Fisheries and Aquaculture

This measure benefits individuals and small to medium-sized companies involved in fisheries and aquaculture enterprises. These operations tend to be located in small coastal and Indigenous communities across Canada, with about 70 to 80 per cent of their workforces being men. Clean technology suppliers in Canada and internationally will also benefit through increased demand.

Quality of Life Impacts



Environment – Clean tech; Coastal and marine protection

Target Population:

Commercial Fisheries, Aquaculture Sector

Expected Benefits:

Gender:

Men ☒ ☐ ☐ ☐ ☐ Women

Income Distribution:

Low ☐ ☒ ☐ ☐ ☐ High Income

Inter-generational:

Youth ☐ ☒ Senior

Additional Characteristics:

Coastal and Remote Populations, Clean Tech Suppliers

GBA+ Timing:

Early ☒ ☐ ☐ Later ☐ Existing ☒

Continuing the Remote Passenger Rail Program

This measure benefits Indigenous and remote communities in Manitoba, Quebec and Labrador, many of which are only accessible by rail. Residents of these communities are more likely to be low-income, and to rely on rail services in order to access economic opportunities and essential goods and services, including health care.

Quality of Life Impacts



Prosperity – *Household incomes*
 Society – *Social cohesion and connections*
 Health – *Unmet needs for health and mental health care*

Target

Remote Communities

Population:

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
 Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional Characteristics: Indigenous and Remote Communities in Manitoba, Quebec, and Labrador

GBA+ Timing:

Early ☐ ☒ Later ☐ Existing ☒

Protecting Canada's Historic Places

Having an approach and legal framework to protect and present nationally significant examples of Canada's cultural heritage should benefit all Canadians. The initiative will directly benefit Indigenous peoples, including First Nations, Inuit, and Métis, through the addition of distinction-based representation on the Historic Sites and Monuments Board of Canada, as well as greater opportunities to protect and present the contributions of Indigenous peoples to Canada's natural and cultural heritage.

By renewing visitor experiences at historic places across Canada, this measure will also benefit middle- and higher-income individuals, highly educated individuals, and individuals over the age of 60, who are the primary clientele of culture and heritage tourism. Tourism businesses in communities that are home to historic places may also benefit from these investments.

Data Sources: *Statistics Canada; Canada Association of University Teachers; Commonwealth of Australia; The College of Estate Management;*

Quality of Life Impacts



Environment - *Conservation*
 Society – *Sense of pride/belonging to Canada; Historical and cultural preservation; Social participation*

Target

All Canadians

Population:

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
 Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional Characteristics: Tourism

GBA+ Timing:

Early ☒ ☐ Existing ☐



GBA+ Responsive Approach

Parks Canada's Framework for History and Commemoration includes the history of Indigenous peoples and diversity among its priorities. Parks Canada will identify priority designations for review based on Indigenous perspectives and other GBA+ lenses, including women and racialized Canadians, with the goal of acknowledging missing layers of history and removing controversial historical content.

Maintaining Temporary Resident Processing Capacity

Investments will benefit temporary residents in Canada, who have diverse characteristics and are broadly gender-balanced. In 2019, there were over 3.4 million temporary residents in Canada. While visitors and international students were gender-balanced – 52 per cent and 47 per cent were women, respectively – temporary foreign workers were more likely to be men, comprising 63 per cent of all work permit holders.

Data Sources: *Immigration, Refugees and Citizenship Canada*

Quality of Life Impacts



Good Governance – *Confidence in public institutions*

Target Population: Temporary Residents

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
 Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☐ ☒ ☐ Senior
 Additional Characteristics: Visitors, International Students, and Temporary Foreign Workers and their Employers
 GBA+ Timing: Early ☐ ☐ ☒ Later ☐ Existing ☒

Granville Island Emergency Relief Fund Extension

Emergency funding will benefit small businesses on Granville Island, which are predominately in the arts and culture, tourism, and food service industries. This will positively impact the employees of these businesses, many of whom are artists and cultural workers or work in the food service industry, and who earn on average less than the overall workforce. It indirectly benefits metro Vancouver by allowing Granville Island to remain an important tourist and cultural hub in Canada.

Quality of Life Impacts



Prosperity – *Income; Employment; Firm growth*
 Society – *Vibrant communities*

Target Population: Small Businesses on Granville Island

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
 Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☐ ☒ ☐ Senior
 Additional Characteristics: Vancouver Region, Businesses and Employees on Granville Island
 GBA+ Timing: Early ☐ ☐ ☒ Later ☐ Existing ☒

Chapter 7: A More Equal Canada

This section includes gender and diversity impact analyses for remaining Budget 2021 measures in Chapter 7.

Better Data for Better Outcomes: Understanding the Causes of Inequity through Disaggregated Data

This measure will benefit all Canadians, but particularly racialized sub-populations, Indigenous peoples, and other marginalized groups, including LGBTQ2 individuals and persons with a disability, in Canada through better policies and programs informed by improved data about social and economic inequalities.

This measure will also benefit Canadian researchers who will have better access to relevant data.

Data Sources: Statistics Canada

Quality of Life Impacts

Society – Positive perceptions of diversity

Good Governance – Confidence in public institutions;

Discrimination and unfair treatment

Target Population:

All Canadians

Expected Benefits:

Gender:

Men Women

Income Distribution:

Low High Income

Inter-generational:

Youth Senior

Additional Characteristics:

Racialized Canadians, LGBTQ2 and Other Marginalized groups

GBA+ Timing:

Early Later Existing

Improving Access to the Disability Tax Credit

These changes will directly benefit persons with disabilities by increasing the number of individuals that have access to tax relief and other federal supports. This group is expected to include persons with diabetes, inherited metabolic conditions, and impaired mental functions since the changes relate to disability impacts they experience. Within these groups, lower-income Canadians are expected to benefit the most, since they make up a larger portion of persons with disabilities, and a larger portion of beneficiaries of the measures affected by the changes (i.e. those with eligibility linked to the Disability Tax Credit), several of which are designed to provide additional benefits to low-income Canadians. Parents and other family caregivers will also benefit directly, through access to measures such as the Child Disability Benefit, or the ability to claim a transferred Disability Tax Credit.

Data Sources: Canadian Survey on Disability, Canada Revenue Agency

Quality of Life Impacts

Prosperity – Household incomes; Affording everyday needs

Health – Unmet health and mental health care needs; Self-rated health and mental health

Society – Accessible environments

Target Population:

Persons with Disabilities and their Caregivers

Expected Benefits:

Gender:

Men Women

Income Distribution:

Low High Income

Inter-generational:

Youth Senior

Additional Characteristics:

Persons with Disabilities and their Caregivers

GBA+ Timing:

Early Later Existing

Recognizing the Contributions of Atomic Workers

Over 99 per cent of the former Atomic Energy of Canada Limited employees who participated in the clean-ups of the two accidents that occurred at Chalk River Laboratories in the 1950s are men and as such the beneficiaries are senior citizen men. If the former employee has passed away, close kin will be eligible to receive the recognition. The families of the former employees will also indirectly benefit from the recognition of their family member.

Data Sources: Atomic Energy of Canada Limited

Quality of Life Impacts



Prosperity – Household incomes

Society – Sense of meaning and purpose

Good Government – Confidence in public institutions

Target Population:

Former Atomic Energy of Canada Limited Employees

Expected Benefits:

Gender:

Men ● — — — — — Women

Income Distribution:

Low — — ● — — High Income

Inter-generational:

Youth — — — — ● Senior

Additional

Characteristics:

Families of Former Atomic Energy of Canada Limited Employees

GBA+ Timing:

Early ☐ ☐ ☒ Later ☐ Existing

National Autism Strategy

A national autism strategy would target all Canadians living with autism spectrum disorder and their families. Autism spectrum disorder is usually diagnosed in childhood so this proposal will include consideration of children and youth. In addition, males are four to five times more likely to be diagnosed with autism spectrum disorder than females.

Data Sources: Statistics Canada

Quality of Life Impacts



Health – Children vulnerable in early development; Functional health status; Unmet health care needs; Unmet needs for mental health care

Society – Satisfaction with time use; Sense of belonging to local community; Accessible environments

Target Population:

People with Autism Spectrum Disorder

Expected Benefits:

Gender:

Men — — ● — — — — Women

Income Distribution:

Low — — — — ● — — High Income

Inter-generational:

Youth ● — — — — Senior

Additional

Characteristics:

People with Autism Spectrum Disorder, Caregivers

GBA+ Timing:

Early ☐ ☒ ☐ Later ☐ Existing

Establishing a National Framework for Diabetes

Approximately 3.2 million Canadians are living with diabetes and 200,000 new cases are diagnosed each year. People living with pre-existing chronic health conditions, such as obesity, are at increased risk for developing type 2 diabetes, which make up 90 per cent of cases. The rate of diabetes is approximately 16 per cent higher among men and more than twice as high among South Asian and Black adults as compared to Caucasian adults. Further, First Nations adults living on reserve and in northern communities have a significantly higher rate of diabetes. Supporting further research into the causes, treatment, and development of a potential cure for diabetes is also expected to benefit children with juvenile diabetes. Although diabetes is generally more common in men, inequalities in the rates of diabetes by income, education level, and employment are greater among women. For example, women with no high school diploma are 2.2 times more likely to be obese than female university graduates.

Data Sources: *Statistics Canada, Pan-Canadian Health Inequalities Reporting Initiative, Canadian Institute of Health Information, Public Health Agency of Canada*

Quality of Life Impacts



Health – Physical activity; Fruit and vegetable consumption; Self-rated health

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: South Asian, Black, and First Nations Communities, Canadians with Lower Education levels, Health Researchers

GBA+ Timing:

Early ☒ ☐ ☐ Later ☐ Existing

Taxation of Vaping Products

This measure has both direct benefits and negative impacts that will primarily accrue to youth and to men, since these groups consume vaping products at a higher rate than other demographic groups.

