



ESTIMATES

Status of Women Canada

Performance Report

For the period ending
March 31, 2002

Canada

The Estimates Documents

Each year, the government prepares Estimates in support of its request to Parliament for authority to spend public monies. This request is formalized through the tabling of appropriation bills in Parliament.

The Estimates of the Government of Canada are structured in several parts. Beginning with an overview of total government spending in Part I, the documents become increasingly more specific. Part II outlines spending according to departments, agencies and programs and contains the proposed wording of the conditions governing spending which Parliament will be asked to approve.

The *Report on Plans and Priorities* provides additional detail on each department and its programs primarily in terms of more strategically oriented planning and results information with a focus on outcomes.

The *Departmental Performance Report* provides a focus on results-based accountability by reporting on accomplishments achieved against the performance expectations and results commitments as set out in the spring *Report on Plans and Priorities*.

The Estimates, along with the Minister of Finance's Budget, reflect the government's annual budget planning and resource allocation priorities. In combination with the subsequent reporting of financial results in the Public Accounts and of accomplishments achieved in Departmental Performance Reports, this material helps Parliament hold the government to account for the allocation and management of funds.

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Foreword

In the spring of 2000, the President of the Treasury Board tabled in Parliament the document “Results for Canadians: A Management Framework for the Government of Canada”. This document sets a clear agenda for improving and modernising management practices in federal departments and agencies.

Four key management commitments form the basis for this vision of how the Government will deliver their services and benefits to Canadians in the new millennium. In this vision, departments and agencies recognise that they exist to serve Canadians and that a “citizen focus” shapes all activities, programs and services. This vision commits the Government of Canada to manage its business by the highest public service values. Responsible spending means spending wisely on the things that matter to Canadians. And finally, this vision sets a clear focus on results – the impact and effects of programs.

Departmental performance reports play a key role in the cycle of planning, monitoring, evaluating, and reporting of results through ministers to Parliament and citizens. Departments and agencies are encouraged to prepare their reports following certain principles. Based on these principles, an effective report provides a coherent and balanced picture of performance that is brief and to the point. It focuses on outcomes - benefits to Canadians and Canadian society - and describes the contribution the organisation has made toward those outcomes. It sets the department’s performance in context and discusses risks and challenges faced by the organisation in delivering its commitments. The report also associates performance with earlier commitments as well as achievements realised in partnership with other governmental and non-governmental organisations. Supporting the need for responsible spending, it links resources to results. Finally, the report is credible because it substantiates the performance information with appropriate methodologies and relevant data.

In performance reports, departments and agencies strive to respond to the ongoing and evolving information needs of parliamentarians and Canadians. The input of parliamentarians and other readers can do much to improve these reports over time. The reader is encouraged to assess the performance of the organisation according to the principles outlined above, and provide comments to the department or agency that will help it in the next cycle of planning and reporting.

This report is accessible electronically from the Treasury Board of Canada Secretariat Internet site:
<http://www.tbs-sct.gc.ca/rma/dpr/dpre.asp>

Comments or questions can be directed to:

Results-based Management Directorate
Treasury Board of Canada Secretariat
L’Esplanade Laurier
Ottawa, Ontario K1A 0R5

OR to this Internet address: rma-mrr@tbs-sct.gc.ca



Status of Women Canada

Performance Report

For the period ending
March 31, 2002

The Honourable Jean Augustine, P.C., M.P.
Secretary of State (Status of Women)

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This performance report, the corresponding plan as well as the other public reports, can be consulted at any time on the Status of Women Canada Web site at <http://www.swc-cfc.gc.ca> under *Publications*.

Section I: Message from the Secretary of State (Status of Women)

I am pleased to present the *Departmental Performance Report* for Status of Women Canada (SWC), for the period ending March 31, 2002.

