

Status of Women Canada

2014–15

Report on Plans and Priorities

The Honourable Dr. K. Kellie Leitch, P.C., O.Ont., M.P.
Minister of Labour and Minister of Status of Women

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2014–15 ESTIMATES

PART III – Departmental Expenditure Plans: Reports on Plans and Priorities

Purpose

Reports on Plans and Priorities (RPP) are individual expenditure plans for each department and agency. These reports provide increased levels of detail over a three-year period on an organization's main priorities by strategic outcome, program and planned/expected results, including links to related resource requirements presented in the Main Estimates. In conjunction with the Main Estimates, Reports on Plans and Priorities serve to inform members of Parliament on planned expenditures of departments and agencies, and support Parliament's consideration of supply bills. The RPPs are typically tabled soon after the Main Estimates by the President of the Treasury Board.

Estimates Documents

The Estimates are comprised of three parts:

Part I – Government Expenditure Plan - provides an overview of the Government's requirements and changes in estimated expenditures from previous fiscal years.

Part II – Main Estimates - supports the appropriation acts with detailed information on the estimated spending and authorities being sought by each federal organization requesting appropriations.

In accordance with Standing Orders of the House of Commons, Parts I and II must be tabled on or before March 1.

Part III – Departmental Expenditure Plans - consists of two components:

- Report on Plans and Priorities (RPP)
- Departmental Performance Report (DPR)

DPRs are individual department and agency accounts of results achieved against planned performance expectations as set out in respective RPPs.

The DPRs for the most recently completed fiscal year are tabled in the fall by the President of the Treasury Board.

Supplementary Estimates support Appropriation Acts presented later in the fiscal year. Supplementary Estimates present information on spending requirements that were either not sufficiently developed in time for inclusion in the Main Estimates or have subsequently been refined to account for developments in particular programs and services.

Supplementary Estimates also provide information on changes to expenditure forecasts of major statutory items as well as on such items as: transfers of funds between votes; debt deletion; loan guarantees; and new or increased grants.

For more information on the Estimates, please consult the Treasury Board Secretariat website¹.

Links to the Estimates

As shown above, RPPs make up part of the Part III of the Estimates documents. Whereas Part II emphasizes the financial aspect of the Estimates, Part III focuses on financial and non-financial performance information, both from a planning and priorities standpoint (RPP), and an achievements and results perspective (DPR).

The Management Resources and Results Structure (MRRS) establishes a structure for display of financial information in the Estimates and reporting to Parliament via RPPs and DPRs. When displaying planned spending, RPPs rely on the Estimates as a basic source of financial information.

Main Estimates expenditure figures are based on the Annual Reference Level Update which is prepared in the fall. In comparison, planned spending found in RPPs includes the Estimates as well as any other amounts that have been approved through a Treasury Board submission up to February 1st (See Definitions section). This readjusting of the financial figures allows for a more up-to-date portrait of planned spending by program.

Changes to the presentation of the Report on Plans and Priorities

Several changes have been made to the presentation of the RPP partially to respond to a number of requests – from the House of Commons Standing Committees on Public Accounts (PAC - Report 15²), in 2010; and on Government and Operations Estimates (OGGO – Report 7³), in 2012 – to provide more detailed financial and non-financial performance information about programs within RPPs and DPRs, thus improving the ease of their study to support appropriations approval.

- In Section II, financial, human resources and performance information is now presented at the Program and Sub-program levels for more granularity.
- The report's general format and terminology have been reviewed for clarity and consistency purposes.
- Other efforts aimed at making the report more intuitive and focused on Estimates information were made to strengthen alignment with the Main Estimates.

How to read this document

RPPs are divided into four sections:

Section I: Organizational Expenditure Overview

This Organizational Expenditure Overview allows the reader to get a general glance at the organization. It provides a description of the organization's purpose, as well as basic financial and human resources information. This section opens with the new Organizational Profile, which displays general information about the department, including the names of the minister and the deputy head, the ministerial portfolio, the year the department was established, and the main legislative authorities. This subsection is followed by a new subsection entitled Organizational Context, which includes the *Raison d'être*, the Responsibilities, the Strategic Outcomes and Program Alignment Architecture, the Organizational Priorities and the Risk Analysis. This section ends with the Planned Expenditures, the Alignment to Government of Canada Outcomes, the Estimates by Votes and the Contribution to the Federal Sustainable Development Strategy. It should be noted that this section does not display any non-financial performance information related to programs (please see Section II).

Section II: Analysis of Program(s) by Strategic Outcome(s)

This Section provides detailed financial and non-financial performance information for strategic outcomes, Programs and sub-programs. This section allows the reader to learn more about programs by reading their respective description and narrative entitled "Planning Highlights". This narrative speaks to key services or initiatives which support the plans and priorities presented in Section I; it also describes how performance information supports the department's strategic outcome or parent program.