Data Sources: *Health Canada*

Quality of Life Impacts



Prosperity – Federal Debt-to-GDP ratio
Health – Health-adjusted life expectancy

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ ☒ ☐ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☒ ☐ ☐ Senior

Additional Characteristics: Students

GBA+ Timing:

Early ☐ ☒ ☐ Later ☐ Existing

Taxation of Tobacco

There is higher than average consumption of tobacco products among a range of demographic groups. To the extent these users are unable to reduce their tobacco consumption, this measure will carry somewhat regressive impacts as lower income smokers spend more on tobacco products as a share of their income than smokers with higher income. These impacts are not expected to be large, it is estimated that the average daily smoker spent about \$3,150 on cigarettes in 2020. The measure would increase the amount of excise duty embedded in the price of cigarettes by about \$100 annually. This may have the effect of disincenting tobacco consumption, which may benefit smokers who are able to reduce consumption.

Data Sources: Statistics Canada, Public Health Agency of Canada

Quality of Life Impacts



Prosperity – *Federal Debt-to-GDP ratio*
Health – *Health-adjusted life expectancy*

Target

All Canadians

Population:

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
Inter-generational: Youth ☐ ☐ ☒ ☐ Senior
Additional Characteristics: Smokers who are able to reduce consumption
GBA+ Timing: Early ☐ ☐ ☐ Later ☒ Existing

Support for Canadian Blood Services

This initiative directly benefits Canadians with medical conditions who rely on plasma-derived products (PDPs) as a life-saving treatment. The conditions for which PDPs are prescribed do not affect one specific demographic group over another, but rather span across all dimensions of sex, age, gender, and diversity.

This initiative indirectly benefits workers in the construction sector in the short-term and workers in the health care sector in the long-term. Indirect benefits are gender-balanced, as 87 per cent of workers in the construction industry are men and 82 per cent of workers in the health care and social assistance sector are women.

Data Sources: Statistics Canada, Canadian Immunodeficiencies Patient Organization

Quality of Life Impacts



Prosperity – *Employment*
Health – *Health-adjusted life expectancy; Functional health status*

Target Population:

Canadians with Specific Medical Conditions

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
Inter-generational: Youth ☐ ☒ ☐ Senior
Additional Characteristics: Construction and Health Care Sectors
GBA+ Timing: Early ☒ ☐ ☐ Later ☐ Existing

Ensuring Appropriate Access and Safeguards for Medical Assistance in Dying in Canada

This funding will benefit all Canadians by ensuring that as Canada’s MAID framework evolves over time it is implemented in a way that ensures appropriate attention to access, protections, and consistency across all of Canada. This will help ensure that Canadians have equitable access to MAID, regardless of their jurisdiction or medical care provider.

Data Sources: *Health Canada (e.g., Monitoring System for Medical Assistance in Dying in Canada), Canadian Institute for Health Information*

Quality of Life Impacts



Health – *End of life care (access, quality, cultural suitability)*
Good Governance – *Confidence in public institutions*

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics:

GBA+ Timing: Early ☒ ☐ ☐ Later ☐ Existing

Chapter 8: Strong Indigenous Communities

This section includes gender and diversity impact analyses for remaining Budget 2021 measures in Chapter 8.

First Nations Election Cancellation and Postponement Regulations (Prevention of Diseases)

The amendments to the regulations directly benefit all members of First Nations communities where elections are delayed due to public health concerns until they are safe to be held. This reduces the potential for community spread of COVID-19 by avoiding gatherings of people, while ensuring that communities are not faced with a governance gap in the midst of the pandemic.

Quality of Life Impacts



Health – COVID-19 incidence
Good Governance – Confidence in public institutions

Target Population:	First Nations
Expected Benefits:	
Gender:	Men ○ ○ ○ ● ○ ○ Women
Income Distribution:	Low ○ ○ ○ ● ○ ○ High Income
Inter-generational:	Youth ○ ● ○ Senior
Additional Characteristics:	
GBA+ Timing:	Early ■ □ □ Later ■ Existing

Supporting Indigenous Economies

93 per cent of Indigenous businesses located within Indigenous communities reported that COVID-19 has had a negative economic impact. Negative impacts identified by survey respondents included a decrease in revenues, shutdown of offices and facilities, and, in some cases, temporary or permanent shutdown of their business. These investments will directly benefit Indigenous communities and businesses, helping them to maintain jobs and essential services through the pandemic. It will also support local Indigenous micro-businesses which directly benefit the well-being of individual families and are majority owned by Indigenous women.

Investments to support the resilience of the First Nation Finance Authority will directly support First Nations, benefiting the community as a whole (men, women, youth, and elders).

Data Sources: Canadian Council for Aboriginal Businesses

Quality of Life Impacts



Prosperity – Household incomes; Firm growth; Protection from income shocks
Society – Vibrant communities

Target Population:	Indigenous peoples
Expected Benefits:	
Gender:	Men ○ ○ ○ ● ○ ○ Women
Income Distribution:	Low ○ ● ○ ○ ○ High Income
Inter-generational:	Youth ○ ● ○ Senior
Additional Characteristics:	Indigenous peoples, First Nation Communities
GBA+ Timing:	Early ■ □ □ Later □ Existing

Securitization of First Nations Goods and Services Tax and First Nations Sales Tax Revenues under the First Nations Fiscal Management Act (FNFMA)

This initiative benefits the members of First Nations with First Nations Goods and Services Tax or First Nations Sales Tax revenues seeking long-term financing from the First Nations Finance Authority. The extent to which it will benefit different genders or demographic groups will depend on how First Nations use the funds raised. This initiative is not expected to have negative impacts for any gender or demographic group.

Quality of Life Impacts



Good Governance – *Indigenous self-determination*

Target Population: First Nations

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
Inter-generational: Youth ☐ ☒ ☐ Senior
Additional Characteristics: Indigenous peoples

GBA+ Timing: Early ☒ ☐ ☐ Later ☐ Existing

Redesigning the Additions to Reserve Policy

This program directly benefits all members of participating First Nations communities by increasing capacity to make additions to reserve lands and ultimately improving the pace of land acquisition. Access to land can result in improved economic opportunities, capacity to develop community infrastructure and housing, and improved sense of belonging to local culture and community. Further, this will support a policy redesign process that will advance self-determination for all community members, while incorporating a wide range of perspectives, with particular attention to the rights and special needs of elders, women, youth, and persons with disabilities, as well as members living off-reserve.

Quality of Life Impacts



Prosperity – *Financial well-being; Acceptable housing*
Society – *Sense of belonging to local community*
Good Governance – *Indigenous self-determination*

Target Population: First Nations

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
Inter-generational: Youth ☐ ☒ ☐ Senior
Additional Characteristics: First Nations

GBA+ Timing: Early ☒ ☐ ☐ Later ☒ Existing

Advancing Specific Claims Settlements

Replenishment of the Specific Claims Settlement Fund will ensure resources are available to pay out settlements. Canada does not influence or track how First Nations choose to use settlement funds; however, some communities have previously decided to make investments in social services, infrastructure, and education.

Quality of Life Impacts



Good Governance – *Confidence in public institutions; Indigenous self-determination*

Target Population: Indigenous peoples, First Nations

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: Indigenous peoples, First Nations

GBA+ Timing: Early ☒ ☐ ☐ Later ☐ Existing

Commemorating the Legacy of Residential Schools

This measure is gender balanced and will benefit all Canadians that want to participate in events held throughout the country on the proposed National Day for Truth and Reconciliation. Events may target and encourage participation of certain groups such as Indigenous peoples and young Canadians.

By providing ongoing support for events to commemorate and raise awareness of the history and legacy of residential schools, this measure will also support reconciliation with Indigenous peoples.

Quality of Life Impacts



Society – *Sense of belonging to Canada; Sense of belonging to local community; Social participation*

Target Population: All Canadians, Indigenous peoples

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☒ ☐ ☐ Senior

Additional Characteristics: Indigenous peoples

GBA+ Timing: Early ☐ ☒ ☐ Later ☐ Existing

Escalating 10-Year Grant Funding

This investment benefits First Nations bands who receive funding through the 10-Year Grants and their community members. Escalating program funding to respond to price and population growth ensures First Nations communities can continue to provide services that reflect their needs and priorities. It is likely that a range of social and quality of life benefits will result from such investments; however, recipient bands choose how to allocate these funds.

Quality of Life Impacts



Good Governance – *Confidence in public institutions; Indigenous self-determination*
Additional quality of life impacts (e.g. prosperity, health, society) based on First Nations community investments

Target Population: First Nations

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: First Nations

GBA+ Timing: Early ☐ ☒ ☐ Later ☒ Existing

Support for Indigenous-led Data Strategies

Indigenous peoples generally experience poorer socio-economic outcomes than Canada's non-Indigenous peoples do, including in the areas of health and well-being, income, and education. This proposal will benefit Indigenous peoples by helping to ensure that Indigenous governments, organizations, and communities have the data they need to implement evidence based governance and service delivery that is founded on culturally relevant visions of well-being. This will help improve outcomes for Indigenous peoples as measured by Indigenous-led and co-developed indicators of health and well-being.

Quality of Life Impacts



Society – *Vibrant communities; Cultural and historical preservation*
 Good Governance – *Indigenous self-determination; Confidence in public institutions*

Target Population: Indigenous peoples

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
 Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional Characteristics: Indigenous peoples

GBA+ Timing: Early ☒ ☐ ☐ Later ☐ Existing

Parks Canada Capacity for Indigenous Engagement

This program directly benefits Indigenous peoples by expanding Parks Canada's capacity to negotiate rights-based agreements, thereby increasing the likelihood of reaching agreements sooner and with a greater number of Indigenous groups. The program is expected to foster reconnection between Indigenous peoples and their traditional territories and restore the historic responsibility of Indigenous peoples to manage their traditional lands and resources, resulting in nation-building and stronger socio-economic outcomes, accruing to women, men and non-binary Indigenous peoples.

Quality of Life Impacts



Environment – *Satisfaction with local environment; Natural capital*
 Society – *Sense of belonging to local community*
 Good Governance – *Confidence in public institutions; Indigenous self-determination*

Target Population: Indigenous peoples

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
 Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income
 Inter-generational: Youth ☒ ☐ ☐ Senior
 Additional Characteristics: Indigenous peoples

GBA+ Timing: Early ☒ ☐ ☐ Later ☐ Existing

Supporting Indigenous Partners for Meaningful Crown Consultation and Engagement

This program benefits Indigenous peoples. The expected outcomes are gender-balanced and will increase opportunities for all community members to participate in consultation and engagement activities.