In the 2001 Speech from the Throne, the Government of Canada made a commitment to focus on the challenges of advancing equality and human rights, and encouraging mutual respect and understanding – challenges that are integral to building the kind of society Canadians want and value. At Status of Women Canada, we have identified three priority areas that interconnect with the direction outlined in the Speech from the Throne:

- Increasing women's economic autonomy. SWC's issues of trade and access to benefits are our link to creating opportunities.
- Reducing violence against women. The SWC issue of the trafficking of people – in particular, girls and women, links to sharing opportunities through safe communities.
- Advancing women's human rights. The SWC issue of ensuring the human rights of Aboriginal women links to the larger government focus of sharing our sense of citizenship.

Facing these challenges, particularly in the context of the aftermath of September 11th, is more crucial now than ever before. For example, our society still struggles with the tough realities of gender-based violence. Achieving gender equality is a work in progress and there is still much to be done. The correlation between women's poverty and their vulnerability to systemic discrimination and violence is but one example of the need for an integrated and collaborative approach to advancing gender equality.

An important part of our job at Status of Women Canada is to increase knowledge and expand awareness of such issues – issues and concerns that women in every part of Canada, as well as their families and their communities, all share in common. I feel privileged, therefore, to have this opportunity to join in fulfilling SWC's mission in bringing about full gender equality for the women and men of our great country.

In many cases, the gains made in achieving gender equality are due to partnerships that have been established at the federal level, as well as with provinces/territories, communities, the private and voluntary sectors, and other nations. SWC's progress in advancing gender equality has been steady, thanks in large part to the government's commitment to gender equality and the success of partnerships. Whether SWC is acting in its role as a knowledge broker between Canadians and policy makers, as a portal of information, or as a centre of expertise, the Department is fulfilling its role in advancing gender equality in Canada, and in encouraging vital work in other sectors of government, business and the community.

In 1995, the Government of Canada outlined its commitment to achieving gender equality for Canadian women and men in the *Federal Plan of Action*. Building on that

plan and our success, SWC is now leading the development and implementation of the Government of Canada's Agenda for Gender Equality (AGE), using a targeted approach to achieve results as follows:

- expanding opportunities for women;
- addressing critical gaps; and
- through gender-based analysis, ensuring that the diverse realities of both women and men are reflected in government policies, programs and activities.

With a vision of more visibly and accurately reflecting the realities of both women and men in all areas of government policy and program design, SWC has worked to help a number of partners and outside stakeholders build their capacity to recognize and respond to specific gender issues.

Over the past year, SWC has taken some concrete steps to move this vision to reality by:

- increasing the knowledge of key partners and stakeholders on the differential impact of the socio-economic policy environment on women compared to men, specifically pertaining to trafficking and Aboriginal women;
- accelerating the use of gender-based analysis skills by our federal stakeholders;
- actively promoting the integration of gender mainstreaming in international fora and instruments; and
- involving new partners and organizations in addressing gender equality.

Our activities in developing AGE take on many forms, ranging from funding equality-building initiatives in all parts of the country, to consulting with stakeholders. We support independent research on gender-equality issues, and help Canada in its role as a world leader to advance gender equality on the international scene. It is work that we take pride in – work that helps to ensure that Canadians everywhere can live better, more fulfilling lives.

I welcome feedback on this report. Your input will help us build on our accomplishments and continue to advance gender equality effectively, efficiently and to the benefit of all Canadians.

The Honourable Jean Augustine, P.C., M.P.
Secretary of State (Status of Women)

Section II: Departmental Performance

2.1 Vision, Mission and Roles

Vision for Status of Women Canada:

To play a key role in fulfilling the Government of Canada's commitment to building a society that is inclusive and respectful of all Canadians, by promoting gender equality, and the inclusion and participation of the full diversity of women and girls in Canada.

Mission and Business Line:

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

Roles the Department has identified to advance gender equality in Canada:

- *knowledge broker between the Canadian public and federal policy-makers;*
- *portal of information on gender equality issues; and*
- *centre of expertise.*

(For more details, refer to 2002-03 RPP, p. 6.)

2.2 Update on the Operational Context

This Performance Report highlights the progress made by the Department of Status of Women Canada (SWC) toward achieving its mandate.