Section III: Supplementary Information

This section provides supporting information related to departmental plans and priorities. In this section, the reader will find future-oriented statement of operations and a link to supplementary information tables regarding transfer payments, as well as information related to the greening government operations, internal audits and evaluations, horizontal initiatives, user fees, major crown and transformational projects, and up-front multi-year funding, where applicable to individual organizations. The reader will also find a link to the *Tax Expenditures and Evaluations Report*, produced annually by the Minister of Finance, which provides estimates and projections of the revenue impacts of federal tax measures designed to support the economic and social priorities of the Government of Canada.

Section IV: Organizational Contact Information

In this last section, the reader will have access to organizational contact information.

Definitions

Appropriation

Any authority of Parliament to pay money out of the Consolidated Revenue Fund.

Budgetary Vs. Non-budgetary Expenditures

Budgetary expenditures – operating and capital expenditures; transfer payments to other levels of government, organizations or individuals; and payments to crown corporations.

Non-budgetary expenditures – net outlays and receipts related to loans, investments and advances, which change the composition of the financial assets of the Government of Canada.

Expected Result

An outcome that a program is designed to achieve.

Full-Time Equivalent (FTE)

A measure of the extent to which an employee represents a full person-year charge against a departmental budget. FTEs are calculated as a ratio of assigned hours of work to scheduled hours of work. Scheduled hours of work are set out in collective agreements.

Government of Canada Outcomes

A set of high-level objectives defined for the government as a whole.

Management Resources and Results Structure (MRRS)

A common approach and structure to the collection, management and reporting of financial and non-financial performance information.

An MRRS provides detailed information on all departmental programs (e.g.: program costs, program expected results and their associated targets, how they align to the government's priorities and intended outcomes, etc.) and establishes the same structure for both internal decision making and external accountability.

Planned Spending

For the purpose of the RPP, planned spending refers to those amounts for which a Treasury Board (TB) submission approval has been received by no later than February 1, 2014. This cut-off date differs from the Main Estimates process. Therefore, planned spending may include amounts incremental to planned expenditure levels presented in the 2014-15 Main Estimates.

Program

A group of related resource inputs and activities that are managed to meet specific needs and to achieve intended results, and that are treated as a budgetary unit.

Program Alignment Architecture

A structured inventory of a department's programs, where programs are arranged in a hierarchical manner to depict the logical relationship between each program and the Strategic Outcome(s) to which they contribute.

Spending Areas

Government of Canada categories of expenditures. There are four spending areas⁴ (social affairs, economic affairs, international affairs and government affairs) each comprised of three to five Government of Canada outcomes.

Strategic Outcome

A long-term and enduring benefit to Canadians that is linked to the department's mandate, vision, and core functions.

Sunset Program

A time-limited program that does not have on-going funding or policy authority. When the program is set to expire, a decision must be made as to whether to continue the program. (In the case of a renewal, the decision specifies the scope, funding level and duration).

Whole-of-Government Framework

A map of the financial and non-financial contributions of federal organizations receiving appropriations that aligns their Programs to a set of high level outcome areas defined for the government as a whole.

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Minister's Message

I am pleased to present the *2014–2015 Report on Plans and Priorities* of Status of Women Canada, outlining the agency's key commitments for the fiscal year.

The Government of Canada is committed to ensuring steady progress to achieving equality between women and men. To fulfill this commitment, Status of Women Canada plays a vital role, focusing its efforts on what matters most to Canadians: ending violence against women and girls; creating conditions for women to contribute to and benefit from Canada's economic growth; and empowering women to assume leadership and decision-making roles in the public, private and voluntary sectors.

Since 2007–2008, the Government, through the Women's Program of Status of Women Canada, has provided funding of over \$139 million for community-based initiatives across the country to help advance equality between women and men in Canada. In 2014–2015, the agency will provide funding of over \$19 million to support projects to empower women to become active players in all aspects of Canadian society.

Economic security is a fundamental component of equality and there will be continuing focus on increasing women's participation in entrepreneurship, skilled trades and technical professions. By investing in innovative projects, exchanging knowledge and working with partners, the agency will explore and support strategies to address barriers in these sectors and encourage women's participation in them.

The agency will continue to advance work and engage leaders from the private and public sectors to promote the participation of women on corporate boards in line with our Government's Economic Action Plan 2012 commitment.

Achieving gender equality is a shared responsibility of Canadians – women and men, girls and boys, families and neighbourhoods, communities and schools, all levels of government and private and voluntary sectors. The Government of Canada will continue to engage Canadians to work towards the achievement of equality between women and men across Canada.



