

# How do we take into consideration the needs of women in your municipality?

## “Gender-based analysis” (GBA)

*The principle of inclusive analysis based on gender stems from a recognition of the fact that there are inequalities between genders in society and the desire not to perpetuate such inequalities. The GBA can be integrated within the development process of all projects, programs and policies. It allows us to predict and measure the various effects of projects, programs and policies on women and men, for the purpose of promoting equality between the genders.*

## Why use the term “gender”?

The use of the term “gender” is a conceptual choice. On the one hand, the term “sex” is most often understood within the population, based on its biological aspect. However, the GBA presents a more inclusive approach. We are talking here about intersectionality, thus making sure that all levels of government are to be concerned with several realities for women: immigrants, low-income, etc.

## What GBA is not!

Several prejudices exist on GBA application to public policy and it is important to understand what it is and what it is not.

GBA is not:

- developing separate policies for women;
- a balance of expenditure between men and women;
- intended to increase global spending of government..

## GBA and intersectionality

Intersectionality allows us to better understand how gender comes into play in areas such as ethnic origin, social classes and language, resulting in experiences for women faced with inequalities and violence. It helps bring to the forefront realities faced by several women groups who are subject to marginalization in public spheres.

## Why use GBA within your political involvement?

Projects, programs and policies may have an impact on the equality between women and men.

They may:

1. make gender inequities worse
2. support the status quo
3. potentially help advance real equality.

*Several issues of equality between genders affect municipalities:*

- Number of women on the Municipal Council
- work and family balance
- safety of public places
- services accessibility
- women’s needs regarding urban planning
- hiring of women in traditionally male professions within the municipality



## What does the application of GBA look like in the municipal world?

- A gender-sensitive municipal world should:
- State the goals of its policies and its various intervention domains;
  - Gather gender-based data;
  - Find real solutions;

Answer several questions:

- Are men and women-boys and girls- affected differently by the social needs or problems, the policies, or the services?
- What are the most important programs in the area of gender equality? This question is important for significant expenses (Ex., child care services, pay equity) as well a other lesser expenses (Ex., Education on sexual harassment). What is the amount spent on those services or programs?
- What other information would be necessary to succeed in this analysis? Which data? How can they be gathered? For example, are some women groups (Natives, lower income, language, age, sexual orientation or identity, physical or mental capabilities) more affected?

## Scope and activities of municipalities

- Security in public space (Lighting, parking , staff of security)
- The schedule and the offer of cultural and leisure activities and services which encourages accessibility to women and girls
- Offering a daycare service when holding events
- Access to public transport
- Zoning decisions which encourage housing that meet the needs of different populations (affordable, close to schools, shops, etc.);

## Governance of municipalities

- Addapt the Council's operations (schedules, parental leave, remuneration, etc.) to facilitate a more diverse participation, in regard to gender, age and socio-economic reality.
- The creation of an equality policy for committees of the municipality, which ensures gender parity.
- The creation of a Women's Committee to notify the municipal Council of issues affecting women and carry out actions aimed to address gender equality.

## Improving employment opportunities for women

- Implementing measures to support work-family balance in employment contracts;
- Offering training and tools regarding equality related issues ( ie. work harassment)
- Awareness and support regarding women in male-dominated jobs within the municipality.

## GBA as a way to act

To question oneself by wearing "gender glasses" is to look at all human beings with their differences, their sense of equality and of living together. It is to allow an emancipation and a progress in all areas for each and everyone of us.



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