In this first year of implementing its 2001-04 Strategic Plan, SWC began the process of developing the foundation of a results-based management structure. Moving the organization toward managing-by-results is a journey that will bring us to a better understanding of the Department's long-term goals and strategic outcomes. The logic framework that was originally developed to map SWC's direction was further refined through the 2002-2003 planning process. Although the Department's strategic planning is a work-in-progress, SWC's overall strategic outcomes remain the same as those cited in its Planning, Reporting and Accountability Structure. The Department will continue to:

- clearly define planned results;
- establish realistic timelines;
- adopt a risk-management framework;
- implement the strategic direction; and
- implement an effective planning and reporting process through which we can build staff commitment and foster synergy.

We hope that this report conveys the Department's contributions and challenges for the reporting period. We welcome your comments and questions, and invite you to complete the Reader Feedback Form.

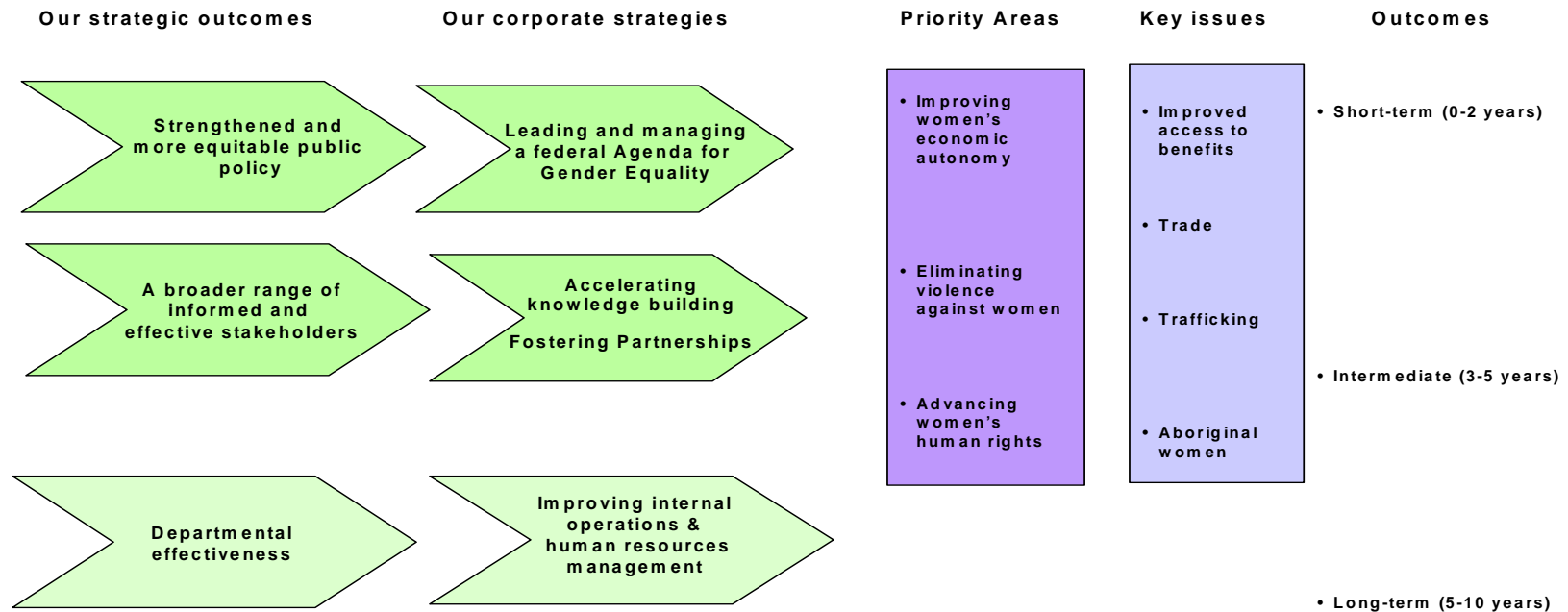
2.3 Update on the Environmental Context

In general, Canadian demographics, social trends, interrelationships and key factors presented in the 2001-02 *Report on Plans and Priorities* (RPP) have not changed. You can review them at http://www.tbs-sct.gc.ca/tb/estimate/20012002/rSWC_e.pdf. SWC priorities continue to support the commitment of the Government of Canada, as expressed in the 2001 Speech from the Throne.

