



Status of Women Canada



For the
period ending
March 31, 1997



Improved Reporting to Parliament —
Pilot Document

Canada

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Available in Canada through your local bookseller or by

mail from Canadian Government Publishing – PWGSC

Ottawa, Canada K1A 0S9

Catalogue No. BT31-4/13-1997

ISBN 0-660-60299-7



Foreword

On April 24, 1997, the House of Commons passed a motion dividing what was known as the *Part III of the Estimates* document for each department or agency into two documents, a *Report on Plans and Priorities* and a *Departmental Performance Report*. It also required 78 departments and agencies to table these reports on a pilot basis.

This decision grew out of work by Treasury Board Secretariat and 16 pilot departments to fulfil the government's commitments to improve the expenditure management information provided to Parliament and to modernize the preparation of this information. These undertakings, aimed at sharpening the focus on results and increasing the transparency of information provided to Parliament, are part of a broader initiative known as "Getting Government Right".

This *Departmental Performance Report* responds to the government's commitments and reflects the goals set by Parliament to improve accountability for results. It covers the period ending March 31, 1997 and reports performance against the plans presented in the department's *Part III of the Main Estimates* for 1996-97.

Accounting and managing for results will involve sustained work across government. Fulfilling the various requirements of results-based management – specifying expected program outcomes, developing meaningful indicators to demonstrate performance, perfecting the capacity to generate information and report on achievements – is a building block process. Government programs operate in continually changing environments. With the increase in partnering, third party delivery of services and other alliances, challenges of attribution in reporting results will have to be addressed. The performance reports and their preparation must be monitored to make sure that they remain credible and useful.

This report represents one more step in this continuing process. The government intends to refine and develop both managing for results and the reporting of the results. The refinement will come from the experience acquired over the next few years and as users make their information needs more precisely known. For example, the capacity to report results against costs is limited at this time; but doing this remains a goal.

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Comments or questions can be directed to the TBS Internet site or to:

Government Review and Quality Services
Treasury Board Secretariat
L' Esplanade Laurier
Ottawa, Ontario, Canada
K1A 0R5
Tel: (613) 957-7042
Fax (613) 957-7044

Status of Women Canada

**Departmental Performance Report
for the period ending March 31, 1997**

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I. MESSAGE OF THE SECRETARY OF STATE (STATUS OF WOMEN)

I am pleased to present Status of Women Canada's Departmental Performance Report for the period ending March 31, 1997. This report is an important opportunity for the department to continue its efforts to improve accountability and reporting to Parliament. I am proud of Status of Women Canada's recent participation, as a pilot department, in the Improved Reporting to Parliament Project, which led to the creation of its first Performance Report last fall. Since then, the department has developed its Performance Reporting Accountability Structure (PRAS) and further focused on performance indicators, measurement strategies, and the collection of performance data. This second Performance Report tells a textured performance story, demonstrated by case examples. Status of Women Canada looks forward to feedback on this report and on its work.

The government is committed to building a society which is inclusive and respectful of all Canadians. Status of Women Canada has a key role in fulfilling that commitment by promoting gender equality and the inclusion and participation of the full diversity of all women in Canada. We recognise the particular challenges faced by the girl child and young women to enable them to benefit equally from the opportunities available to all Canadians. We also acknowledge the specific needs and perspectives of women who experience special challenges, including aboriginal women, immigrant women, visible minority women, lesbians and women with disabilities.

Status of Women Canada continues to emphasize the critical importance of three key priorities for women at the various stages of their life cycle, including childhood and youth. These priorities are women's economic autonomy, systemic violence against women and children, and women's human rights.

Economic autonomy continues to be one of the most important determinants of women's health and well-being, as well as that of their children. Poverty is a daily reality for many women and children in this country, especially for single-parent families led by women. Children are poor because women are poor. It is a priority for the government, and for Status of Women Canada, to continue the struggle for women's economic autonomy.

Economic autonomy is also critical to enabling women and their children to leave violent domestic situations. Violence continues to inflict untold damage on the lives of women and children in Canada. As well, the economic cost of violence against women is estimated at \$4.2 billion (see page 8). The government continues to address societal

violence through such initiatives as *Safe Homes*, *Safe Streets*, and the renewed *Family Violence Initiative*. Since 1988, Status of Women Canada's Women's Program has spent approximately \$2.1M annually to provide funding for community-based initiatives aimed at raising awareness and promoting institutional change on issues related to family violence.

Women's human rights continue to be a priority for Status of Women Canada. The department is working with the provinces and territories, with women's and other equality-seeking groups, with private sector organizations, and internationally to ensure that the human rights of women and the girl child are protected, and that economic autonomy and freedom from violence become a reality.

Although Status of Women Canada is a small department, it will continue to play a key role in promoting gender equality across the country. The department works with women in their communities, as well as with governmental and non-governmental institutions and organizations regionally and nationally because we believe that fostering equality will not be achieved by legislation alone, but also by providing communities and groups with the skills and tools they need to influence societal changes in attitudes. In so doing, Status of Women Canada exemplifies to Canadian women, wherever they live, the federal government's commitment to the principles of equality and fairness, principles which recognize that equality is not synonymous with "sameness", but depends on different strategies that recognize the diversity of barriers. We are all important players in the on-going evolution of a united, inclusive and open society that benefits equally from the perspectives and talents of all its citizens.

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

II. DEPARTMENTAL OVERVIEW

A) MANDATE

The legal mandate for Status of Women Canada, provided by Order in Council 1976-779 and the Appropriation Act 1976-77, is to “co-ordinate policy with respect to the status of women and administer related programs.”

B) GOAL

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.

C) ROLE AND RESPONSIBILITIES

Status of Women Canada is dedicated to promoting equality for all women, including the girl child. The department believes that for women to attain full equality, there must be equality in all spheres of society; social, economic, legal, cultural and political. Because these spheres are interrelated, Status of Women Canada provides for the efficient and effective horizontal co-ordination that is vital to coherent policy development and decision-making, and to the best use of available resources. The mandate of the department is also strengthened by Canada’s commitments under various UN conventions, declarations and action plans, as well as Commonwealth objectives and action plans for the advancement of women.

To achieve its mandate, Status of Women Canada assesses the differential impact of policies on women and men. As well, it develops collaborative relationships with other federal government departments and agencies, provincial and territorial governments, international fora, non-governmental organizations, and industry, educational, justice and health authorities. Its regional offices are vital to maintaining these relationships and to linking grassroots policy priorities and concerns to the policy development process.

At the federal level, Status of Women Canada acts as a catalyst and as a partner, working to influence the activities of departments and agencies. It:

- initiates and co-ordinates the development of policies that advance equality for women;
- promotes the implementation and application of gender-based policy analysis across federal departments and agencies;
- conducts gender-based analysis of legislation, policies and programs;
- makes recommendations to ensure that government decisions improve women’s status and do not further marginalize it;
- monitors the progress of the status of women throughout the country, through research, media scanning, input from communities and stakeholders, and reviewing information and analyses released by other departments and agencies;
- funds policy research and integrates research findings into the policy development process.

Status of Women Canada also works with other partners beyond the federal sphere. It:

- collaborates with provincial and territorial governments to address gender equality issues;
- consults with women's organizations, the private sector and other non-governmental representatives across the country to discuss government policy initiatives, to monitor progress on issues and to facilitate initiatives which promote the status of women;
- informs Canadians of federal initiatives to advance equality for women in Canada and around the world;
- establishes partnerships with the non-governmental/private sector on initiatives which further gender equality;
- provides financial and technical assistance to women's and other voluntary organizations at community, regional and national levels to take action (often at the community level), which advances equality for women;
- promotes equality for women at the international level with organizations such as the United Nations Commission on the Status of Women, the Commonwealth, the Organization for Economic Cooperation and Development (OECD), la Francophonie, the Inter-American Commission on the Status of Women of the Organization of American States, the Asia Pacific Economic Cooperation forum (APEC), and the Council of Europe.