The Honourable Dr. K. Kellie Leitch, P.C., O.Ont., M.P.
Minister of Labour and Minister of Status of Women

Section I: Organizational Expenditure Overview

Organizational Profile

Minister: The Honourable Dr. K. Kellie Leitch

Deputy Head: Suzanne Clément, Coordinator/Head of Agency

Ministerial Portfolio: Economic and Social Development Canada

Year Established: 1976

Main Legislative Authorities: Order in Council (1976–779)

Organizational Context

Raison d'être

The Office of the Co-ordinator, Status of Women, known as Status of Women Canada (SWC), is a federal government agency that promotes equality between women and men in all aspects of Canadian life. The mandate of SWC is “to coordinate policy with respect to the status of women and administer related programs” (1976).

SWC is responsible for exercising leadership and working in partnership to promote and advance equality by: supporting community-based action and innovation that will lead to equality by helping to create conditions for success for women and girls in Canada; providing expert advice on gender equality and Gender-based Analysis+ in the development of effective programs, policies and legislation for all Canadians; promoting commemorative dates relating to women and girls in Canada; and supporting Canada's efforts to meet international obligations.

SWC works to promote and advance equality for women and girls, focusing its efforts in three areas: improving women's and girls' economic security and prosperity; ending violence against women and girls; and supporting the advancement and increased representation of women and girls in leadership and decision-making roles. While SWC focuses on these three areas, the agency is able to address specific issues, such as engaging men and boys in ending violence, increasing women's participation in skilled trades and technical professions or assisting women in rural and remote communities.

Responsibilities

SWC is the primary federal agency responsible for supporting the government's agenda to advance equality for women and girls. In fulfilling its mandate, the agency works with a wide range of organizations by building synergies with key stakeholders, collaborating with different levels of government and engaging the private and voluntary sectors.

SWC functions in a complex environment where issues affecting women and girls permeate society. To bring about concrete results and enduring benefits for Canadians, the agency carries out its mandate strategically, working in partnerships, and ensuring its policy intervention and program investments are aligned with Government of Canada priorities.

In its policy function, SWC plays the role of a knowledge broker and facilitator, offering advice and strategic support, conducting policy analysis, providing input and making strategic interventions at both domestic and international levels.

SWC leads in building capacity across government for the integration of Gender-based Analysis Plus (GBA+), an analytical approach used to assess the potential impacts of policies, programs or legislation on diverse groups of women and men. It can be used by officials to guide the systematic consideration of gender and other identity factors throughout the decision-making process, in order to inform the creation of more responsive initiatives.

Through the Women's Program, SWC provides financial and professional assistance to organizations to carry out projects that work to bring about equality between women and men. SWC supports community-based action and innovation by investing resources where there is a clear potential for making a difference in the lives of women and girls in Canada.

To raise awareness of the key milestones in the history of women, SWC promotes commemorative dates such as: International Women's Day (March 8), Women's History Month (October), the International Day of the Girl (October 11), Persons Day (October 18) and the National Day of Remembrance and Action on Violence Against Women (December 6).

SWC's regional offices are located in Montréal (serving Quebec), Moncton (serving New Brunswick, Prince Edward Island, Nova Scotia and Newfoundland and Labrador), and Edmonton (serving Alberta, Manitoba, Saskatchewan, British Columbia, Northwest Territories and Yukon). The National office, also serving Nunavut, and the Ontario regional office are located within the headquarters in the National Capital Region⁵.

Strategic Outcome and Program Alignment Architecture (PAA)

1. Strategic Outcome: Equality between Women and Men is Promoted and Advanced in Canada
 - 1.1 Program: Leadership, Expertise and Advice
 - 1.2 Program: Advancing Equality for Women
 - 1.3 Program: Internal Services

Organizational Priorities

Priority	Type	Programs
Addressing violence against women and girls	Ongoing	Program 1.1 Program 1.2
Description		

Why is this a priority?

The government remains committed to addressing violence against women and girls, which continues at high rates, with an enormous cost to our economy. Women are particularly at risk for certain forms of violence; 7 in 10 incidents of self-reported sexual assault are committed against women⁶.

What are the plans for meeting this priority?

- Provide funding and professional assistance to organizations to support projects that target specific issues such as the causes of violence against women and girls;
- Work with other federal organizations, provincial and territorial governments and civil society to address persistent and emerging issues; and
- Collaborate with key partners to develop and disseminate information on the nature, extent and impacts of violence against women and girls, as well as government actions to address the issue.

Priority	Type	Programs
Increasing representation of women in leadership and decision-making roles	Ongoing	Program 1.1 Program 1.2
Description		

Why is this a priority?