Since the tragic events of September 11, 2001, the federal government has faced the challenge of addressing concerns about national security while safeguarding the human rights and freedoms of Canadians. Partnerships focused on a public security agenda became a priority among departments, with other issues holding less prominence. Yet at the same time, there was also a growing public interest in world peace. With this in mind, the Department selected *Working in Solidarity: Women, Human Rights and Peace* as the Canadian theme for this year's International Women's Week (March 2002). The theme formed a connection with the reality of the millions of women and girls around the world who live daily with the threat of war, terrorism and/or violation of their human rights and reinforced the need for continued work in solidarity to address the abuse of women's human rights; to replace the global culture of violence with a culture of peace.

2.4 Performance Results Expectations and Corporate Logic Map

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



2.5 Presentation of Financial Information per Outcome

The strategic plan included in the 2001-02 RPP was the Department's initial attempt at mapping results to achieve our longer-term outcomes. During the course of the year, we further refined the corporate planning framework. Therefore, the actual amounts presented in the following financial tables vary from the original resource allocation per outcome.

Strengthened and More Equitable Public Policy

(in millions of dollars)

Planned Spending	8.3
<i>Total Authorities</i>	<i>8.6</i>
2001-02 Actuals	5.8

A Broader Range of Informed and Effective Stakeholders

(in millions of dollars)

Planned Spending	11.1
<i>Total Authorities</i>	<i>11.6</i>
2001-02 Actuals	13.0

You are invited to consult Section III, Table 2 for further financial information.

2.6 Departmental Accomplishments

This subsection presents detailed information about SWC's progress in achieving its strategic outcomes during this reporting period. To achieve its mission, SWC has identified two strategic outcomes:

1. Strengthened and more equitable public policy through policies, research, legislation, programs and services that take into account gender implications, the diversity of women's perspectives and the reality of their lives.
2. 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.

In reviewing our progress in achieving these two longer-term outcomes, the reader needs to be aware of the hierarchy in and connections between them. The second outcome is not solely an end in itself, but it is essential to the attainment of the first outcome. In other words, having a broad range of informed and effective stakeholders is essential to SWC's success in contributing to the development of strengthened and more equitable public policy. As detailed in the corporate strategic plan included in the 2002-03 RPP (http://www.tbs-sct.gc.ca/tb/estimate/20022003/rSWC_e.pdf), each desired outcome may require that SWC first achieve its short-, intermediate- and longer-term planned

results. Such a plan will be used as a framework to focus internal management and to facilitate external reporting.

The challenge in linking the effectiveness and reach of services and initiatives to create social change, is to establish a direct and credible correlation between the Department’s outputs, the initiatives it funded and outcomes. Indeed, many factors can influence the policy process in federal departments and public institutions. Balanced reporting is important, and this year, SWC established some systems to collect information on outcomes. (See Appendix 1 for more details on SWC’s efforts to improve the effectiveness of its operations.)

As the financial tables show, a large proportion of SWC’s budget is allocated to funding initiatives of various non-governmental organizations (NGOs) and other equality-seeking organizations that assist the Department in reaching the desired outcomes. We cannot complete a report on SWC’s performance, therefore, without highlighting some of the success stories and contributions of these groups.

2.6.1 Strengthened and More Equitable Public Policy

Strategic Outcome: 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.

Strategy: Lead and manage a federal Agenda for Gender Equality by engendering public policy in selected policy areas.