Quality of Life Impacts



Good Governance – *Confidence in public institutions; Indigenous self-determination*

Target Population: Indigenous peoples

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
 Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional Characteristics: Indigenous peoples

GBA+ Timing: Early ☒ ☐ ☐ Later ☐ Existing

Chapter 9: Protecting Our Shared Values

This section includes gender and diversity impact analyses for remaining Budget 2021 measures in Chapter 9.

Gun Control

These measures will directly benefit all Canadians, but may disproportionately affect men and women in different ways. Men represented the vast majority of those with a firearms licence who owned restricted or prohibited firearms in 2020, and 90 per cent of those who committed a firearms-related violent crime in 2016. Women are much more likely to be victims of intimate partner violence, representing 86 per cent of victims in police-reported incidents involving a firearm in 2018.

These measures may also have disproportionate impacts on Indigenous communities, which have higher rates of violent firearms offences and intimate partner violence than non-Indigenous communities.

Data Sources: Statistics Canada; RCMP

Quality of Life Impacts



Good Governance –Victimization rate; Crime Severity Index; Personal safety

Target Population: All Canadians

Expected Benefits:

Gender: Men ○ ○ ● ○ ○ Women
Income Distribution: Low ○ ○ ● ○ ○ High Income
Inter-generational: Youth ○ ● ○ Senior
Additional Characteristics: Indigenous people

GBA+ Timing: Early ■ □ □ Later □ Existing

GBA+ Responsive Approach

Public awareness and education campaigns to promote responsible and safe use of firearms will make efforts to target men.

Better Job Protections for Parents of Young Victims of Crime

This legislative amendment directly benefits workers in the federally regulated private sector. As there have been fewer than 100 applications since 2013, detailed and reliable gender and demographic data is not available. However, while men account for 62 per cent of the federally regulated work force, administrative data shows that a majority of applicants were women.

Quality of Life Impacts



Prosperity – Protection from income shocks

Target Population: Workers in the Federally Regulated Private Sector

Expected Benefits:

Gender: Men ○ ○ ○ ○ ● Women
Income Distribution: Low ○ ○ ● ○ ○ High Income
Inter-generational: Youth ○ ● ○ Senior
Additional Characteristics:

GBA+ Timing: Early □ □ □ Later ■ Existing

Reforming the Judicial Conduct Review Process

All Canadians will benefit from a reformed review process that will reduce delays, enhance accountability, and ultimately increase public confidence in the courts and justice system. In particular, this measure will benefit those with matters before federally-appointed judges by ensuring any complaints of misconduct are addressed efficiently and transparently.

Women made up 45 per cent of the federally-appointed judiciary as of March 2021. Recent efforts have focused on increasing the diversity of the judiciary. Between October 2019 and October 2020, women comprised 65 per cent of new appointments, while visible minorities represented 17 per cent and Indigenous peoples accounted for three per cent.

Data Sources: *Office of the Commissioner for Federal Judicial Affairs*

Quality of Life Impacts



Good Governance – *Access to fair and equal justice;*
Resolution of serious legal problems

Target Population: All Canadians

Expected Benefits:

Gender: Women
Income Distribution: High Income
Inter-generational: Senior
Additional Characteristics: Federally-appointed Judiciary
GBA+ Timing: Existing

Freezing Pension Accrual for Judges Recommended for Removal

This initiative will help protect public confidence in the integrity of Canada's federally-appointed judiciary. The proposed legislative amendment will apply to federally-appointed judges regardless of any personal characteristics.

Women made up 45 per cent of the federally-appointed judiciary as of March 2021. Recent efforts have focused on increasing the diversity of the judiciary. Between October 2019 and October 2020, women comprised 65 per cent of new appointments, while visible minorities represented 17 per cent and Indigenous peoples accounted for three per cent.

Data Source: *Office of the Commissioner for Federal Judicial Affairs*

Quality of Life Impacts



Good Governance – *Confidence in public institutions*

Target Population: Federally-appointed judges

Expected Benefits:

Gender: Women
Income Distribution: High Income
Inter-generational: Senior
Additional Characteristics:
GBA+ Timing: Existing

Maintaining Federal Court Services during COVID-19

This initiative will benefit all Canadians by enabling access to justice during the COVID-19 pandemic. Canadians who bring matters before the federal courts represent a spectrum of Canada's diverse society, with cases from individuals, businesses and organizations, and government agencies.

Additionally, public health measures will directly benefit individuals who work in federal courts, such as court members, legal professionals, administrative staff, and human resources.

Quality of Life Impacts



Good Governance – Access to fair and equal justice;
Resolution of serious legal problems

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: Individuals who Work in Federal Courts

GBA+ Timing: Early ☐ ☐ ☒ Later ☐ Existing

Preventing the Spread of COVID-19 in Correctional Institutions

This funding will disproportionately benefit Correctional Service of Canada staff and groups that are disproportionately incarcerated, notably Black and Indigenous communities, as well as men and people with disabilities and health problems.

For example, Black Canadians account for 7.2 per cent of federal inmates, but only 3.5 per cent of the Canadian population. Similarly, Indigenous peoples account for 30 per cent of those in federal custody, despite only representing approximately five per cent of the population. Among women inmates, 42 per cent are Indigenous. Over 95 per cent of inmates at federal institutions are men.

Data Sources: Statistics Canada, Correctional Service of Canada, Office of the Correctional Investigator

Quality of Life Impacts



Health – Health-adjusted life expectancy; COVID-19 incidence

Target Population: Correctional Service of Canada Inmates and Staff

Expected Benefits:

Gender: Men ☒ ☐ ☐ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: Black, Indigenous, Inmates

GBA+ Timing: Early ☒ ☐ ☐ Later ☐ Existing

Enhancing Data Collection on Cyber Security Threats

This initiative is to continue the Cyber Security and Cybercrime Survey program, which allows the government to monitor trends, collect data, and better respond to cyber security threats that could affect people and businesses across the country.

In 2019, 21 per cent of Canadian businesses reported being impacted by cyber security incidents. The industrial sectors most commonly impacted were the information and cultural industries sector, the wholesale trade sector, and the professional, scientific and technical services sector. Better monitoring and information collection of cyber threats to the private sector is expected to benefit all Canadians

Quality of Life Impacts



Good Governance – *Domestic security (cyber); Misinformation/trust in media; Victimization rate*

Target Population: All Canadians

Expected Benefits:

Gender:

Men ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ○ ● ○ ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional Characteristics:

Canadian Businesses

GBA+ Timing:

Early ☐ ☒ Later ☐ Existing

Improving How Access to Information Works for Canadians

The review of the *Access to Information Act* and improvements to the Access to Information Program will benefit all Canadians through strengthened transparency and accountability of Canada's federal institutions. Those in the top user groups for access to information services are expected to benefit in particular. These include the media, scholars, librarians, and statisticians. Additionally, Indigenous organizations are expected to benefit as they are significant users of access to information, particularly when seeking information related to land and other claims.

Data Sources: *Treasury Board of Canada Secretariat*

Quality of Life Impacts



Good Governance – *Confidence in public institutions*

Target Population: All Canadians

Expected Benefits:

Gender:

Men ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ○ ● ○ ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional

Characteristics:

Media, Scholars, Librarians, Statisticians, Indigenous Organizations

GBA+ Timing:

Early ☒ ☐ Later ☐ Existing

Supporting NORAD Modernization

These measures will directly benefit all Canadians by improving Canada's national defence capabilities.

The economic activity generated by these measures is expected to benefit Indigenous communities in the North. This measure will also indirectly benefit certain industries, such as construction trades, engineering, and aerospace, which tend to have workforces that predominantly are men.

Data Sources: *Innovation, Science and Economic Development Canada, and Statistics Canada*

Quality of Life Impacts



Prosperity – *Investment in R&D*

Good Governance – *Domestic security; Confidence in public institutions*

Target Population: All Canadians

Expected Benefits:

Gender: Men ☒ Women ☐
 Income Distribution: Low ☐ High Income ☒
 Inter-generational: Youth ☐ Senior ☒
 Additional Characteristics: Northern Communities, Construction Trades and Engineering

GBA+ Timing: Early ☐ Later ☐ Existing ☐



GBA+ Responsive Approach

To minimize the potential for negative impacts on marginalized and underrepresented groups, the Department of National Defence will consult with local Indigenous groups and apply a GBA+ screen for research and development agreements with academia and the private sector.

Increasing Canada's Contributions to NATO

All Canadians will benefit from an increase in their defence and security, and the promotion of peace.

The increased contribution to the NATO Readiness Initiative will lead to increased expenditures on the maintenance of defence equipment. This will indirectly benefit Canada's defence industries, whose employees are predominantly men. For example, 81 per cent of employees in aerospace and 87 per cent of employees in shipbuilding are men.

Data Sources: *Statistics Canada, NATO*

Quality of Life Impacts



Good Governance – *Domestic security; Canada's place in the world*

Target Population: All Canadians

Expected Benefits:

Gender: Men ☒ Women ☐
 Income Distribution: Low ☐ High Income ☒
 Inter-generational: Youth ☐ Senior ☒
 Additional Characteristics: Canada's Defence Industries

GBA+ Timing: Early ☐ Later ☐ Existing ☒

Advancing the Safer Skies Initiative

This measure will benefit all Canadians by reducing civil aviation safety risk. As people with higher incomes have a greater propensity for air travel, they are expected to benefit more from this measure than other Canadians. Canadian travellers who fly more frequently near conflict zones due to family ties or work obligations will benefit relatively more than other Canadian travellers.

Data Source: Statistics Canada

Quality of Life Impacts



Good Governance – *Personal safety*

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: Travellers to conflict-prone areas, Air Sector workers

GBA+ Timing: Early ☐ ☒ Later ☐ Existing ☐

Sustaining Health Services for the Canadian Armed Forces

This measure benefits all Canadians by ensuring that members of the Canadian Armed Forces receive quality health care so that they are able to deploy when needed.