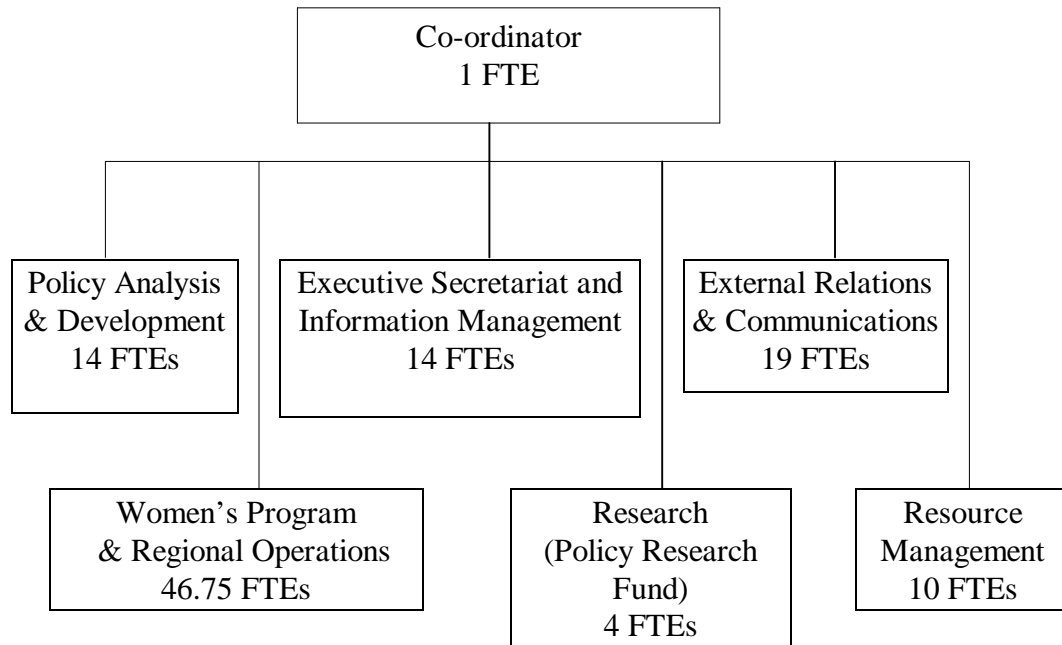
D) ORGANIZATION AND PROGRAM DELIVERY

- 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 on-going basis to the Secretary of State (Status of Women).
- The *Executive Secretariat and Information Management Directorate* provides support to the Co-ordinator, ministerial liaison services, coordination of the management agenda, corporate planning and performance reporting, as well as library, distribution and records management services.
- The *Policy Analysis and Development Directorate* analyses and reviews existing and proposed federal government policies, legislation, programs and initiatives to evaluate their impact on women. It also initiates and develops policies in cooperation with other federal departments.
- 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 equality for women. Status of Women Canada has a direct link to communities and stakeholders across Canada through 27 regionally-based program officers. These regional officers, together with nationally based Women's Program officers, work extensively with women's and other community-based organizations, provincial and territorial governments, and other sectors, to collaborate on policies and programs, strengthen the effectiveness of other stakeholders

in contributing to women's equality, and obtain input from "the front-line" to Status of Women Canada's policy analysis.

- 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 co-ordinates departmental translation requirements.
- The *Resource Management Directorate* is responsible for ensuring statutory accountability and for delivering services to the organization in the areas of financial and human resource management, informatics, telecommunications, security, materiel management and contract administration.
- The *Research Directorate* manages and co-ordinates the Policy Research Fund and other related activities.

STATUS OF WOMEN CANADA ORGANIZATIONAL CHART
(SWC full-time equivalent (FTE) complement = 108.75)



E) OBJECTIVES AND PRIORITIES

1) Corporate objectives

As outlined in the Planning, Reporting and Accountability Structure (PRAS), Status of Women Canada has adopted the following three corporate objectives:

- To provide Canadians with 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;
- To provide Canadians with a broader range of informed and effective stakeholders working actively for gender equality, including organizations and institutions in the public, private and non-profit sectors;
- To provide Canadians with a service-oriented, results-based and efficient Status of Women Canada.

2) Priorities

Given the need to maximize the limited resources of the department for the most effective impact, Status of Women Canada has selected three priorities to guide its work within the federal government and with its key partners and stakeholders. These are based on the government's overall agenda, on federal commitments in the *Beijing Declaration and Platform for Action* and in *The Federal Plan for Gender Equality*, and on key concerns identified by Canadian women. These priorities apply at every stage of women's lives, including that of the girl child.

Status of Women Canada's priorities may evolve over time as the situation of women changes and different challenges emerge. However, they have remained constant in 1996-97.

a) Improving women's economic autonomy

Over the past few decades, women's increased autonomy has had a positive impact on society as a whole. Canada now enjoys a larger, better educated work force. Whereas women used to be excluded from higher education and paid work, in 1994 women represented 45% of all paid workers, up from 37% in 1976. Access to higher education has increased as well. In 1991, 10% of women aged 15 and over, and 13% of men, were university graduates, as compared to 1971, when 3% of women, versus 7% of men, had a university degree. The gap will continue to close, as women currently make up a slight majority of students in Canadian universities.

If women's economic autonomy is a societal benefit, it is crucial to the lives of individual women. In many cases, women's paid income lifts a family out of poverty. It also allows

women and their children to leave violent domestic situations, and assists women in finding alternatives when dealing with sexual harassment in the workplace.

However, despite the improvements of the last decades, many challenges remain.

- As women enter the labour market, they suffer the economic consequences of their roles as child bearers and primary care givers, and the conflicting demands of unpaid and paid work responsibilities. They require access to affordable and quality child care and to ongoing training to upgrade their skills to assist them to return to the labour market after prolonged absences, often resulting from child-care or elder-care responsibilities.
- Women continue to experience a wage gap. In 1996, the full year, full time earnings of women were 73% that of men. Women tend to be clustered in the traditionally “female-dominated” occupations of teaching, nursing and health related occupations, clerical positions, or sales and service. Pay equity, i.e., equal pay for work of equal value, has yet to be fully achieved in many of these occupations.
- A growing number of women work part-time because they cannot find full time work (34% of all female part-time workers in 1994, up from 22% in 1989).
- Fifty-eight percent of all people below the Statistics Canada Low Income Cut Off (LICO) in 1995 were women. This means that 19.5% of all women (and nearly 25% of all women 64 or older) lived below the poverty line in that year.
- Women’s retirement income, including access to adequate pensions, is affected by many of the above factors, including women’s more frequent absences from the labour market due to child-bearing and child-rearing, the ongoing wage gap, and the inaccessibility of full-time employment, which results in part-time work.
- Women’s poverty is a multi-faceted problem and is intricately linked to child poverty. Children are poor because their mothers are poor. Poverty is exacerbated for women who face additional barriers because of their racial or ethnic background, sexual orientation, age or disability. Solutions are also multi-faceted, with implications for every stage in women’s life cycle. For example: preparation for economic autonomy must begin in the early years, by providing the girl child with the appropriate education, including training in math and science, to be able to compete successfully for jobs in a highly technological labour market.

[Statistical sources: National Council of Welfare, *Poverty Profile 1995*; Statistics Canada, *Income Distribution by Size in Canada 1995*, and *Women in Canada, A Statistical Report*, 3rd edition, 1995.]

b) Eliminating systemic violence against women and children

Violence against women and the girl child continues to create great hardship in the lives of many women and children in Canada, and to inflict significant economic costs on society, as outlined below.

- In 1993, 90% of spousal assaults reported to the police in Canada involved women as victims [Statistics Canada, Canadian Center for Justice Statistics (CCJS), 1993-a], as

did 75% of spousal homicides [CCJS, 1993-b]. Women were also found to be the victims in 90% of spousal assaults recorded by the 1993 Statistics Canada *Crime Victimization Survey*.