In 2001, SWC laid down the first building blocks to develop and implement the Agenda for Gender Equality (AGE), the Government of Canada’s strategy to advance gender equality. AGE builds on the 1995 *Federal Plan of Action* and past government successes in gender equality by using a targeted approach to address persistent imbalances in three strategic priority areas. These areas correspond to Government of Canada priorities, as follows:

Government Priorities (from Speech from the Throne)	AGE Strategic Priority Areas	SWC Key Issues
<ul style="list-style-type: none"> • Creating opportunity 	<ul style="list-style-type: none"> • Increasing women’s economic autonomy 	<ul style="list-style-type: none"> • Access to Benefits • Trade
<ul style="list-style-type: none"> • Sharing opportunity through safe communities 	<ul style="list-style-type: none"> • Reducing violence against women including improving women’s health and well-being 	<ul style="list-style-type: none"> • Trafficking
<ul style="list-style-type: none"> • Sharing our sense of citizenship 	<ul style="list-style-type: none"> • Advancing women’s human rights 	<ul style="list-style-type: none"> • Aboriginal Women

The results that are being pursued through AGE include:

- contributing substantially to expanding opportunities for women;
- addressing critical gaps in a substantive manner; and
- reflecting the diverse realities of men and women in government responses through gender-based analysis.

The ultimate objective is to assist the Government of Canada to play a key role in the achievement of gender equality for Canadian women and men in the 21st century, using the concept of gender mainstreaming. Gender Mainstreaming came into widespread use following the 1995 Beijing *Platform for Action* (<http://www.swc-cfc.gc.ca/beijing5>) and focuses on the reorganization, improvement, development and evaluation of policy processes to incorporate a gender-equality perspective in all policies, at all levels and stage by those normally involved in policy-making.

Women have made significant progress in many spheres of Canadian society in recent years, which may create the impression that continued efforts are no longer needed. Some government successes in advancing gender equality (e.g. Employment Insurance maternity and parental benefits, the Family Violence Initiative, and the Protocol to Prevent Trafficking of Women and Children) have helped make a difference but there is still work to be done. Significant gender-equality gaps remain in areas where discrimination is more systemic and specific in nature, (e.g. new forms of violence in Canada, such as trafficking; emerging forms of work in a knowledge-based society; the intersection of gender and diversity, i.e. how needs and impacts vary when both factors are combined).

Development of AGE has been slower than expected. Our main challenge is to convince our partners that they share responsibility for both the development and implementation of AGE and its anticipated results.

Implementation of AGE will also require developing adequate evidence-based information to respond to new and emerging gender imbalances (e.g. access to benefits for a rising number of women in non-standard work arrangements). As mentioned earlier, building the knowledge base is essential to achieve strengthened and equitable policies. To collect such information, SWC relies on the active collaboration and resources (i.e. databases and research findings) of its federal and provincial/territorial partners as well as international stakeholders, to complement the efforts of SWC and NGOs in building the knowledge base necessary to accelerate capacity-building.

In addition to filling information gaps, to be successful, AGE requires new working methods (e.g., partnerships, joint coordination and the identification of measurable outcomes), new learning tools and a critical mass of stakeholders who can modify the current policy environment in federal departments.

The objectives and anticipated results of AGE will require a cultural change within government. This has led SWC to revise its strategy and timeline for the achievement of

AGE's planned results, and to work with our partners to establish more incremental and realistic objectives for the coming years (refer to the 2002-2003 RPP).

Planned impact: Demonstrable engendered policy and program mechanisms, processes and initiatives

A sampling of government initiatives that contribute to eliminating violence against women and girls are as follows:

- As a result of SWC's work with the interdepartmental working group on trafficking, a new trafficking offence was included in the *Immigration and Refugee Protection Act* (Bill C-11), which came into force on June 28, 2002. This new offence provides for very severe penalties, fines of up to \$1 million and imprisonment up to life, under section 118. Moreover, the new offence lists specific aggravating factors that a court can take into account when determining the appropriate penalty. One of the aggravating factors consists of subjecting a person to humiliating or degrading treatment, with respect to work, health conditions or sexual exploitation. Thus, under the new offence, trafficking young women and girls into the sex trade could result in a significant penalty.
- At the same time, SWC was instrumental in ensuring that the Charter equality rights provision was included in the objectives and application section of the new *Immigration and Refugee Protections Act*, when the Act was being drafted. This inclusion encourages policy development on gender equality and other equality rights issues that are consistent with the Charter's principles of equality and freedom from discrimination.