In Economic Action Plan 2012, the Government of Canada committed to taking concrete measures to increase women's representation in leadership and decision-making roles by creating the Advisory Council on Women on Boards. Currently, approximately 31% of federal Governor-in-Council appointments are women, placing the Government in a unique position to continue leading by example.

It is recognized that Canadian women are under-represented in leadership and decision-making roles. Although their participation in the workforce has more than doubled to 47% and they earn half of university degrees, women currently hold only 14.5 per cent of board seats in the Financial Post 500 firms, with 40% of those firms having no women directors. Improved gender balance on corporate boards opens organizations to a broader talent pool, which sets the stage for corporate success. With women controlling 80% of consumer spending in Canada, the presence of women in senior corporate roles, whether on boards or in executive positions, makes good business sense by reflecting market realities, appealing to more diverse client groups and informing a wider range of decision-making.

... continued

Description (cont'd)

What are the plans for meeting this priority?

- Provide funding and professional assistance to organizations to support projects that encourage the representation of women and girls in leadership and decision-making roles;
- Advance understanding and improve communication about having more women in leadership and decision-making roles and support the exchange of knowledge with key partners, including provinces and territories, on strategies that will help increase their representation in Canada; and
- Support ministerial leadership and collaboration with the private and public sectors to promote women's participation on corporate boards, as committed to in Canada's Economic Action Plan 2012.

Priority	Type	Program
Strengthening implementation of Gender-based Analysis Plus (GBA+)	Ongoing	Program 1.1

Description

Why is this a priority?

The Government is committed to ensuring that policies, programs and legislation are inclusive and responsive to the realities of diverse groups of women, men, boys and girls in Canada. SWC plays a leadership role in building the capacity of federal organizations to integrate gender and diversity considerations into their decision-making processes.

What are the plans for meeting this priority?

- Lead implementation of the Departmental Action Plan on Gender-based Analysis, supporting federal organizations to meaningfully apply GBA+ to their initiatives; and
- Expand partnerships to promote GBA+ to new federal organizations.

Priority	Type	Programs
Promoting economic opportunities for women	New	Program 1.1 Program 1.2

Description

Why is this a priority?

The Government remains committed to Canada's economic growth. As skills shortages continue to challenge the Canadian economy, there is a need to promote the recruitment and retention of women to fill existing skills gaps. Women's representation in skilled trades and technical professions continues to grow, yet barriers persist. In 2012, women held just 11.8% of construction jobs, 19% of forestry, fishing, mining, oil and gas jobs, and 30.5% of agricultural jobs.

There is a notable disparity in the area of women entrepreneurs. With approximately 13.5% of small and 4% of medium sized businesses being female-owned in Canada, investing in women entrepreneurs and supporting women-owned businesses make good economic sense as they are among the key drivers of Canada's prosperity.

... continued

Description (cont'd)**What are the plans for meeting this priority?**

- Provide funding and professional assistance to organizations to support projects that work to increase and/or strengthen women's economic prosperity and security; and
- Advance understanding and examine strategies and best practices to address barriers and improve awareness of the benefits of increasing the participation of women in entrepreneurship, skilled trades and technical professions.

Priority	Type	Program
Modernizing programs and services for Canadians	Ongoing	Program 1.2
Description		

Why is this a priority?

Through continuous innovation and transformation, SWC seeks to ensure efficiency, accountability and effective allocation of resources to achieve results.

What are the plans for meeting this priority?

- Continue to enhance the Women's Program management and accountability to achieve better results and greater impact.

Risk Analysis

SWC's outcomes are interdependent on the actions of other stakeholders. Such interdependent relations may present a risk in the achievement of expected results. To mitigate potential risks, SWC has established response strategies that inform and engage citizens, build synergies, facilitate networks, and promote partnerships and collaboration among different players. The agency has also put in place processes and mechanisms to manage risks to its image as a responsive organization.