- The rates of both sexual and non-sexual assaults against women reported to police have increased since the passage of criminal law reforms in 1983. When measured ten years later, sexual assaults had increased by 152% and physical assaults by 62% since 1983. [CCJS, *Uniform Crime Reporting Survey*, 1993]
- According to a homicide survey conducted by Statistics Canada in 1996, married women are seven times more likely to be killed by a spouse than by a stranger. In 1996, nine in ten spousal homicides involved female victims, in cases where there had been a history of spousal violence known to police.
- Vulnerability to violence is experienced differently by different communities and age groups of women. These include Aboriginal women, immigrant women, visible minority women, refugee women, women with disabilities, live-in domestic workers, women from linguistic minorities, senior women and young women. In fact, the Statistics Canada 1993 *Violence Against Women Survey* found that the rate of victimization of young women in the months prior to the study was almost three times higher among 18 to 24 year olds (27%), than for women in general (10%). The sexual exploitation of children is an odious crime which received international recognition at the 1996 World Congress against Commercial Sexual Exploitation of Children in Stockholm. Its incidence, both domestically and internationally, is an ongoing priority for the Secretary of State (Status of Women) and for Status of Women Canada, who have begun initiatives to address this issue.
- Violence against women is costly. The Centre for Research on Violence Against Women and Children in London, Ontario, produced a background paper which estimate the annual overall economic cost of violence against women in Canada at \$4.2 billion.

[Unless otherwise specified, the statistical source for the above is Statistics Canada.]

c) Advancing women's human rights

Despite the existence of the *Canadian Charter of Rights and Freedoms* and other laws prohibiting discrimination, many women and girls still experience infringements of their human rights. Various reports (e.g., *Proceedings of the National Symposium on Women, the Law and the Administration of Justice*, *Department of Justice Response to the Recommendations from the Symposium*), and the federal-provincial/territorial report, *Gender Equity in the Justice System*) have all clearly demonstrated the numerous ways in which women face barriers to justice within our legal system. Because the gender perspective is not routinely taken into account, policies, laws, and practices in our justice system do not accommodate the different needs and experiences of women, and frequently actively discriminate against them. As well, women may face additional barriers to justice because of their racial or ethnic background, sexual orientation, age or disability.

Human rights are at the core of women's equality and form the basis of all the work done by Status of Women Canada. Discrimination occurs when women are placed at a

disadvantage merely because they are women. As long as women and their contributions to society are valued to a lesser degree, they will continue to suffer economic, legal and social inequalities. The achievement of full human rights and equality for women would require a system that recognizes and eliminates systemic discrimination of women in such areas as poverty and economic autonomy, that provides protection from violence and access to a justice system which is unbiased towards women, and that ensures basic human rights, such as same-sex partner recognition.

F) RESOURCE PLANS

(See Appendix A).

III. DEPARTMENTAL PERFORMANCE

A) SUMMARY OF RESULTS COMMITMENTS

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

To provide Canadians with:	to be demonstrated by:
<p>A) 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.</p>	<ol style="list-style-type: none"> 1. Gender-based analysis integrated into the policy, legislation and program development process by federal departments and agencies by the year 2002. 2. Coordinated federal government action for the advancement of women. 3. Gender equality principles incorporated into federal/provincial/territorial policies and initiatives in areas of strategic importance to women. 4. Active participation of, and incorporation of input from, women’s & other equality-seeking organizations in the domestic and international public policy process. 5. Adoption by multilateral organizations of agreements, instruments and policies which advance the status of women. 6. Enhanced knowledge base for public policy issues and their impact on women.
<p>B) A broader range of informed and effective stakeholders working actively for gender equality, including organizations and institutions in the public, private and non-profit sectors.</p>	<ol style="list-style-type: none"> 7. Access to and use of enhanced knowledge base on gender equality issues by stakeholders. 8. Public awareness and action on gender equality in various communities and on specific issues. 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>C) A service-oriented, results-based and efficient Status of Women Canada.</p>	<ol style="list-style-type: none"> 10. Efficient, client-centred service delivery.

B) CONTEXT AND FACTORS INFLUENCING RESULTS

Every sector of society has an impact on gender equality. As a result, Status of Women Canada's responsibilities cover a wide-ranging and complex set of issues. In order to have an influence on the outcomes of these issues, Status of Women Canada works in a context in which the actions of other departments and stakeholders outside the federal government are key. The department exercises a pro-active leadership role in identifying and advancing key issues strategically with other departments or stakeholders, as well as a supportive and advisory role where that is more appropriate.

1) Government Initiatives and Priorities

Because of the number and complexity of policy issues associated with gender equality, Status of Women Canada must react quickly to the full spectrum of new and changing issues on the government's economic, legal and social agenda. This is challenging because the responsibility for policies that affect women is shared by a large number of federal departments.

2) Federal-Provincial/Territorial Relations

Many issues on the federal government's agenda require federal-provincial/territorial cooperation. Consequently, Status of Women Canada's work is affected by decisions made by ministers in federal-provincial/territorial meetings in both the status of women sector and in other sectoral ministers' conferences.

3) International Relations

Canada participates in international meetings and conferences where the status of women is a primary or secondary focus, and Status of Women Canada plays a role in preparation for, participation in, and follow-up from, these fora. Increasingly, this includes co-ordination of, and liaison with, non-governmental organizations who are playing a much more active role in this area. As a result of Canada's leadership in domestic policy, legislation and infrastructure for advancing gender equality, Status of Women Canada is increasingly called upon to advise and assist other countries and international bodies.

4) Horizontal policy mandate

Status of Women Canada seldom possesses the direct organizational authority either to lead policy development, or to implement policy relative to gender equality. The department therefore maintains a tripartite policy orientation.

- It accepts leadership responsibility for specific issues and initiatives related to the equality of women. The issues and initiatives for which the department bears responsibility vary from one planning period to the next, depending on the government's domestic and international priorities and interests.

- It monitors and actively contributes to high-priority government policies, programs and legislative initiatives, conducting research to inform policy development, and dedicating resources to these initiatives to ensure that a gender-sensitive understanding of equality is brought to bear on them.
- It maintains a “watching brief” on a diverse variety of other issues to provide well-informed commentary and advice from a gender equality perspective on short notice.

These are resource-intensive activities that place a premium on expertise and know-how. Often the results of these activities are subtle, and reflect a synthesis of many perspectives, not just those of a single department or agency. This makes it difficult to isolate, quantify and report the contribution of any single organization to a new or changed government policy, program or legislative initiative. Nevertheless, this report provides an indication of the kinds of contributions Status of Women Canada makes to policy, programs and legislation, as well as a sense of the range of government initiatives in which it is involved.

Because of the range of issues that are important to gender equality, Status of Women Canada emphasizes the use of gender-based analysis by departments early on, at the conceptual and planning stages of policy development. This not only leads to more inclusive and equitable public policy, but is a more efficient use of resources than trying to improve policies and legislation later in the process.

5) Working with and through other stakeholders

Women’s organizations, other equality-seeking groups and members of the general public increasingly request information about government policies and programs that affect women and ask to be included in decision-making processes and mechanisms such as advisory boards and committees. Status of Women Canada responds to these concerns directly through its regional and national offices, via its publications, correspondence, briefings and consultations, and by involving women’s groups and the public in the development of government initiatives to address gender equality issues. It also establishes partnerships with key organizations and institutions in the private/non-government sector on initiatives which promote women’s equality.

As is true for other departments and agencies in the federal government, Status of Women Canada rarely has direct authority over key stakeholders at the provincial/territorial level, and internationally. Instead, the department uses its expertise, advice and financial and other support to encourage these stakeholders to undertake concrete actions, which advance gender equality in their respective spheres.

6) Performance Frameworks

At the request of Treasury Board, Status of Women Canada is developing performance frameworks for the Women’s Program and for the new Policy Research Fund. These

frameworks will serve as accountability documents and will provide a basis for future program performance reporting.

7) Government machinery

Canada is one of the few countries which has identified government machinery at a senior level to advance equality for women. This includes not only the strategic role played by the Secretary of State (Status of Women) and Status of Women Canada, but also the government-wide machinery and commitments of other departments and agencies who also carry responsibility for achieving gender equality in their respective spheres.