By facilitating interaction and information sharing among stakeholders, SWC plays a key role in identifying opportunities for timely and effective input into the policy development process. For example, across the country, several initiatives funded by SWC provide examples of progress toward implementing engendered policies and programs.

- The Prince Edward Island (PEI) Women's Coalition hosted a number of activities that led to the provincial attorney general (AG) placing gender equality on the agenda of the Federal-Provincial/Territorial Ministers' meetings. In addition, the group's research and conference materials were presented to a Task Force that the provincial chief justice convened, and later, at a civil legal aid conference held by the Legal Education and Action Fund. Coalition representatives sit on both the PEI Premier's Action Committee on Family Violence as well as on the AG's committee overseeing the new Family Law Division. Amendments recently made after a five-year review of the provincial Victims of Family Violence legislation included points raised through consultations with the Coalition. Overall, the PEI Women's Coalition was instrumental in ensuring that the resolution presented to the Legislature regarding a review of Family Law and Legal Aid on PEI passed unanimously.

- The Newfoundland and Labrador Department of Justice has implemented several recommendations resulting from the research of the Gender Status of Women Council. Furthermore, the Newfoundland and Labrador Department of Justice Legal Aid Commission will undertake ongoing public-relations activities to ensure that all persons are aware of, and can make use of, its services. Eliminating identified barriers will make the Commission more user-friendly. Immediate steps were undertaken to improve service delivery in Labrador.
- The Kamloops Women's Resource Centre in British Columbia, developed recommendations on issues related to women's homelessness, particularly young street women, and the need for a women's emergency shelter. The Kamloops Homelessness Committee proposed and adopted these recommendations and the input was integrated into, and implemented as part of, the community action plan under the Supporting Communities Partnership Initiative.
- An initiative of Action ontarienne contre la violence faite aux femmes addressed various violence-related issues. The group worked with the provincial government to draft a strategic plan for delivering services to Francophones in Ontario.
- The Calgary Coalition on Family Violence facilitated the implementation of culturally sensitive practices for the Calgary Coordinated Response to Domestic Violence, composed of the Justice Working Project and the Protection Against Family Violence Act. The group's work on policy change, implementation and monitoring, and its diversity intervention ensures the accessibility of both programs to immigrant women and women from diverse cultures.

Planned impact: Increased understanding of the circumstances and needs of the diversity of Aboriginal women concerning their human rights, economic autonomy and experiences of violence

One of the key commitments in the 2001 Speech from the Throne is to support First Nations communities in strengthening governance, Aboriginal entrepreneurial/business expertise and the relationship with Aboriginal people. In support of such commitments, SWC engaged Aboriginal women in public-policy dialogue related to gender equality by:

- funding research on First Nations Women, Governance and the *Indian Act* (<http://www.swc-cfc.gc.ca/publish/research/011129-066231140X-e.html>); and
- sharing the results widely during the *Communities First: First Nations Governance* consultations, which Indian and Northern Affairs Canada (INAC) held on possible revisions to the *Indian Act*.

There was an immediate demand for this report. INAC added it to their First Nations Governance Web site, and SWC provided copies to a meeting of British Columbia Chiefs, as well as many copies to individuals and organizations. This publication played an important role in discussions on governance issues generally, as well as those

specifically related to the Government's First Nations Governance initiative. The Native Women's Association of Canada cited the report in its presentation to the House of Commons Standing Committee on Aboriginal Affairs, Northern Development and Natural Resources on the First Nations Governance initiative.

Another new SWC research report published in 2001-02, *North American Indian, Métis and Inuit Women Speak about Culture, Education and Work*, was based on the input of 140 Aboriginal women across Canada. The report gave them an opportunity to discuss the barriers that make it difficult for them, as Aboriginal women, to maintain full cultural lives while pursuing contemporary education and work. Several INAC policy makers requested the publication. You can access it on the Internet at <http://www.swc-cfc.gc.ca/publish/research/020327-0662318978-e.html>.