It will also directly benefit members of the Canadian Armed Forces, who are predominantly men (84 per cent). Indirectly, this measure will benefit health care professionals, who are more highly educated and earn higher incomes than the Canadian population. While Canadian Armed Forces health care personnel are predominantly men, employees in the Canadian health care sector are predominantly women (78.7 per cent).

Data Sources: Statistics Canada

Quality of Life Impacts



Health – *Unmet health care needs*

Good Governance – *Domestic security*

Target Population: Canadian Armed Forces members

Expected Benefits:

Gender: Men ☐ ☒ ☐ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: Canadian Armed Forces members

GBA+ Timing: Early ☐ ☒ Later ☐ Existing ☐

Better Equipping Our Coast Guard and Military

The efficient procurement of equipment and ships in support of Canada's defence policy and in support of the Canadian Coast Guard will directly benefit all Canadians.

Indirectly, this measure will benefit workers employed as procurement specialists, who are generally more highly educated and earn higher incomes than the Canadian population.

Data Sources: Statistics Canada

Quality of Life Impacts



Environment – Coastal and marine protection
Good Governance – Domestic security

Target

All Canadians

Population:

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
Inter-generational: Youth ☐ ☒ ☐ Senior
Additional Characteristics: Procurement specialists
GBA+ Timing: Early ☐ ☒ Later ☐ Existing ☐

Ensuring Procurement Partners Respect Canada's Economic Interests

This measure could incentivize bidders on defence procurements not to harm Canada's economic interests, potentially benefiting Canadian jobs. However, there is a risk that bidders may decide to withdraw work from Canada as a result of a negative assessment, or due to perceptions that the policy will reduce their opportunities in Canada.

Any impacts would likely directly affect Canada's defence industries, whose employees are predominantly men. For example, 81 per cent of employees in aerospace and 87 per cent of employees in shipbuilding are men.

Data Sources: Statistics Canada

Quality of Life Impacts



Prosperity – GDP per capita; Household incomes

Target Population:

Canadian Defence Industries

Expected Benefits:

Gender: Men ☒ ☐ ☐ ☐ ☐ Women
Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
Inter-generational: Youth ☐ ☒ ☐ Senior
Additional Characteristics: Canadian Defence Industries
GBA+ Timing: Early ☐ ☒ Later ☐ Existing ☐

Recapitalization of FinDev Canada

This initiative benefits lower-income workers, including female workers, in the agribusiness, financial services, and Green Growth Sectors in sub-Saharan Africa, Latin America and the Caribbean.

The indirect beneficiaries of this recapitalization are lower-income individuals in sub-Saharan Africa, Latin America and the Caribbean. All Canadians benefit since they are safer and more prosperous when the rest of the world is more prosperous and healthy.

Data Sources: United Nations, UN Women, OECD, World Bank, ILO, IEA, GTAP

Quality of Life Impacts



Good Governance – *Canada's place in the world*

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☒ ☐ ☐ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: Workers in Other Countries

GBA+ Timing: Early ☐ ☐ ☐ Later ☐ Existing ☐

Supporting Parole Board of Canada Operations

This funding will support the Parole Board of Canada staff, and offenders in Canada seeking parole. Groups that are disproportionately incarcerated and therefore seeking parole will benefit, notably Black and Indigenous communities, as well as men and people with disabilities and health problems. For example, Black Canadians account for 7.2 per cent of federal inmates, but only 3.5 per cent of the Canadian population. Similarly, Indigenous peoples account for 30 per cent of those in federal custody, despite only representing approximately five per cent of the population. Among women inmates, 42 per cent are Indigenous. Over 95 per cent of inmates at federal institutions are men.

Data Sources: Statistics Canada, Correctional Service of Canada, Office of the Correctional Investigator

Quality of Life Impacts



Good Governance – *Access to fair and equal justice; Representation in corrections custodial population*

Target Population: Parole Board of Canada Staff and Offenders Seeking Parole

Expected Benefits:

Gender: Men ☒ ☐ ☐ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: Black, Indigenous, and Offenders Seeking Parole

GBA+ Timing: Early ☐ ☐ ☐ Later ☐ Existing ☒

Enhancing IM/IT Systems to Support Transparent Lobbying

Effective systems to support transparent lobbying in Canada benefit all Canadians. Indirect benefits of hiring and spending related to IM/IT systems are expected to accrue unequally to men, due to the over-representation of men in IM/IT fields.

Quality of Life Impacts

Good Governance – *Confidence in public institutions*

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: IM/IT sector

GBA+ Timing: Early ☐ ☒ Later ☐ Existing ☐

Leaders' Debates Commission

Enhanced independence and structure around the organization of leaders' debates during federal elections will benefit all Canadians. Groups generally disadvantaged when it comes to broadcasting accessibility, such as minority language communities and Canadians with disabilities, would particularly benefit as part of the Commission's mandate is to ensure accessibility.

Quality of Life Impacts

Good Governance – *Confidence in public institutions*

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: Disability, Minority language communities

GBA+ Timing: Early ☐ ☒ Later ☐ Existing ☐

Modernizing the Department of National Defence's Information Systems

These measures will enhance the operational efficiency and readiness of the Canadian Armed Forces, which will benefit all Canadians. These measures will also directly benefit members of the Canadian Armed Forces and employees of the Department of National Defence, who benefit from these information systems to manage the equipment they need to do their jobs, and to ensure the accuracy of civilian pay. These groups are predominantly men (84 per cent and 59 per cent, respectively). These measures will indirectly benefit workers in the computer science and engineering professions, who will benefit from the associated employment opportunities. This occupational group is approximately 80 per cent men, and of higher education and income than the Canadian population.

Data Sources: Statistics Canada

Quality of Life Impacts

Good Governance – *Domestic security; Confidence in public institutions (modernizing operations)*

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ ☒ ☐ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: Military Personnel

GBA+ Timing: Early ☐ ☒ Later ☐ Existing ☐

Chapter 10: Responsible Government

This section includes gender and diversity impact analyses for remaining Budget 2021 measures in Chapter 10.

Digital Services Tax

The measure would have a direct impact on large corporations earning revenue from specified digital services. It would benefit all Canadians by ensuring that corporations pay a fair share of tax in respect of their activity in Canada. In terms of indirect impacts, to the extent that Canadian individuals are shareholders of large corporations that pay higher taxes as a result of the measure, and higher taxes result in lower dividend distributions, men and higher-income individuals are more likely to be negatively affected. To the extent that any of the tax is passed on directly or indirectly to Canadian consumers, the impact is likely to be greater on men.

Data Sources: Canada Revenue Agency, Statistics Canada

Quality of Life Impacts



Prosperity – *Federal Debt-to-GDP ratio*
Good Governance – *Confidence in public institutions*

Target Population: All Canadians

Expected Benefits:

Gender: Men ○ ● Women
Income Distribution: Low ○ ● High Income
Inter-generational: Youth ○ ● Senior
Additional Characteristics:

GBA+ Timing: Early ☐ ☒ Later ☐ Existing

Luxury Tax

This measure will likely have negative impacts on higher-income Canadians, as they are more likely to purchase luxury cars, personal aircraft, and boats. The automobile, aviation and boating sectors may also be affected.

Based on vehicle retail sales data and assumptions regarding vehicle sale prices, high income individuals (more likely male) between 30-60 years old in Ontario, Alberta, Quebec, and British Columbia would be the most affected by the tax.

Data Sources: Statistics Canada

Quality of Life Impacts



Prosperity – *Federal Debt-to-GDP ratio*

Target Population: All Canadians

Expected Benefits:

Gender: Men ○ ● Women
Income Distribution: Low ○ ● High Income
Inter-generational: Youth ○ ● Senior
Additional Characteristics:

GBA+ Timing: Early ☐ ☒ Later ☐ Existing

Tax on Unproductive Use of Canadian Housing by Foreign Non-resident Owners

This measure benefits all Canadians by discouraging the underutilization of Canadian housing by foreign, non-resident owners. The measure predominantly benefits low- and middle-income individuals and households living in urban areas by improving housing affordability through increasing the supply of rental housing and homes available for sale for owner occupancy.

Quality of Life Impacts

Prosperity – Acceptable housing

Target Population:

All Canadians

Expected Benefits:

Gender:

Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution:

Low ☐ ☒ ☐ ☐ ☐ High Income

Inter-generational:

Youth ☐ ☒ ☐ Senior

Additional Characteristics:

Specific Regions, Individuals of Particular Socio-economic Status

GBA+ Timing:

Early ☒ ☐ Later ☐ Existing ☐

Tackling Tax Avoidance and Evasion and Strengthening the CRA

The Canadian Revenue Agency (CRA) will further increase targeted audits with a focus on large businesses and better collection of outstanding tax debt. When considering Canadian individuals that are shareholders of large enterprises, tax data show that men, older Canadians and those with higher incomes receive a larger share of taxable dividends compared to other groups.

This will benefit all Canadians via a fair and equitable tax system, increased federal revenues and, lower debt charges.

Tax evasion and aggressive tax planning can be found among all segments of the population but mostly among the wealthiest groups. CRA data also indicate that men are more likely to be non-compliant.

Data Sources: Canada Revenue Agency, Organisation for Economic Co-operation and Development

Quality of Life Impacts

Prosperity – Federal Debt-to-GDP ratio

Good Governance – Confidence in public institutions

Target Population:

All Canadians

Expected Benefits:

Gender:

Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution:

Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational:

Youth ☐ ☒ Senior

Additional Characteristics:

GBA+ Timing:

Early ☐ ☒ Later ☐ Existing ☐

GBA+ Responsive Approach

The CRA will establish a monitoring approach that will identify and track certain diversity factors of Canadian taxpayers that are selected for compliance actions and/or educational outreach.