Key Risks

Risk	Risk Response Strategy	Link to Strategic Outcome
<p>SWC's outcomes are interdependent on the actions of other stakeholders.</p>	<p>SWC Messaging: The focus of SWC's communication strategy is to build an informed society where citizens are aware that they have a shared responsibility to advance gender equality.</p> <p>Community Action and Engagement: SWC programming is focused on engaging communities through initiatives that facilitate collaboration, networking and partnerships to achieve concrete results that help advance gender equality.</p> <p>Knowledge Sharing: SWC focuses on strategies that complement and leverage collaborative efforts, based on the recognition among key players of their shared responsibility to advance gender equality in their respective spheres of influence.</p>	<p>Equality between women and men is promoted and advanced in Canada</p>
<p>Given its broad mandate and the range of demand for its program and policy interventions, SWC may be perceived as not meeting/responding to stakeholder expectations.</p>	<p>Area of Focus: To respond to stakeholder expectations and to bring about meaningful results, SWC has identified three areas of focus that are aligned with government priorities: improving women's and girls' economic security and prosperity, ending violence against women and girls, and supporting the advancement and increased representation of women and girls in leadership and decision-making roles.</p> <p>Outreach Strategy: SWC's outreach efforts are designed to communicate the agency's strategic direction, areas of focus, current priorities and program guidelines.</p> <p>Decision-Making Processes: To manage the range of demand for its services and interventions, SWC has instituted processes and practices that maximize the efficiency of its programming, policy and communication levers.</p> <p>Strategic Investment/Intervention: SWC employs targeted approaches to maximize the impact of its interventions and investment, building synergies and leveraging partnerships so as to remain a relevant, effective and efficient organization.</p>	<p>Equality between women and men is promoted and advanced in Canada</p>

Planned Expenditures

Budgetary Financial Resources (Planned Spending – dollars)

2014–15 Main Estimates	2014–15 Planned Spending	2015–16 Planned Spending	2016–17 Planned Spending
29,607,730	29,607,730	29,520,397	29,520,397

Human Resources (Full-Time Equivalents – FTEs)

2014–15	2015–16	2016–17
96	96	96

Budgetary Planning Summary for Strategic Outcome and Programs (dollars)

Strategic Outcome, Programs and Internal Services	2011–12 Expenditures*	2012–13 Expenditures*	2013–14 Forecast Spending	2014–15 Main Estimates	2014–15 Planned Spending	2015–16 Planned Spending	2016–17 Planned Spending
Strategic Outcome 1: Equality between women and men is promoted and advanced in Canada (2013–14)							
1.1 Leadership, expertise and advice	N/A	N/A	2,351,934	2,136,900	2,136,900	2,136,900	2,136,900
1.2 Advancing equality for women	N/A	N/A	22,976,840	24,267,723	24,267,723	24,180,390	24,180,390
Strategic outcome 1 subtotal			25,328,775	26,404,623	26,404,623	26,317,290	26,317,290
1.3 Internal services subtotal	N/A	N/A	†5,973,793	3,203,107	3,203,107	3,199,107	3,199,107
TOTAL	N/A	N/A	31,302,567	29,607,730	29,607,730	29,516,397	29,516,397

* Due to changes in SWC's Program Alignment Architecture for 2013–2014 and future years, the breakdown of actual spending by Program for 2011–2012 and 2012–2013 is not applicable for this table.

† This number includes a loan of \$1.6 million for the agency's national office relocation to Gatineau as well as permanent funding of \$208,500 from Public Works and Government Services Canada as a result of a reduction in accommodation requirements for SWC.

Alignment to Government of Canada Outcomes

2014–2015 Planned Spending

by Whole-of-Government-Framework Spending Area⁷ (dollars)

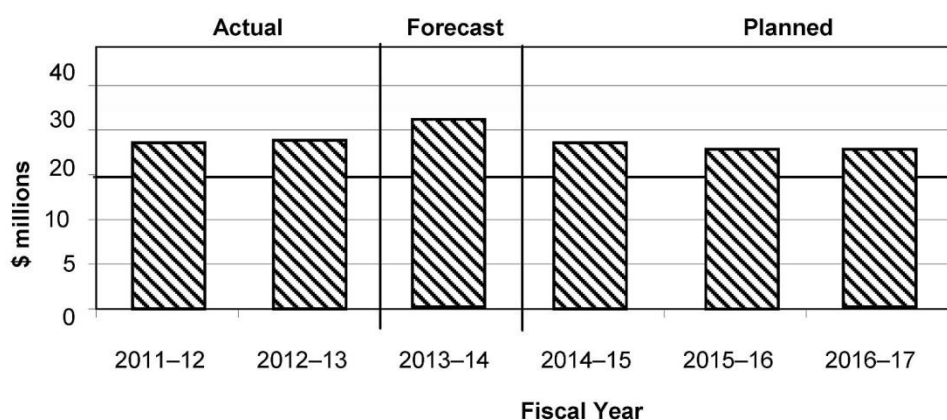
Strategic Outcome	Program	Spending Area	Government of Canada Outcome	2014–15 Planned Spending
1 Equality between women and men is promoted and advanced in Canada	1.1 Leadership, expertise and advice	Government Affairs	A transparent, accountable and responsive federal government	2,136,900
	1.2 Advancing equality for women	Economic Affairs	Income security and employment for Canadians	24,267,723

Total Planned Spending by Spending Area (dollars)

Spending Area	Total Planned Spending
Economic Affairs	24,267,723
Government Affairs	2,136,900

Departmental Spending Trend

Departmental Spending Trend Graph – Total Spending



In 2012–2013, expenditures increased as SWC received \$250,000 as part of the Government Advertising Plan for that fiscal year to support an Internet search optimization strategy for a website. SWC is also receiving contribution funding of \$250,000 over three years from the Department of Justice Canada, ending in 2014–2015.

