Gender-based Analysis Plus Implementation Survey Results 2024-2025

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Women and Gender Equality Canada works to advance gender equality through an intersectional gendered lens. Working in partnership with key stakeholders, including civil society organizations, labour groups, the private sector, other orders of government, and First Nations, Inuit and Metis Peoples, the Department actively promotes the inclusion of all people in Canada's economic, social, and political life. The Department for Women and Gender Equality works to uphold its mandate to advance equality with respect to sex, sexual orientation, and gender identity or expression through the inclusion of people of all genders, including women, in Canada's economic, social and political life.

Women and Gender Equality Canada
P.O. Box 8097, Station T CSC
Ottawa, Ontario
K1G 3H6
Canada

www.wage-fegc.gc.ca

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Gender-based Analysis Plus Implementation Survey Results 2024–2025

The 2024–2025 GBA Plus Implementation Survey (2025 Survey), gathered insights from departments and agencies across the federal government, highlighting continued efforts to integrate GBA Plus into policies, programs, and initiatives, as well as barriers related to capacity, data and evidence, and other aspects of implementation.

On this page

- Survey participation
- Training and support
- Capacity
- Application
- Data
- Areas for reported improvement
- Previous GBA Plus Implementation Survey Results

Survey participation

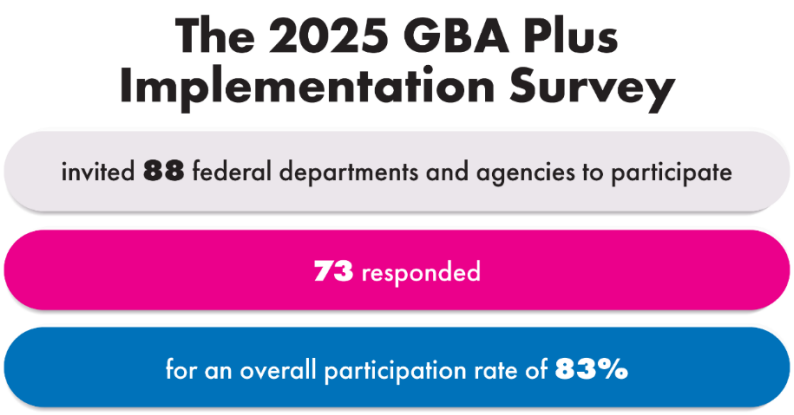


Figure 1 – Text version
The 2025 GBA Plus Implementation Survey invited 88 federal departments and agencies to participate in the survey, of which 73 responded (for an overall participation rate of 83%).

The 88 federal departments and agencies represented 98% of Main Estimates[i] federal spending in 2024–2025.

Streamlining the 2025 Survey

The 2025 Survey introduced a shorter survey instrument to reduce reporting burden and support participation across the federal public service. The streamlined 2025 Survey consisted of eight multiple-choice questions, which were drawn from previous survey cycles. The questions were selected to support data quality and consistency in the monitoring of key indicators of GBA Plus implementation, while making it easier for departments and agencies to report on their progress and challenges.

An innovative approach for micro-organizations

The 2025 Survey invited 88 federal departments and agencies to participate, including 19 micro-organizations with 150 Full-Time Equivalents (FTEs) or fewer. Historically, these smaller organizations have participated less frequently in the survey, which can make it more difficult to monitor the implementation of GBA Plus across the federal public service.

To better understand the experiences and unique challenges of these micro-organizations, and to reduce their reporting burden, Women and Gender Equality Canada (WAGE) piloted an alternative approach in the 2024 Survey, which continued for the 2025 Survey. Micro-organizations were offered the option of participating in focus group discussions instead of completing the survey.

WAGE conducted three focus group discussions with representatives from four micro-organizations. The discussions highlighted the distinct challenges faced by these organizations, limited time and capacity, difficulty aligning resources with the current GBA Plus Framework, and a need for resources tailored to their needs.

Results from 2025 Survey submissions

For the year-to-year comparisons in this summary, only those organizations that responded to both the 2024 and 2025 surveys are included. All findings are based on self-reported data from participating organizations.