Limitations on Excessive Interest Deductions

This measure aims at protecting the tax base and therefore benefits all Canadians. The primary group targeted by the measure is larger enterprises, and the proposal would affect this group negatively by placing a limit on the amounts of interest they may deduct. To the extent that Canadian individuals are shareholders of these enterprises, it may be assumed that men, older Canadians and those with higher incomes would be more likely to be adversely affected than others. Tax data show that: men received 65 per cent of the value of taxable dividends in 2018; taxpayers in the top income bracket received about 43 per cent of dividends, even though they only comprised one per cent of all tax filers; and seniors and other adults over 30 received 98 per cent of the value of dividends.

Data Sources: Internal administrative data

Quality of Life Impacts



Prosperity – Debt-to-GDP ratio

Good Governance – Confidence in public/private institutions

Target Population: All Canadians

Expected Benefits:

Gender:

Men ○ ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ○ ○ ● ○ ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional

Characteristics:

GBA+ Timing:

Early ☐ ☐ ☒ Later ☐ Existing

Hybrid Mismatch Arrangements

This measure aims at protecting the tax base and therefore benefits all Canadians. The primary group targeted for enforcement is large multinational enterprises that use hybrid mismatch arrangements in structuring their cross-border investments. By eliminating the Canadian tax benefit arising from these arrangements, the proposal would affect this group negatively. To the extent that Canadian individuals are shareholders of these enterprises, it may be assumed that men and higher-income individuals would be more likely to be adversely affected. Tax data indicate that corporate distributions are generally received disproportionately by men (who received 63.1 per cent of total dividends paid by corporations to Canadian individuals in 2015) and higher-income individuals.

Data Sources: Canada Revenue Agency

Quality of Life Impacts



Prosperity – Federal Debt-to-GDP ratio

Good Governance – Confidence in public institutions

Target Population: All Canadians

Expected Benefits:

Gender:

Men ○ ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ○ ○ ● ○ ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional

Characteristics:

GBA+ Timing:

Early ☐ ☐ ☒ Later ☐ Existing

Consultation on Mandatory Disclosure Rules

These measures are aimed at combatting aggressive tax avoidance and evasion. If these measures are enacted, it is expected that the government will be able to collect more tax revenues which will benefit all Canadians.

Quality of Life Impacts



Prosperity – *Federal Debt-to-GDP ratio*
Good Governance – *Confidence in public/private institutions*

Target Population: All Canadians

Expected Benefits:

Gender: Men ○ ○ ○ ● ○ ○ Women
Income Distribution: Low ○ ○ ○ ● ○ ○ High Income
Inter-generational: Youth ○ ● ○ Senior
Additional Characteristics:
GBA+ Timing: Early ☐ ☒ Later ☐ Existing

Action Against Money Laundering and Terrorist Financing

These initiatives will help reduce potential threats to the security and stability of Canada's financial system stemming from money laundering and terrorist financing. Strengthening Canada's Anti-Money Laundering and Anti-Terrorist Financing Regime may benefit people victimized by money laundering, terrorist financing, and offences linked to these crimes. Victimized groups are more likely to include women, children, the elderly, persons with disabilities, persons suffering from addiction, and newcomers to Canada.

Quality of Life Impacts



Prosperity – *Financial stability*
Good Governance – *Domestic security*

Target Population: All Canadians

Expected Benefits:

Gender: Men ○ ○ ○ ○ ● ○ Women
Income Distribution: Low ○ ○ ○ ● ○ ○ High Income
Inter-generational: Youth ○ ● ○ Senior
Additional Characteristics: Victimized groups
GBA+ Timing: Early ☒ ☐ Later ☐ Existing

Action Against Money Laundering and Terrorist Financing-Tax Measures

These initiatives will strengthen the ability of the Canada Revenue Agency to protect the charitable registration system from being abused for terrorist financing purposes.

This specific proposal is targeted at registered charities but is expected to benefit all Canadians, particularly vulnerable and marginalized persons in communities that are likely to be targeted by those supporting terrorism or seeking to radicalize individuals towards violence. Young men are more likely to be susceptible to radicalization efforts.

Quality of Life Impacts



Good Governance – *Confidence in public institutions;*
Domestic security

Target Population: All Canadians

Expected Benefits:

Gender: Men ○ ○ ○ ● ○ ○ Women
Income Distribution: Low ○ ● ○ ○ ○ High Income
Inter-generational: Youth ○ ● ○ Senior
Additional Characteristics: Charitable and Non-profit Sector
GBA+ Timing: Early ☒ ☐ Later ☐ Existing

Beneficial Ownership Transparency

Advancing a beneficial ownership registry will help Canada counter a broad array of crimes, for which the gender, ethnicity, age, and socio-economic status of the victims vary greatly. All Canadians are expected to benefit.

Quality of Life Impacts



Good Governance – Confidence in public/private institutions; Victimization rate

Target Population: All Canadians

Expected Benefits:

Gender: Men ○ ○ ● ○ ○ Women
 Income Distribution: Low ○ ○ ● ○ ○ High Income
 Inter-generational: Youth ○ ● ○ Senior
 Additional Characteristics:

GBA+ Timing: Early ■ □ □ Later □ Existing

Combatting Abusive Tax Collection Avoidance Schemes

This is a tax integrity measure that targets aggressive tax planning and the avoidance of the collection of tax debt by a small number of tax planners that are marketing these schemes to wealthy and corporate taxpayers. This measure protects the tax base on behalf of all Canadians to benefit the Canadian population in general.

Data Sources: Canada Revenue Agency

Quality of Life Impacts



Prosperity – Federal Debt-to-GDP ratio
 Good Governance – Confidence in public/private institutions

Target Population: All Canadians

Expected Benefits:

Gender: Men ○ ○ ● ○ ○ Women
 Income Distribution: Low ○ ○ ● ○ ○ High Income
 Inter-generational: Youth ○ ● ○ Senior
 Additional Characteristics:

GBA+ Timing: Early ■ □ □ Later □ Existing

Improving Duty and Tax Collection on Imported Goods

This initiative is a customs duty compliance measure designed to ensure that all importers value their imported goods on the same basis. This initiative promotes fairness by ensuring that all importers are treated equally. Similarly, the payment process modernizations apply to all importers.

This initiative will result in increased duty revenues to the government, benefiting all Canadians.

Quality of Life Impacts



Prosperity – Federal Debt-to-GDP ratio

Target Population: All Importers, All Canadians

Expected Benefits:

Gender: Men ○ ○ ● ○ ○ Women
 Income Distribution: Low ○ ○ ● ○ ○ High Income
 Inter-generational: Youth ○ ● ○ Senior
 Additional Characteristics: Importers

GBA+ Timing: Early ■ □ □ Later □ Existing

Retail Payment Oversight Framework

The retail payment oversight framework will ensure safer and more secure payment services for Canadian businesses and consumers, which broadly represent the Canadian population. While the framework is expected to benefit all Canadians, those with lower levels of financial literacy are expected to greatly benefit from stronger regulatory oversight.

Quality of Life Impacts



Prosperity – *Financial stability*

Good Governance – *Confidence in public private institutions*

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
 Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional Characteristics:

GBA+ Timing: Early ☐ ☐ ☐ Later ☒ Existing

E-Payroll to Help Businesses

The Canada Revenue Agency will lead consultations and government-wide efforts to analyse and develop potential options to implement an e-payroll solution for the Government of Canada.

A fully operational e-payroll system has the potential to deliver a range of benefits to Canadians. In particular, it could enhance and streamline the delivery of services and benefit payments, which would primarily benefit lower-income Canadians such as single parents and the working poor, through more timely access to income-tested benefits. E-payroll could also lower costs and facilitate compliance for employers. The reduction of administrative burden will support all employers in Canada. As of December 2019, 97.9 per cent of businesses in Canada were small businesses.

Data Sources: Canada Revenue Agency; Organisation for Economic Co-operation and Development; Innovation, Science and Economic Development Canada

Quality of Life Impacts



Good Governance – *Confidence in public institutions (modernizing operations)*

Target Population: All Canadians, Employers

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
 Income Distribution: Low ☐ ☒ ☐ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional Characteristics: Lower-income Canadians, Employers

GBA+ Timing: Early ☒ ☐ ☐ Later ☐ Existing

Protecting Taxpayer Information

These investments are designed to protect taxpayers' and benefit recipients' data from unauthorized access and loss, which will directly benefit all Canadians. The Canada Revenue Agency notes that the increased protection of data could be seen as an indirect benefit for groups most often targeted by identity theft – seniors, individuals with an income larger than \$75,000, and individuals between 25 and 34 years of age. However, these indirect benefits are difficult to quantify.

Data Sources: Canada Revenue Agency

Quality of Life Impacts



Good Governance – *Confidence in public institutions*

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
 Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional Characteristics: Seniors

GBA+ Timing: Early ☐ ☐ ☒ Later ☐ Existing

Modernizing CRA Services

The Canada Revenue Agency (CRA) processes over 2 million adjustments to personal income tax returns requested by taxpayers each year. Timely resolution of these adjustments will improve service to all Canadians by ensuring that credits and benefits to which they are entitled are calculated accurately and received in a timely manner. Benefits are expected to accrue for all Canadians that adjust their tax returns. Timeliness of provision of income-tested benefits and government transfers will be positive for diverse groups of vulnerable Canadians, particularly lower-income individuals. In addition, the simplified credit and benefit return and Canada Child Benefit form for Indigenous individuals will further enable quick and easy access to benefits and credits for this group.

Data Sources: Canada Revenue Agency

Quality of Life Impacts



Prosperity – Household incomes; Poverty; Financial well-being

Good Governance – Confidence in public institutions (modernizing operations)

Target Population:

All Canadians, Indigenous peoples

Expected Benefits:

Gender:

Men ○ ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ○ ○ ● ○ ○ High Income

Inter-generational:

Youth ○ ○ ● ○ Senior

Additional

Characteristics:

Low-income Canadians

GBA+ Timing:

Early ☐ ☐ Later ☒ Existing

Canadian Digital Service

The Canadian Digital Service (CDS) directly benefits Canadians and all other users of government on-line services. The CDS focuses on services that achieve high standards of accessibility and on meeting the needs of diverse populations, such as veterans, businesses seeking to respond to government tenders, and those applying for COVID-19 economic relief measures. In particular, the CDS focuses on those who might be otherwise underserved or marginalized. Recent work of the CDS has included development of the COVID Alert App, and GC Notify, a platform to provide vital email and text messaging services for an array of COVID-19 services.

