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**Status of Women
Canada**
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.....
**1998-1999
ESTIMATES**
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A Report on Plans and Priorities

Approved

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The Honourable Hedy Fry, P.C., M.P.
Secretary of State (Status of Women)

TABLE OF CONTENTS

I. Messages

A. Message from the Secretary of State (Status of Women)	1
B. Management Representation Statement	3

II. Departmental Overview

A. Mandate, Roles and Responsibilities	4
B. Objective	5
C. Resource Plans and Financial Tables	5

III. Plans, Priorities and Strategies

A. Summary of Key Priorities, Plans and Strategies	5
B. Details by Service Line.....	11
1. Equitable Public Policy	11
Planned Spending	11
Objective	11
External Factors Influencing the Service Line	11
Key Plans and Strategies	12
Expected Results	17
2. Informed and Effective Stakeholders	18
Planned Spending	18
Objective	18
External Factors Influencing the Service Line	18
Key Plans and Strategies	19
Expected Results	20
3. Departmental Effectiveness	20
Planned Spending	20
Objective	21
Key Plans and Strategies	21
Expected Results	22

IV. Supplementary Information

ADDITIONAL FINANCIAL INFORMATION	24
OTHER INFORMATION	27

I. Messages

A. Message from the Secretary of State (Status of Women)

I am pleased to present the Status of Women Canada *Report on Plans and Priorities* for the 1998-99 Estimates. Status of Women Canada is a government department dedicated to promoting gender equality and the full participation of all women in the economic, social, cultural and political life of the country.

Social and economic policies are closely intertwined. The well-being of Canadians will enhance productivity and promote economic growth. Positive economic policies will contribute to the well-being of communities, families and individual Canadians. This close interconnection is a thread running through all of the strategies and priorities of Status of Women Canada.

Women are a powerful force for economic progress. Their participation in the paid labour force is steadily growing and women-led firms are creating jobs at four times the rate of the average firm. However, women are not benefiting equally from their skills and contributions, nor are they fully participating in the sectors of the economy where well-paid, highly skilled jobs are growing. For example, women are over-represented in insecure, nonstandard work arrangements, including part-time, contractual and self-employed work.

As a result of these and other structural inequalities, women's average full-time employment earnings in 1995 were 73 per cent of men's. Even more telling, a comparison of *total* earnings, which includes all working-age men and women and thus takes into account part-time and unpaid work, women's average earnings were 52 per cent of men's.

Women work more hours than men. When unpaid work is taken into account, women work the equivalent of an additional five weeks per year more than men. This unpaid work—which includes child-rearing, care-giving and housekeeping—is essential to the functioning of the economy, but its economic value is rarely recognized.

Children and youth are the future of this country, and one of the greatest obstacles to their well-being is persistent poverty. Children are poor because their parents, and in particular their mothers, are poor. Almost 70 per cent of children in lone-parent families are poor, accounting for 575,000 children, and over 80 per cent of lone-parent families are headed by women.

For all these reasons, Status of Women Canada will be focusing on women's economic autonomy as one of our priorities, and especially on unpaid (or non-market) work and on employment (or paid work), including access to technology and women entrepreneurs.

Canadians want their communities to be safer places to live and raise their families, and for women in particular, this includes making the home safer, as women are often victimized by their partner or in their home. Two recent studies have estimated that the economic costs in Canada of sexual assault, abuse in intimate relationships, and child sexual assault of girls is between \$1.5 and \$4.2 billion annually. Thus, one of our priorities in Status of Women Canada, in keeping with our responsibility for the well-being of the girl child, continues to be the elimination of systemic violence against women and children.

As the Canadian population and workforce continues to become more diverse, we are committed to ensuring gender equality includes equality for *all* women. The advancement of women's human rights is another major priority of our department. In this respect, there are still many challenges to address for women who face multiple barriers. For example, visible minority women with university degrees are more likely to work in clerical jobs than other women (18 per cent vs. 10 per cent), and are less likely to be in professional (30 per cent vs. 48 per cent) or management positions (8 per cent vs. 12 per cent).

Through the ground-breaking work of the federal-provincial/territorial joint project on Economic Gender Equality Indicators, we now have agreed upon tools to measure our progress as a country towards certain aspects of equality for women. The indices from this project have been instrumental in guiding or confirming the priorities for Status of Women Canada, and we will continue to use them to assess our work. We will also encourage other government decision-makers to use these Indicators to guide their work, and to measure the impact of their policies over time.

Because the life situations and experiences of women and men are often different, our decisions will only be effective and have their intended impact if they take account of these differing realities. Gender-based analysis, which emphasizes decisions based on evidence, is more important than ever as a tool to ensure our scarce resources are used in a way that is equally beneficial to men and women.

Very little of our work as a department could succeed without the close cooperation of our partners within and outside the government. Other federal departments are essential to integrating gender-based analysis into all policy, legislation and program development. Provincial and territorial governments play a key role, especially in social policy reform —another of our priorities as a department.

At the community level, there are hundreds, indeed thousands, of women's and other voluntary organizations working across the country at the local, regional and national levels, whose efforts are instrumental in achieving progress in a very real and concrete sense. In addition, we are increasingly working with key institutions in the private sector —financial institutions, chambers of commerce, media and others whose decisions impact directly on gender equality.

I am very proud of Canada's leadership in the Asia Pacific Economic Cooperation (APEC) forum, and of our efforts to integrate gender considerations. We will continue to take advantage of important opportunities and responsibilities we have in the international arena to advance gender equality globally and here in Canada.

This is a critical time in our country's history. As we stand on the threshold of a new millennium, every decision is an opportunity to help build a foundation of respect, fairness, strength and diversity for coming generations.