C) PERFORMANCE ACCOMPLISHMENTS (1996-97)

Although this Performance Report spans the 1996-97 fiscal year, it is sometimes appropriate to include key results which occurred earlier but led up to accomplishments in that year, or which occurred in the early part of the 1997-98 fiscal year, due to efforts in 1996-97. This is required to provide a more complete description of performance in specific areas.

Status of Women Canada is currently finetuning its performance indicators and measures for its results commitments to Canadians. The department will be able to more fully report on these indicators and measures in its 1997-98 Performance Report. In this report, the department has focused on demonstrating results with case examples.

It is worth noting that various parts of the organization play key roles in accomplishing a number of key results. For example, the Women's Program provides financial and technical support to a wide range of women's and equality-seeking organizations at the community, regional, provincial and national levels. A total of 384 projects and organizations were funded in 1996-97, with grants totalling \$8.2M. A wide range of other non-monetary, technical assistance was provided to funded and non-funded groups and individuals. This has included identification of alternate funding sources, sharing of data, resources and information on best practices, direction on organizational development and institutional change, direct involvement in the development of projects, and follow-up to ensure successful completion. This work touches on achievements under several of the key results, and examples of specific accomplishments are provided under the appropriate key result.

1) Departmental/Business Line Performance

Business Line and Objective:

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.

Service Lines and Strategies:

Status of Women Canada believes that the most effective way to achieve gender equality and the full participation of all women is through two main strategies, each represented by a service line of the department:

a) Strengthened and more equitable public policy

Status of Women Canada contributes to the development of public policy, research, legislation and programs that take into account gender implications, the diversity of women's perspectives and the reality of their lives. The department works at the federal, provincial/territorial, and international levels, with a particular emphasis on federal public policy.

b) A broader range of informed and effective stakeholders working actively for gender equality

Status of Women Canada works with key stakeholders outside of government, including organizations and institutions in the public, private and non-profit sectors. The department works with these stakeholders to encourage and enable them to become more informed and aware about gender equality, and to take concrete action for equality in their respective spheres.

Performance Measures and Accomplishments

The ultimate test of Status of Women Canada's performance, together with that of other federal departments and agencies, is whether there is progress towards gender equality in the daily lives of Canadian women and men. The following indicators will help the department to monitor progress.

a) Economic gender equality indicators

Status of Women Canada is currently working, in collaboration with Statistics Canada and its provincial/territorial counterparts, to develop improved gender equality indicators. This joint project was commissioned by federal/provincial/territorial ministers responsible for the status of women in 1995. A set of economic gender equality indicators has been completed as of the fall of 1997. Some data sources are fairly recent, but trend analyses will be possible over time. Further work will also be done to analyse the patterns and trends behind the aggregate trends.

b) Other measures

Such measures as the UN Gender-related Development Index (GDI) (a component of the UN Human Development Index) provide other measurement tools for assessing gender equality in Canada. This and other data sources will be monitored by the department to assess progress towards gender equality.

It should be noted that in 1997, Canada has advanced from a ranking of 6th to 1st on the UN Gender-related Development Index. Although not as comprehensive as the indicators

being developed by Status of Women Canada and its partners, this is a positive indication of Canada's achievements relative to other nations.

2) Performance for Service Line 1: Equitable Public Policy

Objective:

To provide Canadians with strengthened and more equitable public policy, through policies, research, legislation, programs and services that take into account gender implications and the diversity of women.

There are six key results expectations related to this objective. Summaries of performance accomplishments are provided under each.

KEY RESULTS EXPECTATIONS

1. Gender-based analysis integrated into the policy, legislation and program development process by federal departments and agencies by the year 2002.
2. Co-ordinated federal government action for the advancement of women.

Performance Measures and Accomplishments

The department's performance in these two key result areas has focused on:

- seeking systemic change in the federal government policy development process, principally through promoting the implementation of the Federal Plan for Gender Equality, promoting the use of gender-based analysis throughout federal departments and agencies, and working strategically with other federal departments (exemplified by items a), b) and c) below);
- achieving advances in specific federal policy areas related to the department's three priorities (exemplified by item d) below);
- working with other stakeholders, principally women's and other equality-seeking groups, to achieve advances in public policy at the federal and provincial/territorial levels (also exemplified in item d)).

a) The Federal Plan for Gender Equality: Setting the Stage for the Next Century

i) The Federal Plan for Gender Equality: Setting the Stage for the Next Century, released in Canada on August 11, 1995, was co-ordinated and produced by Status of Women Canada, developed by 24 federal departments and agencies, and tabled at the Fourth United Nations World Conference on Women in Beijing.

The document provides a framework that will guide future federal initiatives toward equality between women and men in Canada. It details over 300 government commitments to promote women's status in relation to economic autonomy, health, culture, employment, protection from violence, and participation in decision-making.

Status of Women Canada has direct or indirect responsibility for implementing 82 of the commitments, including monitoring implementation of the commitments made by the government, individual departments and agencies.

ii) Interdepartmental committee in Quebec: Status of Women Canada established an interdepartmental committee in the Quebec region to involve the regional offices of federal departments in the implementation of commitments made in the *Federal Plan for Gender Equality*. Status of Women Canada's Regional Coordinator invited senior officials to select a representative to serve on the committee. Twenty-five federal departments and agencies have been participating in this initiative for over a year.

Most of the departments in the region are responsible for policy implementation and for regulation, although many also play a role in policy development. A clear understanding of what is involved in gender-based analysis is important to the implementation of programs and to the formulation of new policies. The group was given training in gender-based analysis to better understand the importance of data collection by gender, so that impacts on women and men can be assessed. The group also serves as a forum for the sharing of information and documentation.

b) Gender-Based Analysis of Policy

The Federal Plan's most strategic measure is its call for the implementation of a gender-based approach to policy-making to ensure that an appreciation of gender differences and respect for diversity are built into federal policy development and analysis. Gender-based analysis of policy is important because women and men differ in their life experiences and socio-economic characteristics. Gender-based analysis therefore helps ensure that federal policies have intended and equitable results for both women and men, girls and boys. It will also assist the federal government in respecting the equality provisions of the *Canadian Charter of Rights and Freedoms* and its international obligations.

Status of Women Canada has been leading this analysis process, collaborating with other governments, as well as federal departments and agencies, in its staged implementation over a five-year period. The department has developed and provided other departments with a series of tools and supports to assist them in implementing gender-based analysis, notably *Gender-Based Analysis: A Guide for Policy-Making*, released in March of 1996, as well as a series of presentations to departments and agencies which was initiated in the fall of 1996.

Individual departments and agencies are assuming responsibility for undertaking their own gender-based analysis, within their spheres of activity. These departments and agencies are now at various stages of implementation as they develop the expertise and capacity to carry out gender-based analysis. Some examples of departmental initiatives are described below:

- *Justice Canada* created the position of Senior Advisor for Gender Equality, reporting directly to the Deputy Minister, who is charged with the responsibility for implementing gender-based analysis. To date, a network of gender equality specialists

has been created throughout the department, and training and training materials have been developed.

- *Human Resource Development Canada* has taken *Status of Women Canada's Guide* and customized it for their own functions. *Health Canada* is undertaking the same process.
- In 1995, the *Canadian International Development Agency (CIDA)* introduced a policy on Women in Development and Gender Equity, the culmination of almost two decades of work to ensure the full participation of women in CIDA's development activities. A key objective of the policy is to ensure that gender considerations are fully integrated into CIDA's policies, programs, projects and activities.

c) Inter-departmental Committees and Initiatives

Status of Women Canada plays a leadership or supportive role in a wide range of interdepartmental committees in areas considered strategic by the department. Many of these are policy related; some focus on communication and awareness of gender equality issues, and others on interdepartmental funding activities.