Training and support



- In 2025, 85% of surveyed departments and agencies accessed WAGE's GBA Plus Resource Centre, a centralized hub
- Organizations have continued to engage with interdisciplinary networks within the federal public service. In 2025, 90% of surveyed departments and agencies participated in the GBA Plus Interdepartmental Committee[ii]

Capacity



In 2025, all surveyed departments and agencies (100%) reported having one or more key elements of GBA Plus capacity, continuing the high level of capacity reported in 2024 (97%).

- In 2025, 80% of surveyed departments and agencies reported having five or more elements of GBA Plus capacity[iii] in place, consistent with 2024
- According to data compiled by WAGE from Departmental Results Reports, departments and agencies had an average 4.7 FTEs dedicated to GBA Plus implementation in 2025, compared 5.5 FTEs in 2024[iv]
- According to survey responses, more organizations reported having a formal GBA Plus policy or statement of intent (70% in 2025, up from 62% in 2024) and a departmental GBA Plus implementation plan (62% in 2025, up from 57% in 2024)

Application



As shown in the graph below, the survey responses suggest that progress has been made in the integration of GBA Plus within policies or programs across all phases of the development cycle, from **"problem definition"** to **"policy/program evaluation."**

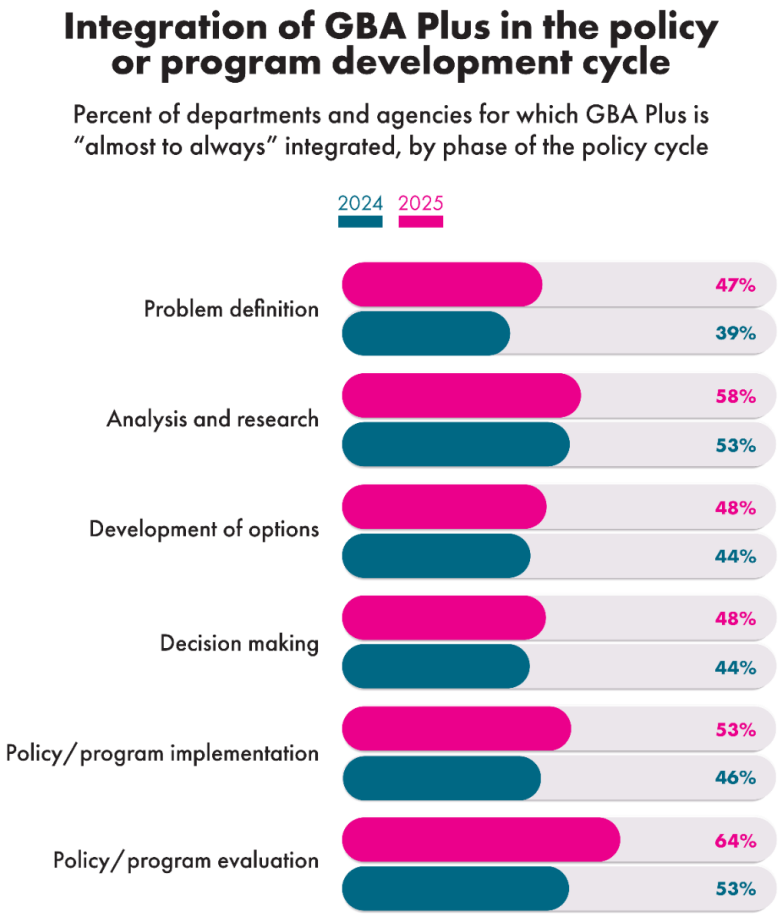


Figure 2 – Text version

Integration of GBA Plus in the policy or program development cycle:

- Percent of departments and agencies for which GBA Plus is “almost to always” integrated, by phase of the policy cycle
    - Problem definition
        - 2025: 47%
        - 2024: 39%
    - Analysis and research
        - 2025: 58%
        - 2024: 53%
    - Development of options
        - 2025: 48%
        - 2024: 44%
    - Decision making
        - 2025: 48%
        - 2024: 44%
    - Policy/program implementation
        - 2025: 53%
        - 2024: 46%
    - Policy/program evaluation
        - 2025: 64%
        - 2024: 53%

Survey responses indicated improvements in how organizations monitor and track the implementation of GBA Plus.