The Honourable Hedy Fry, P.C., M.P.
Secretary of State (Status of Women)

B. Management Representation Statement

MANAGEMENT REPRESENTATION/DÉCLARATION DE LA DIRECTION Report on Plans and Priorities 1998-99/Un rapport sur les plans et les priorités 1998-1999	
<p>I submit, for tabling in Parliament, the 1998-99 Report on Plans and Priorities (RPP) for Status of Women Canada.</p>	<p>Je soumetts, en vue de son dépôt au Parlement, le Rapport sur les plans et les priorités de 1998-1999 de Condition féminine Canada.</p>
<p>To the best of my knowledge, the information:</p> <ul style="list-style-type: none"> • Accurately portrays the department's mandate, plans, priorities, strategies and expected key results of the organization. • Is consistent with the disclosure principles contained in the <i>Guidelines for Preparing a Report on Plans and Priorities (RPP)</i>. • Is comprehensive and accurate. • Is based on sound underlying departmental information and management systems. • I am satisfied as to the quality assurance processes and procedures used for the RPP's production. <p>The Planning and Reporting Accountability Structure (PRAS) on which this document is based has been approved by Treasury Board Ministers and is the basis for accountability for the results achieved with the resources and authorities provided.</p>	<p>À ma connaissance, les renseignements :</p> <ul style="list-style-type: none"> • décrivent fidèlement les mandat, plans, Priorités, stratégies et résultats clés escomptés de l'organisation. • sont conformes aux principes de divulgation de l'information énoncés dans les <i>Lignes directrices pour la préparation du Rapport sur les plans et les priorités (RPP)</i>. • sont complets et exacts. • sont fondés sur de bons systèmes d'information et de gestion sous-jacents. • je suis satisfaite des méthodes et procédures d'assurance de la qualité qui ont été utilisées pour produire le RPP. <p>Les ministres du Conseil du Trésor ont approuvé la structure de planification, de rapport et de responsabilisation (SPRR) sur laquelle s'appuie le document et qui sert de fondement à la reddition de comptes sur les résultats obtenus au moyen des ressources et des pouvoirs fournis.</p>
<p>Name/Nom: _____</p> <p>Date: _____</p>	

II. Departmental Overview

A. Mandate, Roles and Responsibilities

The mandate of Status of Women Canada is to "coordinate policy with respect to the status of women and administer related programs." This was set out in Order-in-Council 1976-779 and the Appropriation Action 1976-77.

Mission: Status of Women Canada promotes gender equality and the full participation of all women in the economic, social, cultural and political life of the country.

Gender equality means that women and men have equal conditions for realizing their full human rights and potential to contribute to national political, economic, social and cultural development, and to benefit equally from the results. Treating women and men identically will not ensure equal outcomes, because women and men experience different living situations. Gender differences are embedded in our current social, economic, cultural and political systems. As a result, these systems support and reinforce women's unequal status. This pattern is further affected by race, ethnicity, disability, age, sexual orientation, and other factors. To achieve true equality, actions must be taken that adjust for the differences in experiences and situations between women and men, and among women, and correct the systemic nature of inequality.

The primary responsibilities of the department are to:

- use the tools and information at its disposal to ensure that legislation, policies and programs advance women's equality throughout the federal government;
- conduct gender-based analysis¹ of legislation, policies and programs, and recommend changes to ensure that government decisions are of benefit to all Canadians, women and men equally;
- promote the implementation of gender-based policy analysis throughout the federal government;
- promote and monitor the progress of the status of women throughout the country;
- fund policy research and integrate the research findings into the policy development process;
- provide financial and technical assistance to women's and other voluntary organizations at community, regional and national levels, to support actions which advance gender equality; and

¹ For more information on gender-based analysis, see Appendix I.

- collaborate with provincial and territorial governments, international organizations and other countries, women's organizations, and other stakeholders, to advance gender equality.

B. Objective

The objective of the department is to promote equality of women in all spheres of Canadian life.

C. Resource Plans and Financial Tables

Financial Spending Plan

(\$ millions)	Planned Expenditures 1997-98*	Planned Expenditures 1998-99	Planned Expenditures 1999-00	Planned Expenditures 2000-01
Gross Planned Expenditures	17.4	17.0	17.0	17.0
Less Revenue to the Vote	-	-	-	-
Net Planned Expenditures	17.4	17.0	17.0	17.0
Less Revenue Credited to the Consolidated Revenue Fund	-	-	-	-
Plus Cost of Services Provided by other Departments	.9	1.2	1.2	1.2
Net Cost of the Department	18.3	18.2	18.2	18.2

* Reflects best forecast of total planned spending to the end of the fiscal year.

III. Plans, Priorities and Strategies

A. Summary of Key Priorities, Plans and Strategies

Status of Women Canada has one **business line**, which is its corporate mission:

To promote gender equality and the full participation of all women in the economic, social, cultural and political life of the country.

Under this, the department has three **service lines**:

1. *Equitable public policy*: To promote and contribute to strengthened and more equitable public policy through policies, research, legislation, programs and services that take into account gender implications, the diversity of women's perspectives and the reality of their lives.

2. *Informed and effective stakeholders*: To support a wider range of informed and effective stakeholders working actively for gender equality, including organizations and institutions in the public, private and non-profit sectors.
3. *Departmental effectiveness*: To ensure a service-oriented, results-based and efficient Status of Women Canada.

The following **priorities**, which provide a broad, longer-term framework for all aspects of the department's work, will continue to guide the substantive work of the department in all service lines:

- improving women's economic autonomy;
- eliminating systemic violence against women and children; and
- advancing women's human rights.

Within these priorities, specific strategies over the next three years will focus on five **key areas**. These issue areas have been chosen for special attention over the short term because they are strategically important to advancing gender equality, because there is a particular opportunity or need at this point in the evolution of the issue that makes it timely to act, and/or because Status of Women Canada is situated to make a unique contribution and/or play a key role in achieving progress.