Data Sources: Treasury Board of Canada Secretariat

Quality of Life Impacts



Society – Time use

Good Governance – Confidence in public institutions (modernizing operations)

Target Population:

All Canadians

Expected Benefits:

Gender:

Men ○ ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ○ ○ ● ○ ○ High Income

Inter-generational:

Youth ○ ○ ● ○ Senior

Additional

Characteristics:

GBA+ Timing:

Early ☒ ☐ Later ☐ Existing

Measuring What Matters

Improving Statistics Canada's capacity for quality of life measurement is expected to benefit all Canadians. In particular, addressing data gaps will help shed light on how non-economic, societal, and environmental factors are contributing to Canadians' quality of life. Better data will also help to identify and close gaps in socio-economic outcomes for different demographic groups such as women, persons at risk of poverty, black and racialized communities, Indigenous communities, and seniors. Greater emphasis on long-term implications of decision-making benefits younger generations.

Data Sources: *Statistics Canada*

Quality of Life Impacts



Good Governance – *Confidence in public institutions*
Additional quality of life impacts across all domains

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
 Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
 Inter-generational: Youth ☒ ☐ ☐ Senior
 Additional Characteristics: Vulnerable and Disadvantaged Groups
GBA+ Timing: Early ☐ ☒ ☐ Later ☐ Existing

Reducing Government Travel

All Canadians will benefit from fiscal cost savings and the efficient use of federal government resources.

This initiative will lead to somewhat lower travel and other expenditures within federal departments, but it is hard to predict how these reductions will be implemented across departments. In aggregate, these impacts will be more than offset by the increased expenditures associated with new budget measures.

Quality of Life Impacts



Prosperity – *Federal Debt-to-GDP ratio*
 Good Governance – *Confidence in public institutions*

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
 Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional Characteristics:
GBA+ Timing: Early ☒ ☐ ☐ Later ☐ Existing

Government Information Technology Operations

Measures to support Improving and Defending our Cyber Networks, Modernizing Critical IT Infrastructure by Shared Services Canada, Supporting Efficient, Stable Digital Applications, and the Office of the Chief Information Officer of the Government of Canada are expected to benefit all Canadians through more secure and reliable digital government services and internal operations. Persons with disabilities, over the age of 60, or living in rural or remote areas may benefit most from investments in networking and digital applications if they have difficulty accessing government services in person. Indirectly, men may benefit disproportionately as new IT staff and procurements come from the science, technology, engineering, and math (STEM) field, which has predominantly male workers.

Quality of Life Impacts



Good Governance – Confidence in public institutions (modernizing operations)

Target Population: All Canadians, Federal Public Service Employees

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: Technology Workers

GBA+ Timing: Early ☐ ☐ ☐ Later ☒ Existing

Modernizing Critical IT Infrastructure: Service Canada

This initiative is intended to improve the efficiency of government operations and improve service to beneficiaries. About 55 per cent of the 6.7 million Old Age Security (OAS) beneficiaries are women, while about 54 per cent of roughly 1.8 million new Employment Insurance (EI) claimants annually in recent pre-pandemic years were men. The initiative will also lead to more work for those in the information management / information technology (IMIT) field, which is male dominated.

The intergenerational impact is balanced, as beneficiaries include EI claimants, OAS/GIS recipients and IMIT sector workers.

The overall distributional impact is neutral: the improved service for EI recipients and about 2.2 million lower income seniors who receive the Guaranteed Income Supplement (GIS) under the OAS program is balanced by the positive effects on the higher incomes of IMIT workers.

Data Sources: *EI Monitoring and Assessment Report; Old Age Security and Canada Pension Plan Statistical Bulletin*

Quality of Life Impacts



Good Governance – Confidence in public institutions (modernizing operations)

Target Population: All Canadians, Service Canada Beneficiaries

Expected Benefits:

Gender: Men ☐ ☒ ☐ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: Service Canada Beneficiaries, IMIT Workers

GBA+ Timing: Early ☒ ☐ ☐ Later ☒ Existing



GBA+ Responsive Approach

The Benefits Delivery Modernization initiative will include an examination of legislative, regulatory, policy and operational barriers to reduce the complexity of applying for and processing applications for the major entitlement programs. Once implemented, these new measures will make it easier for clients to apply to and receive benefits.

Eliminating the Backlog of Pay Problems and Stabilizing Human Resources, Pay, and Pensions

All federal public service employees are expected to benefit from an HR-Pay-Pension system that provides timely and accurate pay and supports employees from recruitment through retirement. Specific employee groups who have been affected the most by pay issues may benefit the most, including employees on maternity, parental, or disability leave; new employees (particularly students); employees departing the public service; and single-income households.

Data Sources: Treasury Board of Canada Secretariat

Quality of Life Impacts



Prosperity – Household incomes

Good Governance – Confidence in public institutions

Target Population: Federal Public Service Employees

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristic: Pay Workers

GBA+ Timing: Early ☐ ☐ ☐ Later ☒ Existing

Advancing Public Service Job Classification

The Classification Program supports a diverse workplace that ensures that the value of work performed by public servants is determined fairly and transparently. It also ensures that qualification standards are free from bias based on gender, age, education, language, culture, and income. This also supports the modernization of various occupational groups in the public service, some of which are comprised mainly of women, ensuring that the principle of equal pay for work of equal value is upheld.

Data Sources: Treasury Board of Canada Secretariat, Statistics Canada

Quality of Life Impacts



Prosperity – Household incomes; Employment

Good Governance – Confidence in public institutions

Target Population: Federal Public Service Employees

Expected Benefits:

Gender: Men ☐ ☐ ☐ ☒ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: Those Seeking Employment in the Federal Public Service

GBA+ Timing: Early ☐ ☐ ☐ Later ☒ Existing

Modernizing Leave Without Pay Provisions

Amendments to the Public Service Superannuation Regulations will directly benefit federal employees covered by the *Public Service Superannuation Act*, in particular caregivers, who are disproportionately women. Reducing the gendered financial impact of taking caregiving leave can reduce financial pressures on caregivers who opt to take leave without pay.

Data Sources: Public Services and Procurement Canada, Treasury Board of Canada Secretariat

Quality of Life Impacts



Prosperity – Household incomes

Society – Someone to count on; Time use

Target Population: Public Service Employees Covered by the *Public Service Superannuation Act*

Expected Benefits:

Gender: Men ☐ ☐ ☐ ☒ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics:

GBA+ Timing: Early ☐ ☐ ☐ Later ☒ Existing

Justice Canada Employee Benefit Plan Rate Change

This is a technical adjustment to account for a change to Employee Benefit Plan rates charged on legal services to federal departments.

Quality of Life Impacts



Good Governance – *Confidence in public institutions*

Target Population: All Canadians

Expected Benefits:

Gender: Men ○ ○ ● ○ ○ Women
 Income Distribution: Low ○ ○ ● ○ ○ High Income
 Inter-generational: Youth ○ ● ○ Senior
 Additional Characteristics:

GBA+ Timing: Early ☐ ☒ Later ☐ Existing

Improving Federal Asset Management

This measure is expected to benefit all Canadians through improved management of federal assets and greener operations of government by helping to integrate greenhouse gas reduction into real property planning. The real property industry is expected to benefit as consultants are engaged from that sector. Men are slightly more common than women in the federal real property field, representing 59 per cent of the workforce, but women are slightly more represented in the overall public service at around 55 per cent.

Data Sources: *Treasury Board of Canada Secretariat*

Quality of Life Impacts



Environment – *Greening operations*

Society – *Historical and cultural preservation; Accessible environments*

Good Governance – *Confidence in public institution*

Target Population: All Canadians

Expected Benefits:

Gender: Men ○ ○ ● ○ ○ Women
 Income Distribution: Low ○ ○ ● ○ ○ High Income
 Inter-generational: Youth ○ ● ○ Senior
 Additional Characteristics: Federal Real Property Sector

GBA+ Timing: Early ☒ ☐ Later ☐ Existing

Supporting Government Translation and Interpretation Services

This support benefits all Canadians by promoting both official languages and facilitating greater engagement for unilingual speakers. According to the 2016 Census, approximately 90 per cent of people in Canada self-report English-only or French-only as their official language of choice. Translation and interpretation services also improve accessibility for those requiring sign-language interpretation.

Data Sources: *Statistics Canada*

Quality of Life Impacts



Society – *Knowledge of official languages*

Good Governance – *Confidence in public institutions*

Target Population: All Canadians

Expected Benefits:

Gender: Men ○ ○ ● ○ ○ Women
 Income Distribution: Low ○ ○ ● ○ ○ High Income
 Inter-generational: Youth ○ ● ○ Senior
 Additional Characteristics:

GBA+ Timing: Early ☐ ☒ Later ☐ Existing

Procurement Workforce

All Canadians are expected to benefit from an efficient and effective public service. Additionally, current and future public servants of Public Services and Procurement Canada will benefit from an increase in the procurement workforce, and the support for complex contracts. Indirectly, Canadian federal suppliers will benefit from the greater resources available to procurement officers. As of March 31, 2019, Public Services and Procurement's workforce identified as 59.6 per cent women; 3.5 per cent Indigenous peoples; 5.1 per cent persons with disabilities; and, 15.5 per cent members of a visible minority group.

Quality of Life Impacts



Prosperity – *Employment; Productivity*

Environment – *Greening operations*

Good Governance – *Confidence in public institutions*

Target Population: Federal Public Service Employees

Expected Benefits:

Gender: Men ○ ○ ○ ○ ● ○ Women

Income Distribution: Low ○ ○ ○ ● ○ ○ High Income

Inter-generational: Youth ○ ● ○ Senior

Additional

Characteristics:

GBA+ Timing: Early ☐ ☒ Later ☐ Existing

Public Services and Procurement Canada Program Integrity

All Canadians will ultimately benefit from the measure, which will allow Public Services and Procurement Canada (PSPC) to continue providing procurement support to other departments, including the Public Health Agency of Canada, for personal protective equipment, vaccines, and other necessary services in the fight against COVID-19. Public servants of PSPC will directly benefit from the measure. As of March 31, 2019, PSPC's workforce identified as: 59.6 per cent women, 3.5 per cent Indigenous peoples, 5.1 per cent persons with disabilities, and 15.5 per cent members of a visible minority group.

