



# **Gender Based Analysis Plus (GBA+) Trade Agreements**

Canada Presentation to WTO  
Informal Working Group  
Trade and Women's Economic Empowerment  
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# What is GBA+?

- Government of Canada assessment process to consider how diverse groups of women and men experience policies, programs and initiatives
- “Plus” -- goes beyond biological (sex) and socio-cultural (gender) differences to consider overlapping identity factors



***GBA+ is changing the way Canada does trade policy!***

# Overview of Canada's Customized Two-Pronged Approach

## Quantitative Analysis

- Office of Chief Economist conducts an expanded economic impact assessment with a new labour market module
- Expands on traditional Computable General Equilibrium (CGE) model to assess the labour/gender impact of trade of the trade agreement

## Qualitative Analysis

- Lead trade negotiators conduct comprehensive GBA+ on each chapter as negotiations underway
- Findings inform instructions, negotiations and strategy
- Updated regularly before each Round



# Quantitative Analysis: Economic Impact Assessment

- Uses CGE Model for economic impact analysis
- Expanded labour market module:
  - Takes into account gender, age, and the distribution of Canadian workers across eight different occupational groups and 65 sectors of the economy
- Statistics Canada data sources used such as Census, and survey of labour and income dynamics.

# Canada's New Quantitative Approach

## Ex-Ante Assessment

The traditional approach:

- Focuses on efficiency gains
- GDP, consumption, income

Main shortfalls:

- No friction in the labour market. Assume full employment and equilibrium labour market
- No information about economic well-being of workers by gender and occupation and age.

The new approach:

- Efficiency gains remain a cornerstone of the overall economic impact assessment.
- Focuses on economic well-being of people.
- Complete working age population with gender, occupation, income, including unemployment and people not in the labour force.

# Base Data: Working Age Population (WAP), Age 15+

2015	Male	Female	Total
Managers	1,331,106	916,383	2,247,489
Professionals	1,259,547	1,749,759	3,009,306
Technicians & Traders	761,992	875,889	1,637,881
Community Personal Services	249,564	588,405	837,968
Clerical & Administration	353,717	1,566,868	1,920,584
Sales Workers	2,052,953	2,579,401	4,632,353
Machine Operators & Drivers	2,516,037	284,104	2,800,141
Laborers	592,686	189,302	781,987
Unemployed	757,113	570,049	1,327,162
New entries	286,821	282,887	569,708
Not in the labor force (NLF)	4,115,391	5,596,395	9,711,785
<b>Total</b>	<b>14,521,663</b>	<b>14,954,703</b>	<b>29,476,366</b>

Source: Statistics Canada, 2016 Canadian Census

# Occupation Mobility Matrix (Male)

	Manage	Profes	Techni	Commun	Clerical	Sales	Machin	Labour	UEMP	NLF
Managers	86.99	2.37	0.98	0.32	0.19	2.08	1.26	0.03	1.64	4.14
Professionals	1.98	87.88	1.73	0.11	0.23	1.14	0.76	0.09	1.75	4.33
Technicians & Traders	0.25	3.25	86.37	0.24	0.36	2.31	2.07	0.57	1.59	2.98
Community Personal Services	0.40	0.20	1.42	89.54	0.70	3.91	0.20	0.20	1.18	2.27
Clerical & Administration	2.24	8.05	1.51	0.62	74.96	5.09	1.98	0.03	2.66	2.85
Sales Workers	2.06	1.49	0.53	0.30	1.42	77.66	3.61	1.25	4.37	7.31
Machine Operators & Drivers	0.88	0.53	0.95	0.13	0.26	1.55	85.79	0.90	3.87	5.14
Laborers	0.24	0.46	3.24	0.24	0.92	4.97	8.28	70.00	3.77	7.88
Unemployed (UEMP)	2.23	7.42	3.42	1.02	1.04	12.81	15.30	2.28	36.49	18.00
New entries	2.28	7.12	3.47	1.34	1.37	15.00	11.77	2.71	38.38	16.57
Not in the labor force (NLF)	0.50	1.68	1.17	0.09	0.17	4.33	3.10	1.11	5.51	82.35