1. Unpaid (non-market) work

The 1992 Statistics Canada time-use survey found that 65.6 per cent of unpaid household work—which includes child rearing, care giving and housekeeping—is undertaken by women. This work, although essential to the functioning of the economy, is not widely recognized as valuable economic activity. Women's share of this unpaid work has declined only marginally since the 1960s despite nearly a doubling of their paid labour force participation.

As a result of sustained work by Statistics Canada, Status of Women Canada, and other stakeholders within and outside government, there has been considerable progress in measuring and valuing unpaid work, making Canada an international leader in this field. This has laid the groundwork for the next steps: developing better knowledge and understanding of the policy implications of this information. For example, understanding changes that are occurring in the patterns of both paid and unpaid work could lead to more effective job creation strategies, or to pensions and benefits that better meet the needs of today's families.

Work by Status of Women Canada in this area will focus on dependent care and the time/income demands of low-income populations.

2. Paid work and employment

Changes in both the nature of work and the traditional workplace, resulting from downsizing, restructuring and technological innovation, have important implications for women's economic autonomy. For example, women are predominant in part-time work, non-standard work and telework. As a result, they have less access to employer-sponsored benefits and pensions, are less likely to be unionized, and have less job security.

In addition, women are benefiting less than men from the creation of jobs in the knowledge sector —where many of the new, well-paying jobs are being created — because women tend not to have the necessary education and skills to compete for these jobs. Women are also disproportionately affected by cuts in services such as education and health, because of their predominance in jobs in these sectors.

Work by Status of Women Canada in this area will focus on women entrepreneurs, non-standard workers, access to technology, and immigration policy implications for foreign women domestic workers.

3. Social policy reform

Virtually all of the specific sectors included under social policy reform (health care, social services, labour force training, immigration, housing and other aspects of the social safety net) have a significant impact on gender equality. For example, women live longer than men and need to access the health care system more often than men. Women also predominate as users and providers of health and social services. Similarly, because women are disproportionately poor, any changes to the social safety net will have a disproportionate effect on them.

With the introduction of the Canada Health and Social Transfer and agreements on labour force training and several other aspects of social policy, the roles of federal and provincial governments are changing. As new roles and responsibilities are defined, it will be crucial to ensure that gender-based analysis and the concerns of women are incorporated into social and economic policy reform.

4. Systemic violence against women and children

Violence against women remains a persistent fact in Canada, as illustrated by the information provided on page 11. Not only is prevalence of violence against women unacceptably high, it has also created a sense of fear and vulnerability. Statistics Canada found that 43 per cent of women aged 15 and over felt unsafe walking in their own neighbourhood after dark.

Two recent studies have estimated that the economic costs in Canada of sexual assault, abuse in intimate relationships, and child sexual assault of girls is between \$1.5 and \$4.2 billion annually.

A number of federal initiatives over the next period of time provide an opportunity to incorporate gender-based analysis into the design of new or updated policies and legislation related to violence against women and children.

5. Changing personal relationships

Over the past two decades, there has been a growing acknowledgment within the Canadian society of the need to address the issue of sexual orientation as a ground for discrimination under law, as well as the matter of consequential access to benefits and obligations by same-sex partners.

These issues are being examined at the federal level as elements of a much larger reconsideration of the range of rights and responsibilities owed by Canadians to one another and to members of their families in our modern society. This will entail a review of the basic assumptions which underlie our whole system of economic policies in relation to interpersonal relationships.

Altering the way in which these derivative benefits are paid to partners of employees will, no doubt, have an enormous impact on women. This will not be confined to the same-sex partners of gay employees, but also to heterosexual individuals as well. For example, the entire survivors' benefits structure was established to assist in alleviating economic hardship on widows and orphans due to the loss of earnings through death of the sole or primary wage earner. Because women are much more likely now to be employed outside the home, changes to this system may well involve removal or significant alteration to these survivors' benefits.

The following table summarizes the key strategies for the next three years, under each of the service lines. The table places the strategies in the context of the longer-term key results (these were explained in more detail in the department's *Planning Reporting and Accountability Structure*, September 1997).

Key Results and Strategies for Service Line 1: Equitable public policy

Key Results (long term)	Key Strategies (1-3 years)
<p>1. Systematic and consistent application of gender-based analysis in the policy, legislation and program development process at initial and subsequent stages by federal departments and agencies by the year 2002.</p> <p>2. Coordinated federal government action for the advancement of women.</p> <p>3. Federal-provincial/territorial policies and initiatives which demonstrate the principle of gender equality in areas of strategic importance to women.</p> <p>4. Active participation of, and incorporation of, input from women's and other equality seeking organizations in the domestic and international public policy process.</p> <p>5. Adoption by multilateral organizations of agreements, instruments and policies which advance the status of women.</p> <p>6. Enhanced knowledge base for public policy issues and their impact on women.</p>	<ul style="list-style-type: none"> • Provide policy analysis and input into federal policies to promote the inclusion of gender considerations, especially in policies related to Status of Women Canada's five key areas; • provide tools, training modules and advice to other federal departments to encourage them to incorporate gender-based analysis into all their policy and program development; • work in partnership with other departments on policy initiatives related to the five key areas; • monitor implementation of <i>The Federal Plan for Gender Equality</i>, the <i>Platform for Action</i>, the <i>Forward-looking Strategies</i>, and other international commitments on gender equality; • work to include gender considerations in federal-provincial/territorial initiatives on social policy reform and other key issues; • fund and disseminate gender-based policy research on selected policy issues; • facilitate the involvement of women's and other equality-seeking organizations in the public policy process; • contribute to international research and the development of Canadian positions on key gender equality issues.