Quality of Life Impacts



Prosperity – *Employment; Productivity*

Health – *Health-adjusted life expectancy; COVID-19 incidence*

Good Governance – *Confidence in public institutions*

Target Population: All Canadians

Expected Benefits:

Gender: Men ○ ○ ○ ○ ● ○ Women

Income Distribution: Low ○ ○ ○ ● ○ ○ High Income

Inter-generational: Youth ○ ● ○ Senior

Additional Characteristics: Federal Public Service Employees

GBA+ Timing: Early ☐ ☒ Later ☐ Existing

Supporting the Public Service Occupational Health Program

This program directly benefits federal public service employees. In particular, employees in high-risk and scientific positions from the program's five major client departments (Canada Border Services Agency, Department of Fisheries and Oceans, Global Affairs Canada, Department of National Defence, and Correctional Services Canada) benefit from increased support for the program. Workforces for most of these departments are gender-balanced, with the exception of the Department of Fisheries and Oceans and the Department of National Defence. These departments disproportionately employ men, at 64 per cent and 60 per cent, respectively. The average age of employees across all departments is 43 years old, and the majority of employees speak English as their first language.

Data Source: Government of Canada

Quality of Life Impacts



Health – Self-rated health; Functional health status

Target Population: Federal Public Service Employees

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
 Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional Characteristics: Employees in High-risk and Scientific Positions
GBA+ Timing: Early ☒ ☐ ☐ Later ☐ Existing

Renewing funding for the Office of Public Service Accessibility

This initiative directly benefits persons with disabilities in the Public Service by addressing barriers and improving representation, accessibility and inclusion. Currently, the representation of persons with disabilities is 5.3 per cent while the latest workforce availability number for persons with disabilities is nine per cent.

Data Sources: Statistics Canada, 2017 Canadian Survey on Disability, Public Service Employee Survey and Employment Equity Data

Quality of Life Impacts



Society – Accessible environments
 Good Governance – Confidence in public institutions;
 Discrimination and unfair treatment

Target Population: Persons with Disabilities

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women
 Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income
 Inter-generational: Youth ☐ ☒ ☐ Senior
 Additional Characteristics: Public Service
GBA+ Timing: Early ☐ ☐ ☐ Later ☒ Existing

Addressing Financial Impacts on Atomic Energy of Canada Limited

Construction and trade workers undertaking capital projects at Chalk River Laboratories, who are mostly men, will benefit from the government addressing COVID-19's financial impacts on Atomic Energy of Canada Limited's operations. Scientific staff undertaking research projects, who are predominantly older men, will also directly benefit.

This proposal will provide an indirect stimulus effect on the communities surrounding Chalk River Laboratories in Renfrew County, Ontario.

Data Sources: Statistics Canada

Quality of Life Impacts



Prosperity – Household incomes

Target Population: All Canadians

Expected Benefits:

Gender: Men ☒ Women ☐
 Income Distribution: Low ☐ High Income ☒
 Inter-generational: Youth ☐ Senior ☒
 Additional Characteristics: Nuclear Sector, Chalk River Community
 GBA+ Timing: Early ☐ Later ☒ Existing ☐

Strengthening Capital Markets Stability and Enforcement

The funding to the Canadian Securities Transition Office will support advice to the Government of Canada on strengthening capital markets systemic risk management and enhancing criminal enforcement. All Canadians benefit from this support.

Quality of Life Impacts



Prosperity – Financial stability

Good Governance – Confidence in public institutions

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ Women ☒
 Income Distribution: Low ☐ High Income ☒
 Inter-generational: Youth ☐ Senior ☒
 Additional Characteristics:
 GBA+ Timing: Early ☐ Later ☐ Existing ☒

CRA Administrative Funding for Certain Budget 2019 Measures

This measure provides funding to the Canada Revenue Agency (CRA) for previously announced measures including the administration of the Qualifying Canadian Journalism Organizations designation process, Canadian Journalism Labour Tax Credit, Canada Training Credit, and permitting new types of annuities under registered plans.

This funding is expected to benefit recipients of these credits and other CRA support who would be able to better access these tax measures and avail themselves of additional or enhanced services provided by the CRA. It will also provide new jobs within the federal public service. This measure is expected to be gender balanced. According to statistics from the Treasury Board Secretariat, approximately 55 per cent of employees in the core federal public service were women, and the public service is representative of the broader Canadian population.

Data Sources: *Treasury Board Secretariat: 2018-2019 Annual report to Parliament on Employment Equity in the Public Service of Canada.*

Quality of Life Impacts



Good Governance – Confidence in public institutions

Target Population:

All Canadians

Expected Benefits:

Gender:

Men ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ○ ● ○ ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional Characteristics:

Recipients of these credits

GBA+ Timing:

Early ■ □ □ Later □ Existing

Supporting the Ongoing Delivery of Benefits to Canadians

This measure will benefit all Canadians by ensuring in-person services continue to be safely delivered and benefits continue to be delivered on time. This measure indirectly benefits economically vulnerable Canadians who access programs delivered by Service Canada such as Employment Insurance, Old Age Security and the Canada Pension Plan. Investments that support in-person access in Service Canada Centres are likely to benefit Canadians living in rural areas, individuals that are not familiar with digital technologies, and Indigenous people, as data show they are more likely to access in-person services.

Data Sources: *Service Canada*

Quality of Life Impacts



Prosperity – Protection from income shocks

Good Governance – Confidence in public institutions

Target Population:

All Canadians

Expected Benefits:

Gender:

Men ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ● ○ ○ ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional

Rural Communities, Indigenous peoples

Characteristics:

GBA+ Timing:


Early □ □ □ Later ■ Existing

Budget 2021 Annex Measures

Amendment of the Government Annuities Improvement Act

This initiative has no distributional impact, as it simply eliminates duplicative audit requirements for Government Annuities. Annuitants will continue to have access to the same information through the Public Accounts or the actuarial reports published by the Chief Actuary.

Quality of Life Impacts





Good Governance – *Confidence in public institutions*


Target Population:

All Canadians

Expected Benefits:

Gender: Men  Women

Income Distribution: Low  High Income

Inter-generational: Youth  Senior

Additional Characteristics:

GBA+ Timing: Early ☐ ☒ Later ☐ Existing ☐


Extending Temporary Provisions Related to the Employment Insurance Emergency Response Benefit

Extending these provisions should benefit women and men relatively equally, as EI ERB claims were largely gender-balanced. Men and women accounted for 51.4 per cent and 48.5 per cent of all claims, respectively.

Individuals ages 25 and 54 accounted for the majority of claimants. About 3.7 million unique clients received this benefit between March and October 2020.

Data Sources: *Employment and Social Development Canada.*

Quality of Life Impacts





Prosperity – *Protection from income shocks; Financial well-being*


Target Population:

Former EI ERB claimants

Expected Benefits:

Gender: Men  Women

Income Distribution: Low  High Income

Inter-generational: Youth  Senior

Additional Characteristics:


GBA+ Timing: Early ☐ ☒ Later ☐ Existing ☐

Labour Program Authority to use the Social Insurance Number

This legislative amendment directly benefits all workers in the federally regulated private sector who need to access program supports (e.g., occupational health and safety) through the Labour Program at Employment and Social Development Canada.

Providing the Labour Program with authority to use the Social Insurance Number is expected to benefit more men than women, as men make up 61 per cent of workers in the federally regulated private sector.

Quality of Life Impacts





Good Governance – *Confidence in public institutions*


Target Population:

Workers in the federally regulated private sector

Expected Benefits:

Gender: Men  Women

Income Distribution: Low  High Income

Inter-generational: Youth  Senior

Additional Characteristics:

GBA+ Timing: Early ☐ ☒ Later ☐ Existing ☐

Social Security Tribunal Reforms

This initiative will have a direct positive impact on a gender-balanced population of individuals above the age of 50, and, in particular, for those with disabilities. Canada Pension Plan disability applicants represented 79 per cent of all appeals in the Income Security stream in 2018-19. The average age of Canada Pension Plan disability beneficiaries is around 55 years.

Data Sources: Administrative data

Quality of Life Impacts



Good Governance – Confidence in public institutions

Target Population: Persons with Disabilities, Individuals Above Age 50

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☐ ☒ ☐ Senior

Additional Characteristics: Persons with Disabilities

GBA+ Timing: Early ☒ ☐ ☐ Later ☐ Existing

Modernizing the Fiscal Stabilization Program

All provincial governments are eligible for Fiscal Stabilization payments if eligibility criteria are met. The provincial governments have the flexibility to direct Fiscal Stabilization payments according to their priorities and the needs of their residents. The federal government does not place restrictions on, or require reporting on, provincial use of Fiscal Stabilization payments.

Quality of Life Impacts



Prosperity – Provincial fiscal capacity; Protection from income shocks

Target Population: All Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: Provinces

GBA+ Timing: Early ☐ ☒ ☐ Later ☐ Existing

Additional Fiscal Equalization Offset Payments to Nova Scotia

This proposal will exclusively benefit residents of the province of Nova Scotia. The government of Nova Scotia will have the flexibility to direct the payments according to its priorities and the needs of its residents. The federal government does not place restrictions on, or require reporting on, provincial use of additional fiscal equalization offset payments.

Quality of Life Impacts



Prosperity – Provincial fiscal capacity; Protection from income shocks

Target Population: All Canadians Living in Nova Scotia

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics:

GBA+ Timing: Early ☐ ☒ ☐ Later ☐ Existing

Financial Sector Legislative Measures

The measures seek to improve the governance and functioning of Canada's financial sector and institutions, changes which are expected to benefit all Canadians through a strong economy and strong public institutions such as strengthening the Canada Deposit Insurance Corporation, enhancing consumer protection, and ensuring the integrity of Canada's financial system through strong anti-money laundering and anti-terrorist financing policies. Combatting money laundering and terrorist financing will benefit people who are victimized by these and other related crimes, particularly vulnerable groups, such as women and children, who are more likely to be victimized.