# Occupation Mobility Matrix (Female)

	Manage	Profes	Techni	Commun	Clerical	Sales	Machin	Labour	UEMP	NLF
Managers	85.03	2.46	0.93	0.36	0.66	2.39	1.40	0.03	1.34	5.41
Professionals	1.47	88.43	0.99	0.08	1.45	1.20	0.46	0.06	1.08	4.79
Technicians & Traders	0.66	4.32	82.60	0.70	1.64	3.33	1.62	0.63	1.22	3.28
Community Personal Services	0.47	0.23	1.68	84.28	0.83	4.82	0.23	0.23	1.39	5.83
Clerical & Administration	1.22	1.82	1.33	0.37	81.41	2.87	0.67	0.01	2.52	7.78
Sales Workers	0.92	1.25	2.58	0.56	3.62	77.50	0.80	0.37	3.60	8.81
Machine Operators & Drivers	1.45	0.95	1.68	0.29	0.59	5.02	75.62	1.52	7.48	5.38
Laborers	0.22	0.42	2.36	0.22	0.85	4.40	5.64	76.02	3.18	6.69
Unemployed (UEMP)	0.69	6.12	3.20	1.64	8.73	19.91	4.45	0.66	36.45	18.13
New entries	0.66	5.26	2.80	1.28	7.44	16.33	4.28	0.64	45.57	15.73
Not in the labor force (NLF)	0.26	1.58	1.52	0.45	1.19	5.24	0.55	0.25	3.43	85.53

Sources: Statistics Canada's SLID data (Survey of Labour and Income Dynamics).

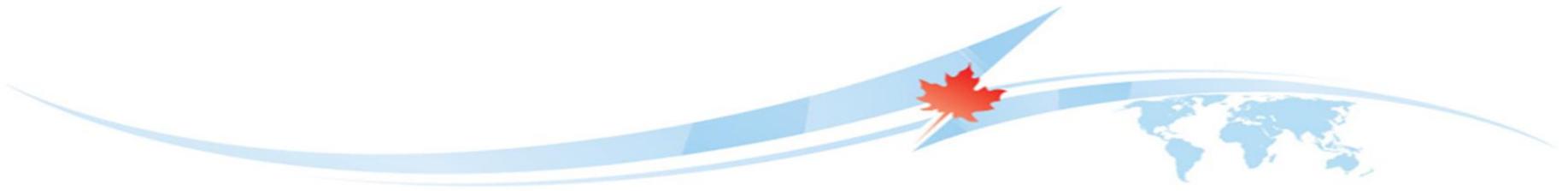
# Application to USMCA

Occupation	Male	Female	Total
Managerial	2,902	2,798	5,699
Professional	-72	2,810	2,739
Technical	274	1,233	1,507
Community & personal ser.	302	816	1,118
Clerical	29	2,564	2,593
Sales	2,455	6,303	8,758
Machinery operators	12,021	1,967	13,988
Manual labourers	797	362	1,159
Total	18,708	18,853	37,561

Source: Simulations by Global Affairs Canada, Office of the Chief Economist.

# Qualitative Analysis GBA+

- Chapter leads conduct analysis
- Consider effects of each chapter's provisions on men and women in the economy
  - workers, business owners/entrepreneurs, producers, consumers
  - What sectors/industries of the economy
- Various Key Effects:
  - Direct (primary) and Indirect (secondary/tertiary)
  - Positive and Negative
  - Intended and Unintended
- Recognize that trade policy can not address all findings



# Strengths of Canada's Approach

- Includes quantitative and qualitative dimensions
- Qualitative analysis led by lead negotiators on chapters they know well
- Adaptable to different scenarios:
  - New FTA, Modernization, Accession
  - Ex Ante and Ex Post
  - Bilateral, Plurilateral, Multilateral
- Iterative, Strategic, Pragmatic, Value Added, Flexible
- Early and ongoing analysis, best efforts and continual improvement
- Provides opportunity for integration of stakeholder/expert feedback supporting accountability, transparency
- See changes in real time and immediately to negotiating texts
- Supports mainstreaming of gender
- Promotes alignment with and development of domestic flanking policies as required



# Requirements

- Gender disaggregated data across a number of economic and trade variables
- Capacity to interpret data in a trade policy context, and to develop and implement economic modelling
- Willingness to move beyond common assumptions of trade policy
  - gender neutral or gender blind
- Well functioning ministries that consult each other regularly
- Training and guidance for lead negotiators on applying a gender lens
- Strong internal governance structure and processes



# Canada's Experience

- Mainstreaming gender considerations in work/activities of WTO committees/councils, negotiations (plurilateral, multilateral), reporting/monitoring, consultations, dispute settlement
  - Develop rules around gender responsive standards/regulations (TBT)
  - Eliminate tariffs on women's products or products made by women
  - Seek non-discrimination provisions on the basis of gender in JSIs and agreements (e.g., domestic regulations)
  - Give preferences to women businesses in GPA
- Integrate gender into TPRs and transparency reporting
- Identify critical domestic policies/laws that help ensure women benefit from trade rules
- Identify and collect critical baseline gender disaggregated data
- Conduct regular and broad engagement through existing WTO consultative mechanisms (e.g., Ottawa Group Business Advisory Committee) with experts and those directly affected by trade policy to understand affects and validate findings

# Key Messages

- Multilateral trade policy can adapt to 21<sup>st</sup> century pressures for inclusive distribution of benefits of trade
- Analytical steps in qualitative GBA+ may be applicable to WTO agreements and committee activities
- GBA+ can help improve understanding of effects/opportunities of a trade agreement or activity on people