Key Results and Strategies for Service Line 2: Informed and effective stakeholders

Key Results (long term)	Key Strategies (1-3 years)
<p>7. Access to, and use of, enhanced knowledge base on gender equality by stakeholders.</p> <p>8. Public awareness and action on gender equality in various communities and on specific issues.</p> <p>9. Participation of women in decision-making in key institutions, and incorporation of gender implications and the diversity of women's perspectives in the policies and programs of these institutions.</p>	<ul style="list-style-type: none"> • provide funding and technical assistance to women's and other equality-seeking groups for initiatives to: <ul style="list-style-type: none"> ⇒ increase public understanding in order to encourage action on women's equality issues; ⇒ promote policies and programs within key institutions that take account of gender implications, the diversity of women's perspectives and enable women to take part in decision-making processes. • enhance communication and information activities to provide greater information to stakeholders, and to focus strategically on mainstream audiences beyond women's and other equality-seeking groups.

Key Results and Strategies for Service Line 3: Departmental effectiveness

Key Results (long term)	Key Strategies (1-3 years)
<p>10. Efficient, client-centred service delivery.</p>	<ul style="list-style-type: none"> • carry out the department's Program Review II reductions, guided by departmental priorities and planning framework, and the results of the organizational review; and • develop and implement the remaining elements of the evaluation frameworks for the Women's Program and the Policy Research Fund, and finalize service standards for library services.

B. Details by Service Line

1. Equitable Public Policy

Planned Spending

(\$ millions)	Planned Expenditures 1997-98	Planned Expenditures 1998-99	Planned Expenditures 1999-00	Planned Expenditures 2000-01
Planned Expenditures¹	6.4	6.3	6.3	6.3

¹ Planned expenditures are forecast for this specific service line in consideration of SWC's PRAS (resources may overlap to more than one service line).

Objective

To promote and contribute to strengthened and more equitable public policy through policies, research, legislation, programs and services that take into account gender implications, the diversity of women's perspectives and the reality of women's lives.

External Factors Influencing the Service Line

- a) Economic situation of women: Women's total income (including earnings, child support, government transfers, investments and pensions) is increasing but continues to lag behind men's; in 1995, there was a 44 per cent gap. Women's total workload continues to be higher than men's. Women are a disproportionate number of the poor in Canada, and their children bear the brunt of this inequality. The conflicting demands of unpaid and paid work create a greater strain on women than on men.
- b) Systemic violence against women and the girl child: In 1993, Statistics Canada's Violence Against Women Survey found that 51 per cent of women in Canada had experienced violence, as defined under the *Criminal Code*. Three in ten currently or previously married women have experienced at least one incident of physical or sexual violence at the hands of a marital partner. Two recent studies have estimated that the economic costs in Canada of sexual assault, abuse in intimate relationships, and child sexual assault of girls is between \$1.5 and \$4.2 billion annually.

- c) Despite the existence of the *Canadian Charter of Rights and Freedoms* and other laws prohibiting discrimination, many women still experience infringements of their human rights. Many women face additional barriers because of their racial or ethnic background, sexual orientation, age or disability. For example, visible minority women have a higher rate of poverty than other women (28 per cent vs. 16 per cent, in 1990).
- d) The horizontal policy mandate of Status of Women Canada means that the department seldom possesses the direct organizational authority over the deployment of government resources either to lead policy development, or to implement policies and programs relative to women's equality. The department therefore provides leadership on some issues, actively contributes to high-priority government policies led by other departments, and maintains a vigilant "watching brief" on other issues to ensure gender-sensitive approaches are adopted. Often the results of these activities reflect a synthesis of many departmental perspectives, not just those of a single department or agency.
- e) Many issues on the federal government's agenda require federal-provincial/territorial cooperation. Constitutional responsibility for many areas of critical importance to women, such as education, health and social services, are under provincial jurisdiction. Recent changes to federal funding in these areas, through the introduction of the Canada Health and Social Transfer (CHST), will have an impact on women. As well, shared constitutional responsibility for other important areas, such as marriage, and family law, necessitate close federal-provincial/territorial cooperation which must take into account women's needs and perspectives.
- f) Public expectations: Women's and other organizations monitored Canada's participation and commitments at the Fourth United Nations World Conference on Women (Beijing, 1995) and are following the pace of implementation of those commitments – including *The Federal Plan for Gender Equality*, as well as other commitments made by Canada on the world stage – with great interest. Consultations were organized during 1996 by Status of Women Canada, and hosted by the Secretary of State (Status of Women), with a wide range of women's and other organizations. These consultations, together with numerous briefs, letters and presentations to the Secretary of State (Status of Women), indicate a high level of interest in women's equality.

Key Plans and Strategies

Strategies are elaborated for each of the Key Result Areas which the department has identified in its *Planning, Reporting and Accountability Structure*.

1. **Application of gender-based analysis** in policy, legislation and program development by federal departments.
 - a) Provide policy analysis and advice which promotes the inclusion of gender considerations in the development of key federal policies. This strategy includes promoting the development and use of appropriate statistical indicators, undertaking

policy research, identifying emerging issues, developing policy models, frameworks and options, and providing analysis and advice to the Secretary of State (Status of Women), other federal departments and Parliamentary Committees. Specific initiatives over the next three years will include:

- i. providing policy input on unpaid (non-market) work into the development of relevant federal policies (Canada Pension Plan, Seniors Benefit, Child Benefit System, etc.);
 - ii. promoting gender considerations in home care and pharmacare policy development;
 - iii. developing policy options for addressing issues in a changing workplace;
 - iv. providing input into the appropriate stages of the immigration legislative review;
 - v. providing research and input into the custody and access study by the Special Joint Committee of the Senate and House of Commons.
- b) Encourage and assist other federal departments and agencies to set up their own processes to ensure gender-based analysis is incorporated into all of their policy and program development. This is an ongoing, longer-term initiative of the department. Specific elements over the next three years will include:
- i. working with departments to create action plans to integrate gender-based analysis into their work;
 - ii. developing training modules on gender-based analysis for departments;
 - iii. establishing indicators which will help departments assess their progress in integrating gender-based analysis;
 - iv. continuing to encourage and advise departments in the use of *Gender-Based Analysis: A guide for policy-making*;
 - v. developing further reference materials and tools for the use of departments, and encouraging them to develop and use their own sectoral tools for gender-based analysis.
- c) Provide funding to women's and other equality-seeking organizations to incorporate gender-based analysis into their public policy and institutional change initiatives.