By way of example, Status of Women Canada chairs the Interdepartmental Committee on Commemorative Events for Women. In 1995, 17 federal departments were represented. Today, that number has grown to 26, thus increasing the network of federal government departments disseminating information on gender equality issues. The federal government departments on this Interdepartmental Committee actively follow the lead of Status of Women Canada to commemorate special events for women and to implement initiatives within their departments. Status of Women Canada assists them by creating materials for commemorative events, such as International Women's Day and Women's History Month. These materials are then used by other departments in their newsletters, e-mails, and general messaging. In 1996, departments who used these materials included the Canadian Human Rights Commission, Canadian Heritage, Industry Canada, Public Service Commission and Transport Canada.

d) Progress in Status of Women Canada's Three Priority Areas

At any given time, Status of Women Canada is active on a large number of policy dossiers, and many of these require extended periods of time from initial concept through research, analysis and coordination with other departments, to eventual development of policy, legislation or programs. The following highlights illustrate some of the areas in which there has been a specific outcome during the last fiscal year.

i) Status of Women Canada's Priority 1: Women's economic autonomy

• Child Support

Adequate child support is essential to women's economic autonomy. Status of Women Canada has been actively working to bring a gender-based analysis to this question over a number of years. These efforts, many of which were documented in last year's Performance Report, linked with work by Justice Canada on family law review, and coincided with mounting public pressure for reform, including lobbying by custodial parent

groups, a Supreme Court challenge and a private member's bill. As a result, child support reforms were announced in the 1996 federal budget as part of a package that included changes to taxation and income support, as well as family law and enforcement.

Work continued on this during the last fiscal year, and contributed to the announcement in the 1997 federal budget of additional changes which will enhance child benefits. Part of these changes are related to child support tax changes in a way which provides assistance to low-income families, based on the number of children.

- **Bankruptcy and Insolvency Act**

Status of Women Canada, in collaboration with the Department of Justice, successfully persuaded Industry Canada to change the proposed bill to benefit recipients of child or spousal support arrears (overwhelmingly women), whose former partners have filed for bankruptcy. In particular, the efforts of Status of Women Canada resulted in giving such recipients some preference over other unsecured creditors, in removing the proposed dollar cap on the amount claimable, in permitting the full outstanding amount to remain unextinguished by the bankruptcy and in allowing damage awards for personal injury (e.g., spousal or sexual assault) to remain undischarged by the bankruptcy.

- **Canada Health and Social Transfer (CHST)**

Effective 1996-97, the major transfers to the provinces under the Canada Assistance Plan (social services and social assistance) and Established Programs Financing (health and post-secondary education) have been replaced by a block grant — the Canada Health and Social Transfer (CHST). Following expressions of concern about the impact of CHST on women at consultations with stakeholders in 1996, Status of Women Canada issued a call for proposals and funded six policy research projects on the gender implications of the CHST. The research reports are currently being considered for publication.

- **Local, regional and national projects**

Status of Women Canada provided \$2.1M in funding across Canada in grants and contributions aimed at contributing to women's economic equality. For example, projects funded by the department in Newfoundland and British Columbia enabled regional groups of Women in Trades, Technology, Operations and Blue Collar Work to have a significant impact on specific resource development projects in those provinces, including improvements to provincial policies and programs. (for more information see pages 28-29)

ii) Status of Women Canada's Priority 2: Eliminating systemic violence against women and children

- **Child Sex Tourism**

The Secretary of State (Status of Women) hosted a Round Table on Child Sex Tourism in Vancouver, which gathered representatives of the travel and tourism industries and non-governmental organizations to discuss measures to protect children from sex tourism. The session was successful in promoting a greater understanding of the issue among stakeholders in a position to take action.

Legislative progress has been made on the issue. Legislation was passed in April 1997, which allows for the prosecution of Canadians who sexually exploit children while travelling abroad.

- **New Identities Program: Social Insurance Number (SIN) De-linking**

Concerns arose over cancellation of a program that manually transferred federal information from the old SIN to the new SIN issued to women escaping abusive spouses. Over the past year, Status of Women Canada has chaired an inter-departmental committee examining the issue of what service or program would be required to better protect individuals seeking to change their identity for the purpose of escaping a life-threatening relationship. A Study Team appointed by the committee has been examining this issue and will recommend a course of action this fall.

- **Transition Houses - Victims of Domestic Violence Act**

The Provincial Association of Transition Houses in Saskatchewan, an organization which receives financial support from Status of Women Canada's Women's Program, was successful in influencing the passage of the new provincial Victims of Domestic Violence Act. This act, the first of its kind in Canada, removes the perpetrator rather than the victim from the home, in cases of domestic violence.

- **Female Genital Mutilation**

As a result of Status of Women Canada's involvement on an Interdepartmental Working Group on Female Genital Mutilation (FGM), a proposal was developed by the National Organization of Immigrant and Visible Minority Women of Canada (NOIVMWC) and funded by the Committee. The project produced and distributed a culturally sensitive workshop module for use by and with members of communities where FGM is a traditional practice. The module focused on the legal, health and religious/cultural implications of FGM, the social and familial pressures girls and women face related to FGM, and ways to address these concerns.

NOIVMWC's work in this project fed into the deliberations of the Interdepartmental Working Group on a regular basis, which helped inform the new policies and frameworks which were placed on the public agenda.

- **Local, regional and national projects**

The Women's Program provided \$1.6M in grants and contributions in 1996-97 to equality-seeking groups to address such issues as sexual assault, family violence, pornography, and the portrayal of women in the media.

iii) Status of Women Canada's Priority 3: Advancing women's human rights

• **HIV/AIDS Testing and Confidentiality**

Status of Women Canada has been participating in an interdepartmental committee that is considering the issues surrounding guidelines for testing, disclosure of results and confidentiality safeguards. Over the past year, Status of Women Canada has also been participating in a Health Canada project to develop a best practices approach to be used by service providers in effectively responding to the risk of HIV infection of sexual assault survivors. This will ensure women's concerns are considered in these projects.

• **Personal Relationships**

Status of Women Canada is a member of the interdepartmental "Personal Relationships" working group. The working group is addressing issues which have arisen as a result of a court challenge to government programs on the basis of sexual orientation and marital status. It has involved developing an approach to modernize the entire federal system of social benefits. A widespread restructuring of social benefits and reciprocal obligations could have a major impact on the financial situation of women across Canada. Status of Women Canada's participation has ensured that all proposed approaches are being subjected to gender-based analysis.

• **Arbour Commission**

Status of Women Canada has been concerned about the conditions of women who are incarcerated in federal prisons in Canada. The department played a prominent role in a Response Group of Senior Officials, who examined the more than 100 recommendations contained in the report of Madame Justice Arbour to the Solicitor General concerning the 1994 events at the Kingston Prison for Women. On the advice of the group, the Solicitor General announced that some of the key recommendations would be accepted, including the appointment of a Deputy Commissioner of Women's Corrections.

More recently, Status of Women Canada has successfully suggested that the Commissioner of Corrections reconvene a stakeholders' group to assess the government's progress in implementing the recommendations to date.

• **Access to Justice**

Status of Women Canada has been concerned about impediments to women's access to justice, including a lack of access to civil legal aid. As a result, the department has commissioned five research reports on various access to justice issues, which are currently under consideration for publication.

• **Local, regional and national projects**

The Women's Program provided \$.5M in grants and contributions to equality-seeking groups to address such issues as women's legal rights, and the Charter of Rights and Freedoms.

KEY RESULTS EXPECTATION

3. Gender equality principles incorporated into federal/provincial/territorial policies and initiatives, in areas of strategic importance to women.

Performance Measures and Accomplishments

The Secretary of State (Status of Women) and Status of Women Canada officials continue to work with their provincial and territorial counterparts on a range of initiatives. Three areas where specific progress has been made this year are highlighted below:

a) Violence Prevention Framework

Status of Women Canada is a member of the federal-provincial/territorial Ministers Responsible for the Status of Women Working Group on Violence. This Working Group has developed a framework for the compilation and evaluation of innovative initiatives and strategies in the area of the prevention of violence against women. This will be a mechanism through which important new information in this area will be exchanged by jurisdictions to inform policy development work across the country.

b) Gender Equality in the Canadian Justice System 1997 Report

As lead of the federal-provincial/territorial Ministers Responsible for the Status of Women Working Group on Gender Equality in the Justice System, Status of Women Canada has successfully obtained the agreement of the federal-provincial/territorial Justice Ministers to consider input from national and provincial/territorial women's ministries into the drafting of the Justice Ministers' 1997 update of their *Report into Gender Equality in the Canadian Justice System*. In this way, a gender perspective will be more effectively incorporated into this document.

c) Economic Equality Indicators

As mentioned earlier (see page 14), Status of Women Canada has been working with its provincial and territorial counterparts, in cooperation with Statistics Canada, to develop a set of key indicators of economic gender equality. These indicators are intended to add to those already in use, such as the full-time, full-year wage gap, in order to more fully reflect the realities of women in Canada.