Status of Women Canada has been a funding partner of the Equay Wuk group over the past several years working on Aboriginal women and self-governance within the Nishnawbe Aski Nation, a political organization representing 49 First Nations in Ontario. Their work has resulted in the development of a bilingual training manual for educating and empowering Nishnawbe Women on Self Government Initiatives, a first of its kind in Canada, as well as a formal seat at the Nation Chiefs' meetings to regularly voice Nishnawbe women's issues and concerns.

Planned impact: Increased access of women's groups, equality-seeking organizations and individuals to the public-policy development process, both nationally and internationally

This year, SWC undertook a pilot electronic information exchange project with those NGOs that were nominated to participate in Canada's delegation to the 46th United Nations Commission on the Status of Women (UNCSW). This was the first time that Canadian NGOs were brought into the UNCSW policy-making process at such an early stage. The pilot project was considered to be very successful and the Department received credit from the NGOs that participated. We anticipate that in preparation for the 47th UNCSW, in March 2003, SWC will run an expanded information exchange to include a wider pool of interested NGOs.

In 2001-02, SWC facilitated the attendance of groups in various policy-development processes, as the following examples show:

- both the Coalition Against Trafficking in Women and the Canadian Council for Refugees addressed the federal interdepartmental working group on Trafficking in Persons and Smuggling in Migrants; and
- women made up almost two-thirds of the participants who attended the government consultations on Agriculture Canada's Rural Strategy – a significant change from previous experiences.

2.6.2 A Broader Range of Informed and Effective Stakeholders

Strategic Outcome: 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.

Strategy: Accelerate the knowledge building on selected issues with key audiences in the selected policy areas.

Planned impact: Enhanced knowledge, skills and capacity of federal departments (including SWC), other governments, NGOs and the public at large to conduct Gender-Based Analysis (GBA)

GBA is a tool to assist in systematically integrating gender considerations into legislative, policy, planning and decision-making processes. It incorporates a broader concept of gender equality, using various competencies and skills to involve both women and men in building an inclusive society and preparing the future. As a result, most of SWC's previous efforts relating to GBA capacity building focused on developing and testing a comprehensive training model. The training model aims to improve the ability of federal public policy-makers to integrate gender-based analysis in legislative, policy and program processes. In 2001-02, SWC completed the development of this model. The training was tested and revised in response to feedback received from pilot groups in 12 federal departments. Since the completion of the developmental phase of the training, other federal departments, as well as several provincial governments, international governmental delegations and NGOs, have expressed an interest in it.

Appendix 2 shows additional contributions the Department has made toward enhancing GBA knowledge, skills and capacity.

Planned impact: Generated informed dialogue

SWC leads the federal interdepartmental committee on GBA, which has organized two annual GBA Resource Fairs since 2000. These events provide an opportunity for federal public servants interested in GBA to share information, expertise and experiences on what government departments are producing concerning GBA.

Feedback from participants in a GBA pilot training at Citizenship and Immigration Canada (CIC) serves as a testament to the success of the program:

- "This is a useful and necessary program."
- "The GBA process is a good tool for all policy development."
- "The awareness building of GBA issues and their application to my work [were] of most value to me."

As well, the CIC Gender Focal Unit reported the following results of the training at their department:

- GBA training established a network of GBA colleagues within various CIC branches who would consult the Gender Focal Unit concerning issues in which they identified gender considerations for further comments on their analysis.
- Many who received training in GBA have made an effort to integrate it into policy issues and the development of materials. Analysts who have taken the training now include gender considerations in their impact assessment of the regulations.
- The training sessions also created an increased awareness of gender analysis among CIC staff, including management, providing a more integrated process for gender analysis.

International speakers, such as the Director of Gender and Development, Poverty Reduction and Economic Management at the World Bank, and Canadian speakers from federal departments, NGOs and academia helped to build knowledge about GBA for effective policy, programs, research and laws. The 2002 GBA Resource Fair was captured on video and housed on the Internet for public access (<http://www.swc-cfc.gc.ca/gba-accs/english/bib-sw.html#video>). Given the popularity of the GBA Resource Fairs and the positive feedback, future formats will allow more in-depth exchanges among participants.