2. Coordinated federal government action for the advancement of women.

a) Promote partnerships at national and regional levels with other departments to advance key policy issues bilaterally or through inter-departmental committees and similar initiatives. This includes incorporating gender-based analysis both in terms of the content of the policy and in ensuring the use of language which reflects concepts of equality. While work with other departments is an ongoing strategy of Status of Women Canada, in this area, the following are the specific emphasis and initiatives over the next three years:

Work with:	to address:
<ul style="list-style-type: none"> • Statistics Canada 	<ul style="list-style-type: none"> • unpaid work (data analysis, inclusion in 2001 Census)
<ul style="list-style-type: none"> • Statistics Canada, Human Resources Development Canada (HRDC) 	<ul style="list-style-type: none"> • joint symposium on gender equality indicators
<ul style="list-style-type: none"> • Health Canada, HRDC 	<ul style="list-style-type: none"> • research on home care issues
<ul style="list-style-type: none"> • HRDC (Labour) 	<ul style="list-style-type: none"> • changing workplace
<ul style="list-style-type: none"> • various departments 	<ul style="list-style-type: none"> • women's access to / impact of Internet and new technologies
<ul style="list-style-type: none"> • Citizenship and Immigration Canada 	<ul style="list-style-type: none"> • immigration policy and legislative review
<ul style="list-style-type: none"> • Revenue Canada 	<ul style="list-style-type: none"> • recognition of women's unpaid and voluntary work in guidelines for non-charitable status/access of women's organizations to charitable status
<ul style="list-style-type: none"> • various departments 	<ul style="list-style-type: none"> • increasing the export potential of women entrepreneurs
<ul style="list-style-type: none"> • Department of Foreign Affairs and International Trade (DFAIT), Canadian Heritage 	<ul style="list-style-type: none"> • sexual exploitation of children
<ul style="list-style-type: none"> • Canadian Heritage 	<ul style="list-style-type: none"> • women facing multiple barriers, e.g., Aboriginal, visible minority, official language minority
<ul style="list-style-type: none"> • various departments 	<ul style="list-style-type: none"> • National Children's Agenda (child poverty, child care, etc.)
<ul style="list-style-type: none"> • Justice Canada and others 	<ul style="list-style-type: none"> • crime prevention initiatives for women and children, and <i>Criminal Code reform</i>
<ul style="list-style-type: none"> • Finance Canada, Justice Canada, HRDC, others 	<ul style="list-style-type: none"> • benefits and obligations which reflect the changing personal relationships
<ul style="list-style-type: none"> • Policy Research Secretariat 	<ul style="list-style-type: none"> • inclusion of gender considerations in government-wide research agenda
<ul style="list-style-type: none"> • various departments 	<ul style="list-style-type: none"> • coordinated federal approach to providing assistance to women leaving abusive relationships
<ul style="list-style-type: none"> • various departments 	<ul style="list-style-type: none"> • Family Violence Initiative Strategy

- b) Strengthen the national inter-departmental committee at an executive and working level to promote gender equality, and maintain *Table interministérielle* in Quebec as a forum to promote coordinated federal action at a regional level.
- c) Monitor the implementation of *The Federal Plan for Gender Equality*, the *Platform for Action*, the *Forward-looking Strategies*, the *Convention for the Elimination of All Forms of Discrimination Against Women*, and other international commitments of concern to women. This is a continuing responsibility of Status of Women Canada.

3. Federal-provincial/territorial policies and initiatives which demonstrate the principles of gender equality in areas of strategic importance to women.

- a) Work through the Status of Women federal-provincial/territorial forum, and with other federal departments regarding federal-provincial/territorial Ministers Responsible for Social Services, to ensure the inclusion of gender equality considerations in social policy reform, including:
 - i. principles to guide federal-provincial/territorial social policy reform;
 - ii. federal-provincial/territorial Accountability Frameworks for social policy;
 - iii. mechanisms to address federal-provincial/territorial disputes in these areas;
 - iv. National Children's Agenda and National Child Benefit System.
- b) Distribute policy research papers which provide gender-based analysis of the Canada Health and Social Transfer (CHST), and women's access to the justice system. These papers were funded through Status of Women Canada's policy Research Fund which supports independent, nationally-relevant forward-thinking policy research on gender equality issues.
- c) Promote the use of the gender equality indicators developed through the Status of Women federal-provincial/territorial forum.

4. Active participation of, and incorporation of, input from women's and other equality-seeking organizations in the domestic and international public policy process.

- a) Provide funding and technical assistance to women's and other equality-seeking groups to facilitate their involvement in the public policy process. This is an ongoing strategy of the department, but particular emphasis over the next three years will be placed on supporting work related to the department's priorities and five key areas.
- b) Provide information to national, regional and local women's organizations regarding opportunities to input into the public policy process. This is an ongoing responsibility, but again, particular emphasis will be placed on public policy processes related to the department's priorities and key issues.

- c) Expand formal and informal consultation with women's organizations, and, in particular, involve them in round tables, symposia and other policy development activities, in such areas as:
- social policy reform;
 - unpaid work;
 - non-standard work;
 - immigration policy as it affects domestic workers;
 - women entrepreneurs;
 - home care;
 - Internet / technology;
 - National Children's Agenda and the National Child Benefit System;
 - custody and access and related reforms to the *Divorce Act*;
 - derivative benefits and reciprocal obligations that take account of the changing family;
 - sexual exploitation of children;
 - negative portrayal of young women;
 - crime prevention initiatives for women and children.
- d) Involve women's organizations in activities leading up to Canada's reports on the implementation of the *Platform for Action*, the *Forward-looking Strategies*, *The Federal Plan for Gender Equality*, *the Convention for the Elimination of All Forms of Discrimination Against Women*, and to the United Nations Commission on the Status of Women.
- e) Facilitate the participation and contribution of women's groups in international fora, and in the development of Canadian positions on international policy issues.