- Between the 2024 Survey and 2025 Survey, there was a 15% increase in organizations measuring the impacts of their programs and initiatives, an 11% increase in the evaluation of impacts on gender and diversity, and an 8% increase in tracking in the application of GBA Plus in Cabinet documents

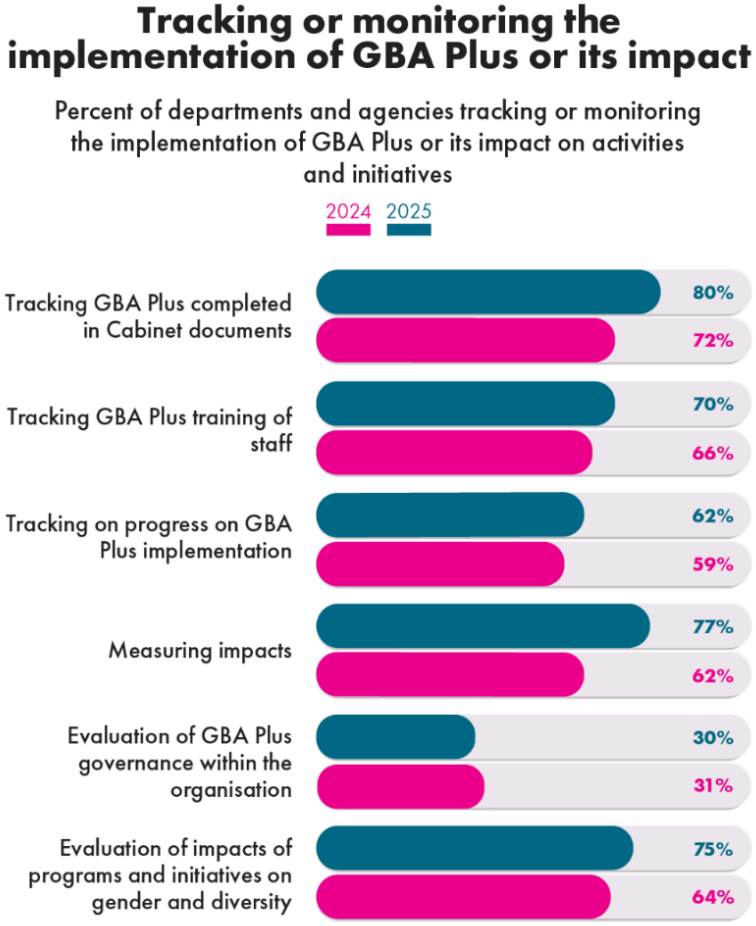


Figure 3 – Text version

Percent of departments and agencies tracking or monitoring the implementation of GBA Plus or its impact on activities and initiatives.

- Tracking GBA Plus completed in Cabinet documents
  - 2025: 80%
  - 2024: 72%
- Tracking GBA Plus training of staff
  - 2025: 70%
  - 2024: 66%
- Tracking on progress on GBA Plus implementation
  - 2025: 62%
  - 2024: 59%
- Measuring impacts
  - 2025: 77%
  - 2024: 62%
- Evaluation of GBA Plus governance within the organisation
  - 2025: 30%
  - 2024: 31%

- Evaluation of impacts of programs and initiatives on gender and diversity
    - 2025: 75%
    - 2024: 64%

Data

In 2025, departments and agencies reported that Statistics Canada and program administrative data were the primary sources of data and research to inform their application of GBA Plus.

In 2025, results show a 5% increase in the number of departments and agencies drawing on data and research on GBA Plus from other government departments, reflecting improved coordination and information-sharing among public servants to inform GBA Plus.