KEY RESULTS EXPECTATION

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

Performance Measures and Accomplishments

Status of Women Canada facilitates participation of these key stakeholders in the public policy process in three main ways:

- providing financial and technical assistance to women's and other equality-seeking groups to assist them in participating in a knowledgeable and effective manner (exemplified by item a) below). Technical assistance includes explaining the federal government process and referring groups to the appropriate avenues for information and participation;
- seeking the advice of women's groups and other stakeholders on policy issues where they have expertise (exemplified by item b) below, and in earlier sections under key results 1 and 2 related to specific policy issues);
- encouraging other federal departments, provincial/territorial governments and international bodies to seek advice from these groups, and enabling women's groups to participate in key forums (exemplified by items c) and d) below).

a) Local, regional and national projects

Numerous projects and activities funded by Status of Women Canada have enhanced women's participation in the public policy process at the provincial, federal or international levels. The following example illustrates this role:

• Gender Parity in Nunavut Legislative Assembly

In response to the creation of Nunavut, the Inuit Women's Association of Canada, Pauktuutit, implemented an education strategy for generating public support for gender equality in the Nunavut legislature and the full participation of Inuit women in self-government efforts. This was accomplished with the financial assistance of the Women's Program. Pauktuutit's work focused on the proposal for gender parity in the Nunavut Legislative Assembly, and encouraged women's participation in the plebiscite on gender parity. Pauktuutit held education and strategy sessions with women from across the North, developed a Web site to post information throughout the plebiscite process, and taught women how to use telecommunications tools and the information highway in networking and coalition building.

In the end, although the plebiscite results did not adopt the gender parity proposal, there was widespread public debate about the proposal, laying the groundwork for future public policy discussions on gender equality.

b) Stakeholder Consultations

Status of Women Canada has a long-standing practice of seeking and considering the information and advice of relevant women's groups and other stakeholders in the development of policy analysis on public policy issues. Stakeholder consultations played a role in Status of Women Canada's work on such issues as unpaid work, pension reform, child support, anti-violence initiatives, and others.

Partially as a result of consultations with stakeholders in 1996, Status of Women Canada committed itself to establishing a permanent consultations function for regular interaction with stakeholders. As follow-up to that commitment, the department developed a Discussion Paper on Approaches to Consultation, and convened a Task Group of diverse non-governmental organizations, academics and others, to provide input on the Discussion Paper. Evaluation of the Task Group meeting indicates that Status of Women Canada initiated a valuable dialogue with the participating stakeholders. The Discussion Paper has been sent to stakeholders, including women's groups (national, regional and local), and academics. Feedback will be carefully considered in the drafting of the final Consultations Policy).

During the 1996 consultations, stakeholders also requested that the department assist them in understanding and gaining access to the policy development process of other federal departments. As a result, Status of Women Canada provided the final report of the consultations to Cabinet Ministers and Deputy Ministers of other departments, along with a list of women's organizations, whom the departments were invited to involve in their own consultation processes.

In addition, the success of the Status of Women Canada stakeholder consultation process in 1996 has led to the department being asked to provide advice and information on consultation approaches to other federal departments. Among other results, this will help improve access for women's and other groups to the policy development process of other federal departments and agencies.

c) Canadian Non-Governmental Organizations (NGOs) at International Meetings

Status of Women Canada has been successful in securing the participation of representatives from Canadian non-governmental organizations, including women's organizations, at key international meetings, to enable them to access the international public policy process more effectively.

In this past year, this has included sending two NGO representatives on the Canadian delegation to the Commonwealth Women's Affairs Ministers Meeting in November 1996, and inviting women's organizations to nominate NGO representatives for the Canadian delegation to the UN Commission on the Status of Women in March 1997.

d) National Judicial Institute

The National Judicial Institute is currently involved in developing social context training for the judiciary across Canada. Status of Women Canada has suggested the need for

community consultations in the preparation of educational programs for judges. In response to the Institute's request, Status of Women Canada has shared its expertise on methods of community consultation and will be making further contributions to the process as the consultations take place.

KEY RESULTS EXPECTATION

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

Performance Measures and Accomplishments

• **Asia Pacific Economic Cooperation (APEC)**

The government of Canada, as chair of the APEC forum in 1997, saw opportunities to fulfill the 1996 directives of Leaders and Ministers with respect to gender and to advance Canada's objective of promoting global gender equality.

In early 1997, an Interdepartmental Subcommittee on APEC and Gender was formed, co-chaired by Status of Women Canada and the Department of Foreign Affairs and International Trade, to develop strategies to promote the integration of gender perspectives in APEC in 1997 and beyond. It reports to the Assistant Deputy Ministers' Co-ordinating Committee on APEC.

While pursuing a two-track strategy with simultaneous "top-down" and "bottom-up" activities, members of the Subcommittee effectively acted as "champions" for gender issues at the level of Senior Officials and in various APEC Working Groups. This resulted in first-time or increased recognition of gender considerations in their work and in their efforts to bring gender issues to the ministerial level. Status of Women Canada acted as a resource and facilitator in this process, encouraging members of the Subcommittee to exchange information on initiatives, and to borrow successful strategies from each other. As well, Canada, in collaboration with the Philippines, has also been successful in securing approval from APEC Senior Officials for a high level mechanism for comprehensive consideration of gender issues in APEC. A 1998 APEC Ministerial Meeting on Women's Concerns is subject to the endorsement of APEC Leaders at their meeting in November 1997 in Vancouver.

KEY RESULTS EXPECTATION

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

Performance Measures and Accomplishments

a) Creation of the Policy Research Fund

Status of Women Canada's policy mandate has been strengthened by a capacity to fund public policy research, a function it has taken on from the Canadian Advisory Council on

the Status of Women. In 1995-96, Status of Women Canada consulted with researchers, research organizations, women's groups and other interested parties for advice on the structure of the policy research capacity, and on research priorities.

Based on that input, Status of Women Canada sent out letters in 1996-97 to researchers, women's organizations and other equality-seeking organizations to solicit nominations for the Research Funding Committee. A nominating committee was appointed by Status of Women Canada and met to review the nominations received and prepare a short list. The Research Funding Committee was appointed in early 1997, and had its first meeting in March 1997.

Simultaneously, research proposals were sought on two urgent issue areas identified in the stakeholder consultations: Canada Health and Social Transfer (CHST) and access to justice. As mentioned earlier, six policy research projects were funded on the gender implications of the CHST, and five research projects were funded on access to justice issues. These research reports are currently under consideration for publication.

b) Unpaid Work

Status of Women Canada initiated a collaborative international research project on policy responses to unpaid caring work, which was accepted as part of the future activities of the Organization for Economic Cooperation and Development (OECD) at the December 1996 meeting of the OECD Working Party No. 6 on the Role of Women in the Economy. The first phase of this project consists of a series of research papers covering both policy principles and case studies of unpaid work in areas such as health care and child care. These papers would review the analytical approaches taken in various OECD countries and provide inventories of policies pertaining to unpaid caring work.

c) Local, regional and national projects

As described earlier, Status of Women Canada's Women's Program provides funding to women's and other equality-seeking groups for specific activities which address the department's identified priorities. Many of these funded activities contribute to an enhanced knowledge base on gender equality. Some examples include:

- **Employment Strategies: DisAbled Women's Network (DAWN)**

Status of Women Canada provided financial support for the DisAbled Women's Network (DAWN) to carry out an action research employment project. DAWN prepared a comprehensive employment workbook, filled with experiences of job readiness and job searching for women with disabilities, with examples of successful employer programs which may be adapted and promoted, and with recommendations and strategies to assist women with disabilities to access mainstream employment programs.