5. Adoption by **multilateral organizations** of agreements, instruments and policies which advance the status of women.

- a) Contribute to international research and policy development on paid and unpaid work, including through initiatives with Asia-Pacific Economic Cooperation (APEC) and the Organization for Economic Cooperation and Development (OECD).
- b) Develop policy options for a Canadian position on the elimination of trafficking in women.
- c) Work to advance the export potential of women entrepreneurs.
- d) Promote the use of gender-based analysis by multilateral organizations and by other countries.

6. Enhanced knowledge base for public policy issues and their impact on women.

- a) Identify and promote analysis of emerging public policy issues of concern to women. This is a continuing strategy of the department, and one which is focused on the long-term. By definition, identifying *emerging* policy issues requires going beyond those priorities which have already been placed on the department's agenda.
- b) Fund and disseminate policy research papers on the issues identified by a small non-governmental external committee selected through nominations from constituents. This committee, called the Policy Research Fund External Committee, plays a key role in identifying priorities, selecting proposals to be funded and assessing the final research products. A series of papers related to poverty, custody and access, unpaid work, diversity and other policy issues were selected for funding. Policy research themes will be evolving as knowledge gaps are identified.
- c) Fund community-based action research initiatives on public policy issues in the department's priority areas of violence against women, women's economic autonomy, and women's human rights.
- d) Promote inclusion of questions on unpaid work in the 2001 Census questionnaire.
- e) Collaborate with the Policy Research Secretariat to promote gender-based research across federal departments.

Expected Results

- a) Policy and legislative changes which reflect gender considerations in areas where Status of Women Canada has focused its attention, as indicated above.
- b) Development of action plans by other departments for the implementation of gender-based analysis in their policy development; existence and use by departments of training modules, indicators and other reference materials and tools on gender-based analysis.
- c) Implementation by federal departments of their commitments in *The Federal Plan for Gender Equality* is an indicator of the performance of other departments.
- d) Production of policy research papers on key policy issues identified above. Demand for, and use of, policy research papers funded and distributed by Status of Women Canada, including those previously produced (e.g., CHST, access to justice).
- e) Inclusion of gender considerations in federal-provincial/territorial policies, frameworks, principles, reports, positions and resolutions.
- f) Use of gender equality indicators by federal departments, provincial governments and non-governmental groups.
- g) Use of gender neutral and/or women positive language in the announcements and other communications materials of other federal departments and agencies.
- h) Continued or increased participation of women's organizations in international fora on issues of strategic importance to women.

- i) Continued or increased participation of women’s organizations in round tables and other policy events sponsored by Status of Women Canada, and in federal policy or legislative development processes on key issues of concern to women.
- j) Ability of women’s organizations to contribute their experiences to the definition of policy issues and options.

2. Informed and Effective Stakeholders

Planned Spending

(\$ millions)	Planned Expenditures 1997-98	Planned Expenditures 1998-99	Planned Expenditures 1999-00	Planned Expenditures 2000-01
Planned Expenditures¹	9.2	8.9	8.9	8.9

¹ Planned expenditures are forecast for this specific service line in consideration of SWC’s PRAS (resources may overlap to more than one service line).

Objective

To support a wider range of informed and effective stakeholders working actively for gender equality, including organizations and institutions in the public, private and non-profit sectors.

External Factors Influencing the Service Line

- a) Multiple and diverse stakeholders: The sectors and constituencies who play a key role in achieving gender equality are extremely diverse in their perspectives, their level of knowledge, their role, and the nature of the effort and resources they can bring to bear. The challenge for Status of Women Canada is to facilitate the collaboration of an effective mix of stakeholders in any given initiative, and to bring out their respective contributions in a productive manner. Key stakeholders for Status of Women Canada include: other federal departments and agencies, parliamentarians, provincial/territorial governments, women’s organizations and other equality-seeking groups, the private sector, educational institutions, labour, and other key institutions and sectors in society.
- b) Non-governmental initiatives: Women’s equality is significantly impacted, both positively and negatively, by actions outside the federal government sphere. Public policy provides a crucial framework for gender equality, but it must be supplemented by the direct action of stakeholders in their respective spheres. Professional associations, businesses, unions, educational institutions, municipalities, and many

others have a very concrete and immediate impact on the lives of Canadian women. Any advancement in women's equality requires engaging these stakeholders.

Key Plans and Strategies

7. **Access to, and use of, enhanced knowledge** base on gender equality issues by stakeholders.
 - a) Disseminate and promote policy research papers and other Status of Women Canada publications to stakeholders, and move towards greater use of electronic publishing.
 - b) Expand the Status of Women Canada Web site to make a wider range of information available, including policy research papers, reference materials, updates on key policy issues, and opportunities for stakeholders to contribute to the public policy process.
 - c) Promote and facilitate the commemoration of key women's equality dates (Women's History Month, International Women's Day, Persons Day, etc.) and encourage greater involvement by other stakeholders, including increased sponsorship by the private sector.
 - d) Provide library and information services to the public and to stakeholders.
8. **Public awareness and action** on gender equality in various communities and on specific issues.
 - a) Provide funding and technical assistance to women's and other equality-seeking organizations for initiatives which increase public understanding in order to encourage action on women's equality issues.
 - b) Focus communications activities (ministerial speaking engagements, media relations, commemorative events, etc.) more strategically to ensure messages reach mainstream audiences, and reach beyond women's groups and those already working for equality.
 - c) Share best practices and success stories amongst stakeholders on how to use communications strategies to raise public awareness and action on gender equality.
 - d) Involve professional associations, Boards of Trade, Chambers of Commerce, etc., in policy round tables and workshops.
9. **Participation of women in decision-making in key institutions**, and incorporation of gender implications and the diversity of women's perspectives in the policies and programs of these institutions.