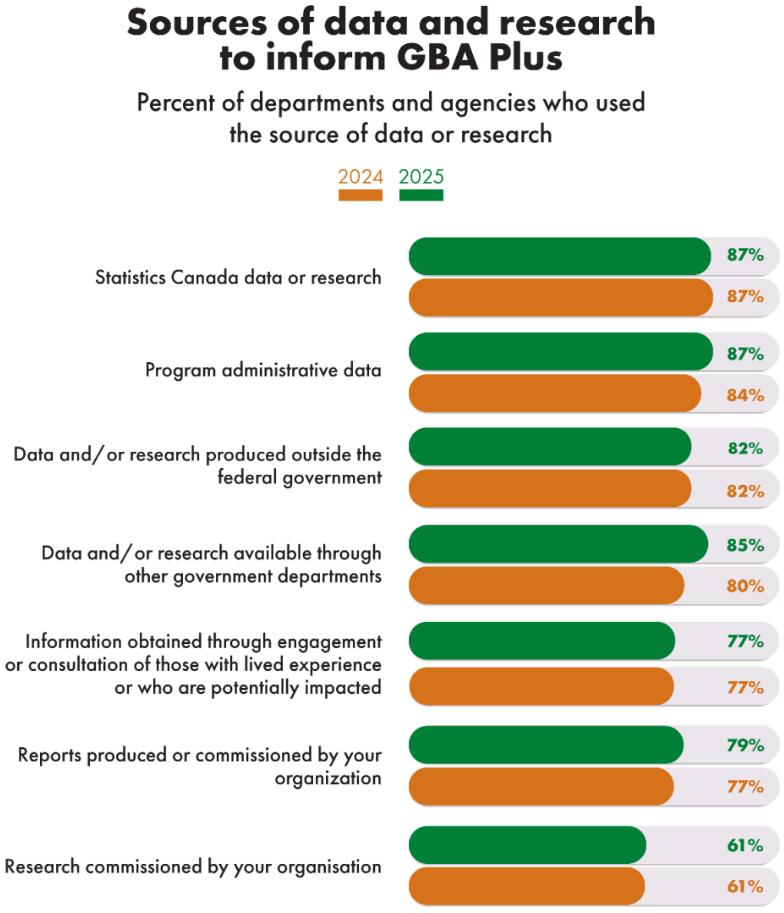


Figure 4 – Text version

Sources of data and research to inform GBA Plus

- Percent of departments and agencies who used the source of data or research
    - Statistics Canada data or research
        - 2025: 87%
        - 2024: 87%
    - Program administrative data
        - 2025: 87%

    - 2024: 84%
  - Data and/or research produced outside the federal government
    - 2025: 82%
    - 2024: 82%
  - Data and/or research available through other government departments
    - 2025: 85%
    - 2024: 80%
  - Information obtained through engagement or consultation of those with lived experience or who are potentially impacted
    - 2025: 77%
    - 2024: 77%
  - Reports produced or commissioned by your organisation
    - 2025: 79%
    - 2024: 77%
  - Research commissioned by your organisation
    - 2025: 61%
    - 2024: 61%

Areas for reported improvement

The most frequently reported barriers to applying GBA Plus in 2025 were a lack of capacity,[v] and limited access to or availability of data and evidence.

Compared with 2024, fewer departments and agencies reported barriers related to access to data and evidence (71%, down from 86%), capacity (72%, down from 82%), and time (66%, down from 73%).