Quality of Life Impacts



Prosperity – *Financial well-being*

Good Governance – *Confidence in public institutions*

Target Population: All Canadians

Expected Benefits:

Gender:

Men ○—○—●—○—○ Women

Income Distribution:

Low ○—○—●—○—○ High Income

Inter-generational:

Youth ○—●—○ Senior

Additional Characteristics:

Vulnerable Groups

GBA+ Timing:

Early ■ □ □ Later ■ Existing

Financial Institution Restructuring Powers (FIRP) Extension

These are technical measures that would improve the resolution framework. These powers apply when CDIC takes control of a failing bank and are intended to mitigate contagion and loss of value – they do not affect deposits and payouts. A sound resolution framework is a foundational element of financial stability in Canada, which will benefit all Canadians, even those who do not rely on the financial security of deposits at CDIC member institutions.

Quality of Life Impacts



Prosperity – *Protection from economic shocks*

Target Population: All Canadians

Expected Benefits:

Gender:

Men ○—○—●—○—○ Women

Income Distribution:

Low ○—○—●—○—○ High Income

Inter-generational:

Youth ○—●—○ Senior

Additional Characteristics:

GBA+ Timing:

Early ■ □ □ Later □ Existing

Strengthening the Canadian Deposit Insurance Framework

These are technical measures that would improve the deposit insurance framework which is a foundational element of financial stability in Canada. Improved financial stability will benefit all Canadians, even those who do not rely on the financial security of deposits at CDIC member institutions.

Canadians are a highly banked population. 99 per cent of Canadians have a bank account.

Quality of Life Impacts



Prosperity – *Protection from economic shocks*

Target Population: All Canadians

Expected Benefits:

Gender:

Men ○—○—●—○—○ Women

Income Distribution:

Low ○—○—●—○—○ High Income

Inter-generational:

Youth ○—●—○ Senior

Additional Characteristics:






GBA+ Timing:

Early ■ □ □ Later □ Existing

2023 Sunset Date of Financial Institutions Statutes

This measure benefits all Canadians by ensuring federally regulated financial institutions, on which many Canadians rely, can continue to operate beyond 2023.

Quality of Life Impacts



Prosperity – Financial stability; Firm growth; Protection from income shocks

Good Governance – Confidence in public/private institutions

Target Population:

All Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics:






GBA+ Timing:

Early ☐ ☒ ☐ Later ☐ Existing

Revised Framework for Negotiated Contribution Pension Plans

The revised framework will benefit all active workers of federally regulated negotiated contribution pension plans, as well as retirees, and other beneficiaries such as surviving spouses, regardless of identity characteristics. Employees participating in federally regulated pension plans are broadly gender-balanced, with women accounting for approximately 45 per cent of active workers participating in federally regulated private pension plans.

Quality of Life Impacts



Prosperity – Financial well-being

Target Population:

Beneficiaries of Private Sector Federally Regulated Negotiated Contribution Pension Plans

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics: Beneficiaries of federally regulated pension plans






GBA+ Timing:

Early ☐ ☒ ☐ Later ☐ Existing

Audit Authorities

This measure will benefit all Canadians by enhancing the ability of the Canada Revenue Agency to administer the Income Tax Act and other federal statutes.

Quality of Life Impacts



Good Governance – Confidence in public institutions

Target Population:

All Canadians

Expected Benefits:

Gender: Men ☐ ☐ ☒ ☐ ☐ Women

Income Distribution: Low ☐ ☐ ☒ ☐ ☐ High Income

Inter-generational: Youth ☐ ☒ ☐ Senior

Additional Characteristics:

GBA+ Timing:

Early ☐ ☒ ☐ Later ☐ Existing

Optimizing Digital in a COVID-19 Environment

These measures encourage the take up of digital services and remove outdated requirements for paper interactions between the Canada Revenue Agency and taxpayers. The measures would allow the Canada Revenue Agency to more efficiently administer the tax system and result in faster, more convenient and accurate service, while also enhancing security.

While some Canadians may have limited access to electronic services, such as internet usage, certain aspects of the measures are intended to mitigate this negative impact.

Quality of Life Impacts



Society – Time use

Good Governance – Confidence in public/private institutions

Target

All Canadians

Population:

Expected Benefits:

Gender: Men ○ ○ ● ○ ○ Women

Income Distribution: Low ○ ○ ● ○ ○ High Income

Inter-generational: Youth ○ ● ○ Senior

Additional Characteristics:

GBA+ Timing: Early □ □ ■ Later □ Existing

Postdoctoral Fellowship Income

This measure directly benefits postdoctoral fellows who contribute to RRSPs. Men represent approximately 58 per cent of postdoctoral fellows and approximately 53 per cent of RRSP contributors.

Data Sources: Internal administrative data; Canadian Association of Postdoctoral Scholars

Quality of Life Impacts



Prosperity – Financial well-being

Target Population:

Postdoctoral Fellows

Expected Benefits:

Gender: Men ○ ○ ● ○ ○ Women

Income Distribution: Low ○ ○ ● ○ ○ High Income

Inter-generational: Youth ○ ● ○ Senior

Additional Characteristics:

GBA+ Timing: Early ■ □ □ Later □ Existing

Taxes Applicable to Registered Investments

The measure directly benefits mutual funds that are registered investments, indirectly providing tax relief to taxpayers who invest by means other than their registered retirement savings. It will likely have a small distributional effect in favour of higher-income investors.

Data Sources: Canada Revenue Agency

Quality of Life Impacts



Prosperity – Household wealth

Target Population:

All Canadians

Expected Benefits:

Gender: Men ○ ○ ● ○ ○ Women

Income Distribution: Low ○ ○ ● ○ ○ High Income

Inter-generational: Youth ○ ● ○ Senior

Additional Characteristics: High-income Individuals

GBA+ Timing: Early □ □ ■ Later ■ Existing

Fixing Contribution Errors in Defined Contribution Pension Plans

This measure provides an efficient process for employers to correct errors in contributions to registered pension plans in prior taxation years. It has a marginal impact on the growth of individuals' retirement savings.

Data Sources: Canada Revenue Agency

Quality of Life Impacts



Prosperity – Financial well-being

Target Population: All Canadians

Expected Benefits:

Gender: Men ○ ○ ● ○ ○ Women
Income Distribution: Low ○ ○ ● ○ ○ High Income
Inter-generational: Youth ○ ● ○ Senior
Additional Characteristics:

GBA+ Timing: Early ☐ ☒ Later ☐ Existing

Input Tax Credit Information Requirements

This measure will amend certain information requirements for businesses that claim input tax credits to recover the Goods and Services Tax/Harmonized Sales Tax that they pay in respect of goods and services used as inputs in their commercial activities. It is expected that the amendments will not have measurable benefits or negative consequences for individuals in Canada on the basis of their gender, age, ethnicity, or other demographic characteristics.

Quality of Life Impacts



Prosperity – Reducing compliance burden

Target Population: All Canadians

Expected Benefits:

Gender: Men ○ ○ ● ○ ○ Women
Income Distribution: Low ○ ○ ● ○ ○ High Inc
Inter-generational: Youth ○ ● ○ Senior
Additional Characteristics:

GBA+ Timing: Early ☐ ☒ Later ☐ Existing

GST New Housing Rebate Conditions

This measure benefits individuals buying a new home that may require a co-signor or guarantor in order to secure the necessary financing. These individuals tend to be lower- or middle-income individuals with a particular income or credit profile.

Quality of Life Impacts



Prosperity – Acceptable housing

Target Population: New Homeowners

Expected Benefits:

Gender: Men ○ ○ ● ○ ○ Women
Income Distribution: Low ○ ● ○ ○ ○ High Income
Inter-generational: Youth ○ ● ○ Senior
Additional Characteristics:

GBA+ Timing: Early ☐ ☒ Later ☐ Existing

Extending Timelines for the Film or Video Production Tax Credits

This measure directly benefits shareholders of film and video production companies. While shareholders are predominantly male and higher income, no data is available on shareholders in this specific sector. This measure is also expected to indirectly benefit employees in the film or video sector. Statistics Canada data from 2020 for the information, culture and recreation sector indicates that roughly 44 per cent of employees are women.

Data Sources: Statistics Canada

Quality of Life Impacts



Society – Sense of pride/belonging to Canada

Target Population:

Companies Involved in Film and Video

Expected Benefits:

Gender:

Men ○ ● ○ ○ ○ Women

Income Distribution:

Low ○ ○ ○ ● ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional Characteristics:

Shareholders and workers involved in film and video productions

GBA+ Timing:

Early ☐ ☒ Later ☐ Existing

Clarifying the Provincial-Use Rebate under the Excise Tax Act

The measure is a technical amendment providing additional clarification on the provincial-use rebate for the excise tax on products such as gasoline and diesel. The measure is not expected to affect individuals differently on the basis of gender, income, age, or other demographic characteristics.

Quality of Life Impacts



Good Governance – Confidence in public institutions

Target Population:

All Canadians

Expected Benefits:

Gender:

Men ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ○ ○ ● ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional Characteristics:

GBA+ Timing:

Early ☒ ☐ Later ☐ Existing

Tax Treatment of Emergency Benefit Amounts

This measure is expected to disproportionately benefit lower-income individuals. Lower-income individuals are more likely to have experienced unusually high income due to emergency benefit receipt, and could thus benefit from a deduction available in the year of benefit receipt as opposed to the year of repayment.

Quality of Life Impacts



Prosperity – Protection from income shocks

Target Population:

Recipients of COVID-19 Benefits

Expected Benefits:

Gender:

Men ○ ○ ● ○ ○ Women

Income Distribution:

Low ○ ● ○ ○ ○ High Income

Inter-generational:

Youth ○ ● ○ Senior

Additional Characteristics:

Recipients of COVID-19 Benefits

GBA+ Timing:

Early ☐ ☒ Later ☐ Existing