Estimates by Vote

For information on SWC's organizational appropriations, please see the [2014–2015 Main Estimates publication](#)⁸.

Contribution to the Federal Sustainable Development Strategy

SWC also ensures that its decision-making process includes a consideration of the Federal Sustainable Development Strategy (FSDS) goals and targets through the strategic environmental assessment (SEA). An SEA for policy, plan or program proposals includes an analysis of the impacts of the proposal on the environment, including on the FSDS goals and targets. The results of SEAs are made public when an initiative is announced or approved, demonstrating that environmental factors were integrated into the decision-making process.

Section II: Analysis of Programs by Strategic Outcome

Strategic Outcome 1: Equality between women and men is promoted and advanced in Canada

Program 1.1 – Leadership, Expertise and Advice

Description

Canada, in line with domestic and international instruments, has committed to advancing gender equality. SWC promotes public understanding about the status of women in Canada and encourages Canadians to engage in efforts to advance equality between women and men. Communications' activities form a key aspect of this Program and commemorate important dates such as Women's History Month and the Persons Day.

To further advance gender equality, the government requires federal organizations to take gender considerations into account in legislation, policies and programs. By providing information, tools, training and expert advice, SWC plays a lead role in building the capacity of federal organizations to use Gender-based Analysis Plus (GBA+). GBA+ informs decision-making and increases the likelihood that legislation, policies and programs meet the needs of diverse groups of women and men.

SWC also provides strategic policy analysis and advice and acts as a knowledge broker to support federal organizations and other stakeholders in advancing equality for women and girls. In addition, SWC explores gaps and emerging issues that continue to affect the status of women and girls in Canada.

This work is mainly done in collaboration with other federal organizations, provinces, territories and civil society.

Budgetary Financial Resources (dollars)

2014–15 Main Estimates	2014–15 Planned Spending	2015–16 Planned Spending	2016–17 Planned Spending
2,136,900	2,136,900	2,136,900	2,136,900

Human Resources (FTEs)

2014–15	2015–16	2016–17
17	17	17

Performance Measurement

Expected Results	Performance Indicators	Targets	Date to be Achieved
Through SWC leadership, key stakeholders have access to advice and information to address issues relating to equality between women and men and boys and girls. (Key stakeholders include federal organizations, provinces, territories, civil society and the general public).	Number of SWC-led interventions* that provide advice and information.	5	Annual target, starting March 31, 2014
Through the provision of SWC expertise, federal government officials and key stakeholders have increased knowledge of Gender-based Analysis Plus (GBA+). (Key stakeholders include representatives from provinces, territories, civil society and the general public.)	Percentage of respondents that indicate their knowledge of GBA+ has increased following GBA+ training/events.	70 per cent	Annual target, starting March 31, 2014
Canadian media reports on contribution made by SWC towards advancing equality for women and girls.	Percentage of SWC-led initiatives that result in media reports	20 per cent	Annual target, starting March 31, 2014

* Interventions include activities that are often long-term and may require significant preparation, human and financial resources. Activities may include: disseminating knowledge, facilitating dialogue, leading action on SWC priorities and advice, collaboration and external relations to advance SWC and federal priorities. For example, leading Canada's participation at the UN Commission on the Status of Women requires 6–8 months of preparation.

Planning Highlights

In 2014–2015, SWC will carry out the following activities to implement priorities identified in Section I of this report:

Addressing Violence against Women and Girls: In collaboration with key partners and stakeholders, SWC will address issues, including: sexual violence, cyberviolence and others. SWC will continue to work through its Federal-Provincial-Territorial (FPT) Forum and with other federal organizations to share evidence on the nature, extent and impacts of violence against women and girls.

Increasing Representation of Women in Leadership and Decision-Making Roles: SWC will continue to highlight the benefits of having more women in these roles and exchange, with key partners, knowledge and strategies to address barriers. The agency will support ministerial leadership on the issue of gender balance on corporate boards in Canada, fulfilling the Government's Economic Action Plan 2012 commitment.

Promoting Economic Opportunities for Women: SWC will work with relevant partners to support women in entrepreneurship, skilled trades and technical professions. This includes exchanging knowledge and examining strategies and best practices to address barriers and improve awareness of

the benefits of increased gender balance in entrepreneurship, skilled trades and technical professions.