- a) Provide funding and technical assistance to women's and other equality-seeking organizations to promote policies and programs within key institutions that take account of gender implications, the diversity of women's perspectives, and enable women to take part in decision-making processes.
- b) Undertake increased partnerships with Finance, Human Resources Development of Canada, Health Canada, Industry Canada and Revenue Canada.

Expected Results

- a) Greater use of Status of Women Canada's Web site by stakeholders.
- b) Continued or increased demand for policy research papers and other Status of Women Canada publications, and Status of Women Canada's library services.
- c) Use of papers funded through Status of Women Canada's Policy Research fund by various users, as demonstrated by comments received, references or citations in other studies, briefs and publications.
- d) Commemoration of key women's equality dates by stakeholders, and a greater leadership role by stakeholders.
- e) Actions undertaken by the public and/or public representatives in support of women's equality issues, as a result of initiatives or communications activities funded by Status of Women Canada.
- f) Increased representation of women of the decision-making levels of institutions affected by initiatives funded by Status of Women Canada.
- g) Policies, programs and services of institutions targeted by initiatives funded by Status of Women Canada reflect the particular concerns of women both internal and external to the institution.
- h) Media coverage reflected the messages of the Secretary of State (Status of Women) on gender equality issues.

3. Departmental Effectiveness

Planned Spending

(\$ millions)	Planned Expenditures 1997-98	Planned Expenditures 1998-99	Planned Expenditures 1999-00	Planned Expenditures 2000-01
Planned Expenditures¹	1.8	1.8	1.8	1.8

¹ Planned expenditures are forecast for this specific service line in consideration of SWC's PRAS (resources may overlap to more than one service line).

Objective

To ensure a service-oriented, results-based and efficient Status of Women Canada.

Key Plans and Strategies

10. Efficient, client-centred service delivery

- a) Carry out the Program Review II reductions, guided by the department's priorities and planning framework, including the *Planning, Accountability Reporting Structure*, the *Business Plan*, the *Report on Plans and Priorities*, and the organizational review.
- b) Organizational Review: This review was planned in last year's *Report on Plans and Priorities*, and Status of Women Canada has recently completed this process. The Report will be used as one of the tools to fine-tune the organizational structure, streamline and improve the cost-effectiveness of the department, and focus the resources of the department more effectively on its key objectives and strategies, as well as to meet its Program Review reductions.
- c) After extensive consultations held with national, local and regional women's organizations in 1996, a new direction was announced for the Women's Program in March 1997. The new direction was designed to facilitate more equitable access to the Program while at the same time ensuring the flexibility to respond to the diversity of Canadian women.

Starting in April 1998, the arbitrary distinction between "program" and "project" funding is being eliminated, thus creating one new fund which will allow the Women's Program to be more flexible in responding to the needs of all women's organizations, large or small, long-established or new. In addition, multi-year funding will be made available for public policy and institutional change in initiatives in response to a clear indication from women's organizations that they need to implement longer-term strategies to move certain issues ahead.

Evaluation framework for the Women's Program: Over the past year, the Program has been developing its performance framework. Based on this, the Program will be working with its partner organizations to develop performance measurement tools that are appropriate to the type of work funded by the Program, and that are user-friendly and understandable for partners. This overall evaluation framework will link to the performance reporting system of Status of Women Canada and will ensure a greater degree of accountability for program outcomes.

- d) Development of an evaluation framework for the Policy Research Fund.

- e) Development of service standards for library services: The library will finalize and make available service standards for internal and external clients, as well as an evaluation framework to monitor the expected results.

Expected Results

- a) Improved organizational structure, processes and resource allocation.
- b) Implementation of Program Review reductions in a manner which retains and focuses on key functions and departmental priorities.
- c) Evaluation framework and performance measurement tools for the Women's Program.
- d) Evaluation framework for the Policy Research Fund.
- e) Service standards and evaluation framework for library services.

IV. Supplementary Information

ADDITIONAL FINANCIAL INFORMATION

1. Spending Authorities - Table 1
2. Additional Financial Information
 - 2.1 Presentation by Standard Object - Table 2
 - 2.2 Program Resources by Business Line/Service Line - Table 3

OTHER INFORMATION

1. What is Gender-Based Analysis? - Appendix I
2. Structure and Responsibilities of Status of Women Canada - Appendix II

Table 1: Departmental Spending Authorities

Summary of Authorities Contained in Part II of the 1998-99 Main Estimates		
Vote (\$ thousands)	Main Estimates 1998-99	Main Estimates 1997-98
Status of Women Canada Office of the Co-ordinator		
135 Operating expenditures	7,709	8,045
140 Grants	8,250	8,165
(S) Contributions to employee benefit plans	1,071	901
Total Budgetary	17,030	17,111

Table 2: Departmental Summary of Standard Objects of Expenditure

(\$ millions)	Planned Expenditures 1997-98	Planned Expenditures 1998-99	Planned 1999-00	Planned 2000-01
<i>Personnel</i>				
Salaries and wages	5.3	5.1	5.1	5.1
Contributions to employee benefit plans	.9	1.0	1.0	1.0
	6.2	6.1	6.1	6.1
<i>Goods and services</i>				
Transportation and communications	.4	.5	.5	.5
Information	.6	.4	.4	.4
Professional and special services	1.2	1.2	1.2	1.2
Rentals	.1	.1	.1	.1
Purchased repairs and maintenance	.1	.1	.1	.1
Utilities, material and supplies	.1	.1	.1	.1
Other subsidies and payments	.1	.1	.1	.1
Capital - Minor	.1	.1	.1	.1
	2.7	2.6	2.6	2.6
Total Operating	8.9	8.7	8.7	8.7
<i>Transfer payments</i>				
Voted	8.5	8.3	8.3	8.3
Statutory	-	-	-	-
	8.5	8.3	8.3	8.3
<i>Gross expenditures</i>	17.4	17.0	17.0	17.0
Less Revenues credited to the Vote	-	-	-	-
<i>Net budgetary expenditures</i>	-	-	-	-
Total	17.4	17.0	17.0	17.0