The workbook has been very well received by both employers and potential employers of women with disabilities, and by women with disabilities themselves. Due to an overwhelming demand for this employment tool, over 1,500 French and English copies in

print and alternative format have been distributed to women with disabilities, employers and employment counsellors, and it is now also available on DAWN's Web site.

Two other relevant funded projects are described elsewhere in this document:

- **Female Genital Mutilation Workshop Module** (see page 19)
- **Equality of Women in the Canadian Legal Profession: A Facilitator's Manual** (see page 30)

3) Performance for Service Line 2: Informed and Effective Stakeholders

Objective:

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

There are three key results expectations related to this objective. Summaries of performance accomplishments are provided under each.

KEY RESULTS EXPECTATION

7. Access to and use of enhanced knowledge base on gender equality issues by stakeholders.

Performance Measures and Accomplishments

a) Publications

Status of Women Canada publishes and distributes 56 different print publications/documents providing information on issues, news and events related to gender equality. These documents are available on request to all stakeholders, including government decision-makers, groups in the non-profit and private sectors, researchers and the general public. In 1996-97, 52,713 copies of documents were disseminated to stakeholders. Significant among these is *Perspectives*, a department newsletter that is distributed to recipients in Canada and around the world four times a year.

b) Women's History Month

As mentioned earlier, each year Status of Women Canada takes the lead in establishing a theme for Women's History Month and in providing promotional material for Canada-wide use. From 1995 to 1996, the number of materials distributed in the first mailing for Women's History Month increased by 24% to 5,872. In 1996, an additional 10,446 requests for materials were recorded, bringing the total distribution to 16,318.

In 1996, Status of Women Canada received interested queries and correspondence in praise of Women's History Month from organizations as diverse as museums, libraries, provincial ministries (such as B.C. Ministry of Women's Equality and Saskatchewan

Women's Secretariat), and newspapers (such as *le Devoir* in Montreal, *Northern Times* in Kapuskasing, and *Daily News* in Halifax).

c) Status of Women Canada Web Site

Following input from stakeholders during its 1996 consultations, Status of Women Canada committed itself to providing information on gender equality issues through the Internet.

The Status of Women Canada Web site was developed over 1996-97 and went "live" in early July of 1997. It currently provides information over the Internet on issues of importance to gender equality, such as publications on gender equality, upcoming major events, key dates and other resources, as well as information on Status of Women Canada. Visitors to the site can order the department's publications, provide written comments and sign our guest book. In just over a month, approximately 150 publications have been ordered from the site.

Visitors to Status of Women Canada's Web site are guided to other Web sites with relevance to gender equality. The Web site links to 21 other federal departments and 132 non-governmental sites, and provides over 60 additional e-mail addresses of Canadian women's groups.

The Status of Women Canada Web site is: <http://www.swc-cfc.gc.ca/>

KEY RESULTS EXPECTATIONS

8. Public awareness and action on gender equality in various communities and on specific issues.
9. Participation of women in decision-making in key institutions, and the incorporation of gender implications and the diversity of women's perspectives in the policies and programs of these institutions.

Performance Measures and Accomplishments

Numerous projects and activities funded by Status of Women Canada have resulted in increased public awareness on gender equality, in the participation of women in decision-making in key institutions, and in concrete changes in the policies and programs of these bodies. Some examples are provided below:

a) Needs of immigrant and visible minority women in shelters

The Calgary Coalition Against Family Violence, with funding from Status of Women Canada, worked extensively with women's shelters and transition houses to ensure that the needs of immigrant and visible minority women were met.

The project resulted in changes to policies and procedures by agencies throughout the shelter movement, involving such areas as staffing, staff training, diet, child care, and

cultural interpreters (community people with linguistic and culture-specific knowledge trained to deal appropriately with battered women).

b) Women and rural economic development

Women and Rural Economic Development (WRED) is a provincial, non-profit organization dedicated to providing rural women in Ontario with increased participation in rural economic development. WRED receives financial support from the Women's Program of Status of Women Canada for a portion of its work.

Overall, WRED provides enterprise development programs, business and other skills training, as well as networking opportunities for rural women in southern Ontario. It has also established a Rural Enterprise Loan Fund. Since its inception in 1993, WRED has launched 250 new businesses and generated in excess of \$2 million in gross sales revenues, and has assisted in the development of 18 rural business women's networks.

c) Nishnawbe Aski anti-violence strategy

Equay Wuk Women's Group was established in 1988 to represent the interests of aboriginal women in the Nishnawbe Aski Nation of Northern Ontario. Women from 25 isolated First Nations communities are represented.

Status of Women Canada has been a key partner in supporting Equay Wuk to develop and carry out a three-year anti-violence strategy in northern communities. Anti-violence training manuals were developed based on meetings held with women in First Nations communities.

The guides, in English and Oji Cree, have been used extensively in training health and social service workers. In addition, local women were trained to provide workshops and support to women in their communities.

d) Women in Power

La Maison des femmes des Bois-Francs, with financial assistance from Status of Women Canada, organized a symposium to assist women's entry into politics and other decision-making arenas, and to develop strategies as well as concrete tools.

Some of the women who have become involved in politics since have indicated that their decision to do so was made after hearing speakers at the symposium. They also found that the training provided had been very helpful in developing their campaign strategies and avoiding pitfalls.

e) Women and resource development

A grant provided by Status of Women Canada's Women's Program enabled the Women and Resource Development Committee of Newfoundland to coordinate provincial efforts regarding women's participation in the development of three major natural resource development projects in the province: West Coast oil reserves, the smelter in Argentina, and the Voisey's Bay mine mill in Labrador. Outcomes from this project include:

- Aboriginal women in Labrador formed their own Women in Trades and Technology (WITT) group, identified their needs, and presented their concerns and expectations of this development to the Voisey's Bay Development Company, the Labrador Inuit Association, the Innu Nation and other interested parties.
- Gender analysis and implications were included in the Environmental Impact Assessment Process and Impact Benefits Agreement of the three projects.
- A commitment was obtained to appoint a women's liaison to work with the chief negotiator of the Innu Nation to ensure gender analysis is included in the negotiations.
- Funding was secured from Heritage Canada and the provincial government to enable the drawing up of legal documents for the inclusion of gender-based analysis in negotiations with Voisey's Bay.
- A resource manual was prepared and distributed to assist community groups in addressing issues related to women and resource development.
- A long-term strategic model for women's involvement in resources development was prepared and distributed.

Status of Women Canada, with WITT Newfoundland and the Provincial Advisory Council on the Status of Women, played the lead role in initiating discussions on the issue of women's role in resource development. Status of Women Canada and WITT were responsible for pulling together the initial proposal and the department was instrumental in the development of the long-term strategic plan.

Because of the visibility, credibility and expertise of the committee, the companies involved and the government of Newfoundland are paying attention to the need for gender-based analysis in any resource development project in the province. In addition, the process and strategies will be a model for future women's participation in natural resource projects throughout Canada.

f) Kootenay WITT

Two grants from Status of Women Canada in 1995-96 and 1996-97 enabled Kootenay WITT (Women in Trades, Technology, Operations and Blue Collar Work) to achieve a number of significant outcomes related to women's participation in B.C.'s economic development. These include:

- Three members of the 18-member Advisory Committee of the Columbia Basin Trust (a regional benefit program to address the environmental damage caused by the 1964 Columbia River Treaty between Canada and the United States) are women's equality advocates and one seat has been specifically reserved for a women's equality representative;
- Equity Integration Committees have been established under the Science Council of B.C., the Columbia Basin Trust and the Island Highway Infrastructure Project to address equity issues on an ongoing basis;
- A formalized commitment to employment equity by employers and building trade unions has been included in the contract agreement under the Island Highway project, a commitment that extends to all highway construction projects in the province of over

\$50 million. This commitment to employment equity includes the training of designated group members;

- A formalized commitment in the Columbia Basin Trust Management Plan to create equitable outcomes for traditionally disadvantaged groups in all development and construction projects the Trust administers.