Strengthening Implementation of Gender-based Analysis Plus (GBA+): SWC will support federal organizations to build GBA+ capacity among their staff and to apply it to their policies, programs and initiatives. SWC will expand partnerships to promote GBA+ in new federal organizations in the economic, science-based and security sectors. Focus will also be placed on updating and promoting GBA+ training tools, including the online training available on SWC's website, as core to the competencies required to apply GBA+ across all sectors.

The agency will continue to support the Minister in fulfilling her role in intergovernmental and international affairs, including for the annual meeting of federal, provincial and territorial Ministers responsible for the Status of Women and as Head of the Canadian Delegation to the United Nations Commission on the Status of Women. The agency will also lead the preparation of Canada's country reports relating to the National Reviews on the implementation of the Beijing Platform for Action and Canada's 8th and 9th periodic reports on the Convention on the Elimination of all forms of Discrimination Against Women.

Program 1.2 – Advancing Equality for Women

Description

Through this Program, SWC supports action and innovation by investing in initiatives that work to bring about equality between women and men. The Program provides grant and contribution funding to Canadian organizations to support community-based action by carrying out projects that will lead to equality in communities across Canada. Funded projects occur at the national, regional and local levels and work to help create conditions for success for women in Canada.

Projects address the economic and social situation of women and their participation in democratic life. They are diverse in nature and scope and apply a variety of approaches and strategies to address the complexity of the issues affecting women. Specifically, the Program invests in projects that incorporate gender considerations, and increase and strengthen access to a range of opportunities, supports, information, resources and services, tools, etc. Projects work with stakeholders such as: women's and community organizations, public institutions and the private sector.

The Program also facilitates collaboration, networking and partnerships to promote equality and the advancement of women in Canada. SWC facilitates networking; develops partnerships where needed to address horizontal issues impacting women and girls; shares knowledge; and assists organizations working to advance women's equality to gain access to expertise, resources and tools.

Budgetary Financial Resources (dollars)

2014–15 Main Estimates	2014–15 Planned Spending	2015–16 Planned Spending	2016–17 Planned Spending
24,267,723	24,267,723	24,180,390	24,180,390

Human Resources (FTEs)

2014–15	2015–16	2016–17
36	36	36

Performance Measurement

Expected Results	Performance Indicators	Targets	Date to be Achieved
Women and communities have access to supports to address issues relating to equality between women and men.	Percentage of projects that generate supports (e.g. resources, tools).	50 per cent	Annual target, starting March 31, 2014
Communities and stakeholders have access to opportunities to advance equality between women and men.	Percentage of projects that facilitate opportunities (e.g., partnerships, networks, strategies)	50 per cent	Annual target, starting March 31, 2014

Planning Highlights

In 2014–2015, SWC will carry out the following activities to implement the priorities identified in Section I of this report.

Strategic Investments: SWC will continue to invest strategically, focusing on equality for women, in areas where there is a clear potential for making a difference in the lives of women and girls in Canada. SWC will continue to respond to government priorities by identifying, in collaboration with key stakeholders and taking into consideration the priorities of women, specific issues, both ongoing and emerging, to be addressed in the planning year.

Through targeted funding strategies, the agency will continue to support projects that find solutions to barriers women face, focusing on creating levers that enable the conditions for their success. Projects will:

- promote economic development for women and girls and create sustainable opportunities for their economic security and prosperity;
- seek to end violence against women and girls, including by giving special consideration to projects that target specific issues such as the root causes of violence; and
- identify funding opportunities that support innovative or proven strategies in increasing the representation of women in leadership and decision-making roles.

Community Engagement and Collaboration: The agency will foster collaboration and identify funding opportunities that facilitate the networking of organizations with a shared goal. Targeted funding initiatives will allow SWC to build partnerships and engage communities and stakeholders who have an interest in advancing gender equality. Efforts will be made to explore opportunities with new audiences. SWC will also focus on developing and strengthening partnerships with its own networks and, where possible, work horizontally with federal departments and others. A collaborative approach will help ensure that issues impacting women are widely recognized and addressed, increasing ownership and the likelihood of sustainability of initiatives within communities across Canada.

Knowledge-Brokering: The Women's Program at SWC will begin implementing its knowledge management and dissemination strategy to continue to leverage programming expertise in its three priority areas. The focus will be on strengthening the Women's Program capacity to play the role of knowledge broker by identifying, promoting and creating opportunities for knowledge sharing, in particular facilitating access to expertise and networking needed by organizations and stakeholders to more effectively advance gender equality.