Table 3: Program Resources by Business Line/Service Lines for 1998-99

Business Line/ Service Line ²	FTE	Budgetary				Statutory Items ¹	Non-Budgetary Loans Investments and Advances	Gross Planned Expenditures	Less: Revenue Credited to the Vote	Net Planned Expenditures
		Operating	Capital	Grants and Contributions	Gross Voted					
Promoting Gender Equality										
1. Equitable Public Policy	37	3.4		2.9	6.3		6.3			6.3
2. Informed and Effective Stakeholders	49.25	3.5		5.4	8.9		8.9			8.9
3. Departmental Effectiveness	22.5	1.8			1.8		1.8			1.8
Total	108.75	8.7		8.3	17.0		17.0			17.0

¹ Does not include non-budgetary items or contributions to employees benefit plans.

² Planned expenditures are forecast for these specific service lines in consideration of SWC's PRAS (resources may overlap to more than one service line).

Appendix I: What is Gender-Based Analysis?

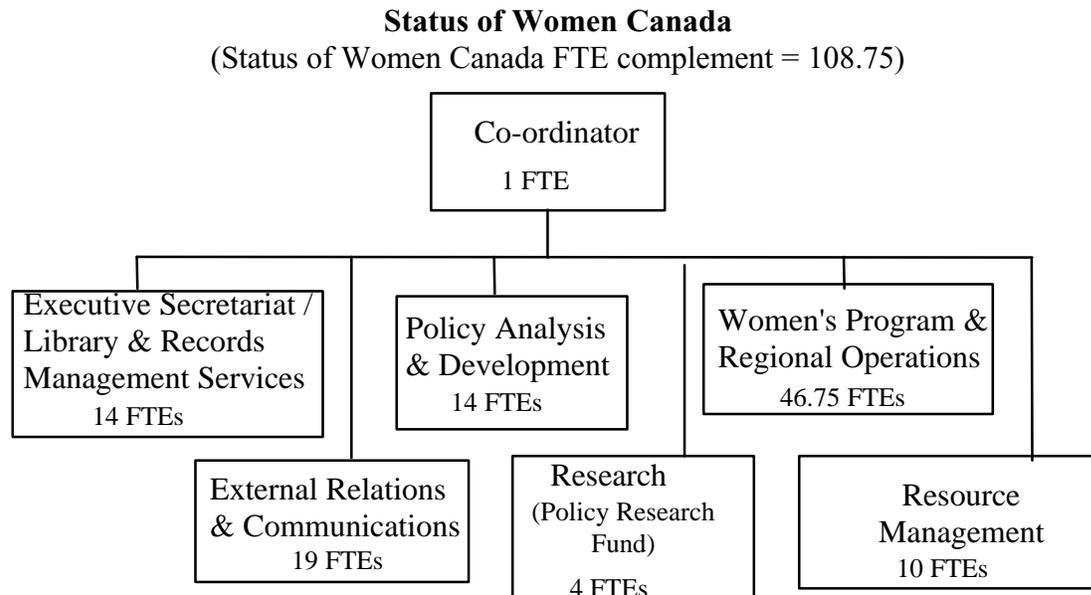
Gender-based analysis is a tool for understanding social processes and for responding with informed, effective and equitable options for policies, programs and legislation that address the needs of all Canadians.

When gender is explicitly considered as a category of analysis, information on the actual realities of women and men, girls and boys, is presented so that similarities and differences can be examined. In addition, information on the nature of relationships in the family, society and the economy is revealed.

Using gender-based analysis means taking into account this information in exploring how policy options could impact on individual women and men, and on societal structures. This contributes to an enhanced knowledge base for decision-makers.

Appendix II: Structure and Responsibilities of Status of Women Canada

Status of Women Canada has recently completed an Organizational Review intended to clarify and streamline its functions. The results of this review are currently being considered by senior management and may lead to changes to the organizational chart outlined below, and to the allocation of staff and responsibilities.



The *Co-ordinator* of Status of Women Canada is the head of the department, reports legally to the Minister Responsible for the Status of Women, and reports on an ongoing basis to the Secretary of State (Status of Women).

The *Executive Secretariat/Library and Records Management Directorate* provides support to the Co-ordinator, ministerial liaison services, coordination of the management agenda, corporate planning and reporting as well as library, distribution and records management services.

The *Policy Analysis and Development Directorate* reviews and conducts gender-based analysis of existing and proposed federal government policies, legislation, programs and initiatives. It develops recommendations and strategies and works in cooperation with other federal departments to promote gender equality, and to build federal gender-based analysis capacity. It undertakes developmental activities to address policy gaps on issues of concern to women.

The *Women's Program and Regional Operations Directorate* provides financial and technical assistance to women's and other voluntary organizations at the community, regional and national levels, to advance women's equality. It also provides a direct link to communities and stakeholders across Canada through 27 regionally based staff. They work extensively with women's and other community-based organizations, provincial and

territorial governments, and other sectors, to collaborate on policies and programs, and serve as a two-way conduit of valuable information between the grassroots and the government.

The *External Relations and Communications Directorate* collaborates with provincial and territorial governments, international organizations and other governments, women's and other non-governmental organizations, the media, the private sector, and academic institutions. It also delivers the full range of communications services, provides a focal point for consultation advice and planning, writes replies for all ministerial correspondence, and coordinates departmental translation requirements.

The *Research Directorate* manages and coordinates the Policy Research Fund. It also collaborates with other federal departments, national and international research organizations, centres of excellence and universities, on research agendas and projects, and carries out other related activities.

The *Resource Management Directorate* is responsible for ensuring statutory accountability and for delivering services to the department in the areas of financial and human resource management, informatics, telecommunications, security, material management and contract administration.