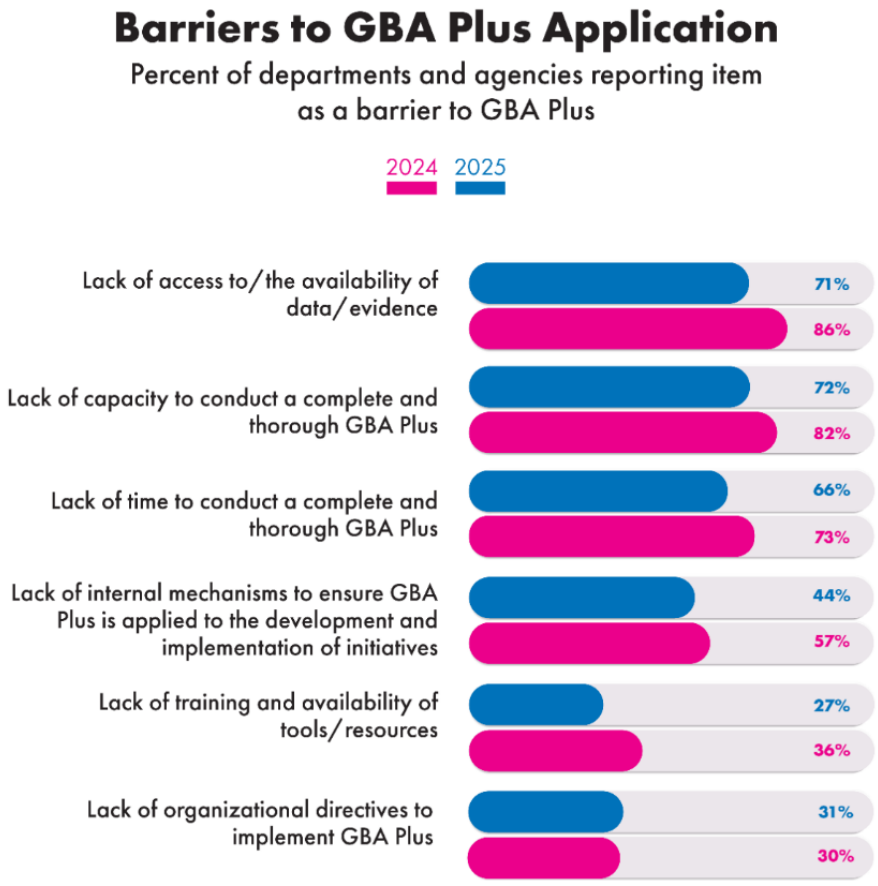


Figure 5 – Text version

Barriers to GBA Plus Application:

- Percent of departments and agencies reporting item as a barrier to GBA Plus:
  - Lack of access to/the availability of data/evidence
    - 2025: 71%
    - 2024: 86%
  - Lack of capacity to conduct a complete and thorough GBA Plus
    - 2025: 72%
    - 2024: 82%
  - Lack of time to conduct a complete and thorough GBA Plus
    - 2025: 66%
    - 2024: 73%
  - Lack of internal mechanisms to ensure GBA Plus is applied to the development and implementation of initiatives
    - 2025: 44%
    - 2024: 57%
  - Lack of training and availability of tools/resources
    - 2025: 27%

        - 2024: 36%
    - Lack of organizational directives to implement GBA Plus
        - 2025: 31%
        - 2024: 30%

Previous GBA Plus Implementation Survey Results

- Gender-based Analysis Plus implementation survey results 2023–2024
- Gender-based Analysis Plus implementation survey results 2022–2023
- Gender-based Analysis Plus implementation survey results 2019–2020
- Gender-based Analysis Plus implementation survey results 2018–2019
- Gender-based Analysis Plus implementation survey results 2016–2017
- Gender-Based Analysis Plus Implementation Survey Results 2015–2016

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[i] **Main Estimates** describe the resources required by individual departments and agencies for an upcoming fiscal year. For more information on government spending, please visit Planned government spending.

[ii] **The GBA Plus Interdepartmental Committee**, led by WAGE, is a network of GBA Plus practitioners that promotes coordination and collaboration in the application of GBA Plus across federal departments and agencies.

[iii] **Key elements of GBA Plus capacity** listed in the survey included: a departmental GBA Plus Steering Committee, a departmental GBA Plus implementation plan/action plan, a formal GBA Plus policy or statement of intent, an intra-departmental network or working-level group dedicated to GBA Plus, discussion of GBA Plus at senior management committees, resources dedicated to the development, delivery or promotion of GBA Plus training for employees, a GBA Plus Champion or other senior management representative to lead GBA Plus, tools and resources to assist employees in applying GBA Plus to their work, an organizational needs-assessment, and a GBA Plus "pilot" initiative to provide a concrete example of GBA Plus application.

[iv] **Full-Time Equivalents (FTEs)**: In the 2025 Survey, the question on the number of FTEs dedicated to GBA Plus implementation was removed. The data in this report was compiled by WAGE using the GBA Plus Supplementary Information Table included in each organization's Departmental Results Report (DRR).

[v] **Lack of time or capacity**: Past surveys asked about "lack of time and/or capacity" as one barrier. Recognizing that time and capacity can pose different challenges for organizations, since 2023 the survey has asked about the barriers "lack of time" and "lack of capacity" separately, and the reporting in this summary reflects that change to the survey question.