Program 1.3 – Internal Services

Description

Internal Services are groups of related activities and resources that are administered to support the needs of programs and other corporate obligations of an organization. These groups are: Management and Oversight Services; Communications Services; Legal Services; Human Resources Management Services; Financial Management Services; Information Management Services; Information Technology Services; Real Property Services; Materiel Services; Acquisition Services; and Other Administrative Services. Internal Services include only those activities and resources that apply across an organization and not those provided specifically to a program.

Budgetary Financial Resources (dollars)

2014–15 Main Estimates	2014–15 Planned Spending	2015–16 Planned Spending	2016–17 Planned Spending
3,203,107	3,203,107	3,199,107	3,199,107

Human Resources (FTEs)

2014–15	2015–16	2016–17
43	43	43

Section III: Supplementary Information

Future-Oriented Statement of Operations

The future-oriented condensed statement of operations presented in this subsection is intended to serve as a general overview of SWC's operations. The forecasted financial information on expenses and revenues is prepared on an accrual accounting basis to strengthen accountability and to improve transparency and financial management.

Because the future-oriented statement of operations is prepared on an accrual accounting basis and the forecast and planned spending amounts presented in other sections of this report are prepared on an expenditure basis, amounts will differ.

A more detailed future-oriented statement of operations and associated notes, including a reconciliation of the net costs of operations to the requested authorities, can be found [on SWC's website](#)⁹.

Future-Oriented Condensed Statement of Operations for the Year Ended March 31 (dollars)

Financial information	Estimated Results 2013–14*	Planned Results 2014–15	Change
Total expenses	33,134,000	31,081,000	(2,053,000)
Total revenues	0	0	0
Net cost of operations	33,134,000	31,081,000	(2,053,000)

* The 2013–2014 planned results include a loan of \$1.6 million for the agency's national office relocation as well as a permanent funding of \$208,500 from PWGSC as a result of a reduction in accommodation requirements for SWC.

List of Supplementary Information Tables

The supplementary information tables listed in the *2014–2015 Report on Plans and Priorities* can be found [on SWC's website](#)¹⁰.

- Details on Transfer Payment Programs;
- Greening Government Operations; and
- Upcoming Internal Audits and Evaluations over the next three fiscal years.

Tax Expenditures and Evaluations

The tax system can be used to achieve public policy objectives through the application of special measures such as low tax rates, exemptions, deductions, deferrals and credits. The Department of Finance publishes cost estimates and projections for these measures annually in the [Tax Expenditures and Evaluations publication](#)¹¹. The tax measures presented in the Tax Expenditures and Evaluations publication are the sole responsibility of the Minister of Finance.

Section IV: Organizational Contact Information

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Endnotes

- ¹ Treasury Board Secretariat Estimates Publications and Appropriation Acts, <http://www.tbs-sct.gc.ca/ems-sgd/esp-pbc/esp-pbc-eng.asp>.
- ² Selected Departmental Performance Reports for 2008–2009 – Department of Industry, Department of Transport. Report of the Standing Committee on Public Accounts, September 2010, <http://www.parl.gc.ca/HousePublications/Publication.aspx?Mode=1&Parl=40&Ses=3&Language=E&DocId=4653561&File=0>.
- ³ Strengthening Parliamentary Scrutiny of Estimates and Supply. Report of the Standing Committee on Government and Operations Estimates, June 2012, <http://www.parl.gc.ca/HousePublications/Publication.aspx?DocId=5690996&Language=E&Mode=1&Parl=41&Ses=1>.
- ⁴ Whole-of-government framework, <http://www.tbs-sct.gc.ca/ppg-cpr/frame-cadre-eng.aspx>.
- ⁵ Status of Women Canada, <http://www.swc-cfc.gc.ca/>.
- ⁶ Statistics Canada, 2013. *Measuring Violence Against Women: Statistical Trends*, <http://www.statcan.gc.ca/pub/85-002-x/2013001/article/11766-eng.pdf>.
- ⁷ Whole-of-Government Framework, <http://www.tbs-sct.gc.ca/ppg-cpr/frame-cadre-eng.aspx>.
- ⁸ Main Estimates 2014–2015, <http://www.tbs-sct.gc.ca/ems-sgd/esp-pbc/esp-pbc-eng.asp>.
- ⁹ Financial Statements 2014–2015, <http://www.swc-cfc.gc.ca/trans/account-resp/pr/fos-erp/1415-eng.html>.
- ¹⁰ Status of Women Canada, <http://www.swc-cfc.gc.ca/trans/account-resp/pr/rpp/1415/st-ts-eng.html>.
- ¹¹ Government of Canada Tax Expenditures, <http://www.fin.gc.ca/purl/taxexp-eng.asp>.