These outcomes were accomplished by Kootenay WITT working in partnership with other local WITT groups and groups representing First Nations peoples, visible minorities and persons with disabilities to secure the representation of women's equality advocates at a number of key negotiations and consultations impacting on trade and technology workers. Once representation was secured, advocates worked to ensure that a gender-based analysis was incorporated into all agreements and practices relating to the hiring, training and promotion of trade and technology workers.

g) Equality of Women in the Canadian Legal Profession

Status of Women Canada contributed funding to the production by the Canadian Bar Association of "Equality for Women in the Legal Profession: A Facilitator's Manual". This publication is a tool to encourage action on women's equality issues in the legal profession, to promote action by legal institutions to incorporate women's equality issues into decision-making structures, policies and programs, and to promote equality, diversity and accountability within the legal and other professions.

As a result of the use of this tool, a number of policies and procedures in the law societies of various provinces and territories are under review or have been changed. In addition, the manual has been used by organizations representing the profession of engineering.

4) Performance for Service Line 3: Departmental Effectiveness

Objective:

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

KEY RESULTS EXPECTATIONS

10. Efficient, client-centred service delivery.

As mentioned in last year's Performance Report, Status of Women Canada has been completing a transition which saw the consolidation of the operations of the Women's Program, as well as of the independent research, dissemination and public information functions of the Canadian Advisory Council on the Status of Women with those of Status of Women Canada.

This year brought much progress in the re-engineering of the department started in 1995-96, and the operationalization of its new organizational and functional responsibilities.

Work continues on making publicly available the information holdings in the documentation centres of the three consolidated organizations.

Status of Women Canada has been one of the pilot departments in the Improved Reporting to Parliament Project, which has enabled it to set in place a more results-based planning and reporting framework. This has culminated in the development in 1997 of its Planning, Accountability and Reporting Structure.

As mentioned earlier, measures to improve service to clients of the department include the development, with stakeholders, of a performance framework for the Women's Program, as well as the creation of a performance framework for the Policy Research Fund. These evaluation frameworks are expected to be completed in 1998-99. As well, the development of service standards for internal and external clients of the department will be initiated in 1998.

Status of Women Canada

Summary of Resource Requirements - Table 1

Appendix A

Spending Authorities

A. Authorities for 1996-97 - Part II of the Estimates

Financial Requirements by Authority

Vote	(thousands of dollars)	1996-97 Main Estimates	1996-97 Available for use	1996-97 Actuals
Status of Women Canada Office of the Co-ordinator				
135	Program expenditures	7,716	8,406	8,220
140	Grants and Contributions	8,165	8,165	8,165
(S)	Contributions to employee benefit plans	682	709	709
(S)	Spending of proceeds from the disposal of Surplus Crown Assets	—	3	3
Total Department		16,563	17,283	17,097

Status of Women Canada Summary of Resource Requirements - Table 2

Business Line ² /Activities	1996-97 Comparison of Main Estimates ¹ to Actuals ¹						
	(thousands of dollars)						
	Human Resources (Full Time Equivalent)	Operating	Capital	Grants and Contributions	Total Voted Expenditures	Statutory Payments	Total Expenditures
Executive Secretariat/Library & Information Management	17.5	1,007			1,007		
Policy	15	1,349			1,349		
	13	1,009			1,009		
	14	746			746		
External Relations and Communications	18	1,178			1,178		
	19	1,431	29		1,460		
Women's Program Funding and Technical Assistance	42	2,422		8,165	10,587		
Research	46.75	2,535	21	8,165	10,721		
	4	1,485			1,485		
	4	997			997		
Resource Management and Informatic Services ⁴	8	1,258	39		1,297		
	10	1,687	137		1,824		
	102.5	8,359	39	8,165	16,563		
	108.75	8,745	187	8,165	17,097		
Other Revenue and Expenditures							
Revenue credited to the Consolidated Fund							
Cost of services by other Department							
Net Cost of the Program							

¹ The 1996-97 Main Estimates amounts are presented as per the 1996-97 In-Year Update. The main change is the reporting of the Informatics Services (Information technology telecommunications) previously under the Information Management, in the Resource Management and Informatics Services. The remaining services of Information Management (information holdings) are presented under the Executive Secretariat/Library and Information Management. Other revised projected spending reflect minor resource allocation production of the In-Year Update. Shaded numbers are Actuals.

² Status of Women Canada will be confirming its business line in its PRAS fall report.

³ Executive Secretariat includes the Coordinator's office, the Secretary of State's office partial salary for the exempt staff and operating expenses.

⁴ Employee benefit plans (EBP) for the department are included in the Resource Management and Informatics Services.

⁵ The difference between the Main Estimates 1996-97 is due to:

- Supplementary Estimate 'A' - 5% carry forward of \$90K from 1995-96.
- Supplementary Estimate 'B' - \$600K transfer of the Women's Program from the Department of Human Resources Development.

**Status of Women Canada
Summary Resource Requirements - Table 3**

Appendix A

Departmental Appropriated Planned and Actual Spending			
Status of Women Canada Office of the Co-ordinator			
(thousands of dollars)	Actuals 1995-96	Main Estimates ¹ 1996-97	Actuals 1996-97
Business Line²/Activities			
Executive Secretariat ³ /Library & Information Management	1,048	1,007	1,349
Policy	864	1,009	746
External Relations and Communications	1,323	1,178	1,460
Women's Program Funding and Technical Assistance	10,889	10,587	10,721
Research	1,033	1,485	997
Resource Management and Informatic Services ⁴	1,251	1,297	1,824
Total⁵	16,408	16,563	17,097

¹ The 1996-97 Main Estimates amounts are presented as per the 1996-97 In-Year Update. The main change is the reporting of the Informatics Services (Information technology, security and telecommunications) previously under the Information Management, in the Resource Management and Informatics Services. The remaining services of Information Management (i.e. in the area of information holdings) are presented under the Executive Secretariat/Library and Information Management. Other revised projected spending reflect minor resource allocation adjustments at the time of production of the In-Year Update.

² Status of Women Canada will be confirming its business line in its PRAS fall report.

³ Executive Secretariat includes the Coordinator's office, the Secretary of State's office partial salary for the exempt staff and operating expenses.

⁴ Employee benefit plans (EBP) for the department are included in Resource Management and Informatics Services.

⁵ The difference between the Main Estimates 1996-97 is due to:

- Supplementary Estimate 'A' - 5% carry forward of \$90K from 1995-96.
- Supplementary Estimate 'B' - \$600K transfer of the Women's Program from the Department of Human Resources Development.

Status of Women Canada

Further Financial Information

Appendix B

Transfer Payments by Business Line/Activity (\$ thousands)

	<u>Actuals</u> <u>1995-96</u>	<u>Estimates</u> <u>1996-97</u>	<u>Actuals</u> <u>1996-97</u>
Grants and Contributions by Business Line/Activities			
Grants - Women's Program Funding and Technical Assistance	8,599	8,165	8,165
Total Grants and Contributions	<u>8,599</u>	<u>8,165</u>	<u>8,165</u>

Appendix C

1) List of Statutory and Departmental Reports

- Status of Women Canada Main Estimates: A Report on Plans and Priorities
- Status of Women Canada Performance Report

For other reports/documents, visit the SWC Web site: <http://www.swc-cfc.gc.ca/>

2) Contact Persons

- For financial information, contact Guylaine Métayer,
Director of Resource Management and Informatics:
Telephone: (613) 947-1453
Fax:: (613) 947-6113
E-mail: metayerg@swc-cfc.gc.ca
- For information concerning this report, contact Marguerite Alexander,
Senior Planning Advisor:
Telephone: (613) 943-0347
Fax : (613) 943-0449
E-Mail: alexanderm@swc-cfc.gc.ca
- SWC General Inquiries, call (613) 995-7835.