In 2001, SWC partnered with the Canadian Congress on Learning Opportunities for Women on a national initiative to raise awareness and increase understanding among the broader women's community of the role and value of GBA through an electronic interactive dialogue process. This first phase involved exploratory outreach to the women's community to identify the main concerns and issues concerning GBA. On-line discussion groups led to the production of information sheets. A parallel process has been undertaken with two francophone groups, le Réseau national action éducation femmes and Relais-Femmes. Once the process is completed, information from the two dialogues will be made available in both official languages, at <http://www.swc-cfc.gc.ca/gba-accs/>.

Funded and supported by SWC, PAUKTUUTIT Inuit Women Association of Canada organized the "Inuit Women's Traditional Workshop on the *Amauti* (the traditional parka) and Intellectual Property Rights." Its goal was to introduce and clarify the complicated but crucial issues involved by presenting a plain-language information package in English and in two dialects of Inuktitut. It served as a basis for discussion and understanding, and included a summary of relevant international legislation. The workshop, which included the participation of elders, community leaders and artists from across the Arctic, also served as a case study of the issues, procedures and obstacles that arise while initiating the legal protection of a specific product – one that has significant economic implications for Inuit women.

The contributions of SWC to a number of conferences resulted in increased awareness and interest. For example, at the conference on the application of international law in Canadian Courts, sponsored by the National Judicial Institute and McGill University, three of the four key resource materials on trafficking and women were research reports published by SWC. In general, the research reports prompted a number of enquiries from the media, researchers and academics interested in the connections between globalization, the feminization of poverty in many regions of the world, as well as the feminization of migration and trafficking in women. For example, MacLean's Magazine ran a feature article on the trafficking of women in the sex trade in Canada (December 2001) and a

Evaluations from the GBA Resource Fairs demonstrated that participants with prior experience in GBA found them to be very helpful in enhancing their expertise. Participants new to GBA found these events to be valuable in learning more about the practical application of GBA. Of the evaluation respondents, 89 per cent commented that they would recommend this event to colleagues. Here are some examples of the comments:

- "It reminded me of the importance to advance GBA, in all of its complexities."
- "In my work, I was exposed to a very marginal amount of info on GBA. I now have a better sense of what is out there, in terms of action-oriented areas."
- "The talk clearly illustrated the pervasiveness of gender."

CBC Television documentary on the same topic on the program *Disclosure* (March 2002) used the SWC reports as a key source for their research.

Planned impact: Increased capacity of institutions (including students and professors) to apply GBA

SWC and the Women's Studies Program at McGill University worked together to establish a course on GBA, entitled *Introduction to GBA: Engendering Change*, for senior undergraduates and graduate students. The course material included an analysis of government publications and the application of GBA on selected policy issues. This partnership also included an evaluation of its application to government policy work and the feasibility of a field placement program within government departments. Because of the positive evaluations of the 2001 pilot project, the university now offers the course in its advanced studies program, and the professor has reported that enrolment was high. One of the desired long-term outcomes is to see the course content transferred to other Women's Studies programs across Canada. Carleton University has since adapted the course and it was offered during the 2002-03 academic year. Teaching GBA as a university course was also the topic of a panel presentation at the Canadian Women's Studies Association conference in June 2002, and a paper will be written on the experience of developing and teaching an academic GBA course.

Planned impact: Enhanced knowledge base and awareness of gender equality issues pertaining to trade

In 2001-02, SWC contributed to building the knowledge base on the gender implications of international trade by publishing four policy discussion papers for distribution to the public:

- *Women and Trade in Canada: An Overview of Key Issues*
- *International Trade Policy: A Primer on Trade*
- *International Trade: Putting Gender into the Process - Initiatives and Lessons Learned*
- *Gender Mainstreaming Good Practices* - a practical, customized information booklet on why and how to include gender in their work produced on behalf of the Asia-Pacific Economic Cooperation (APEC), an international, multilateral, trade-based organization.

SWC responded to requests for over 1,400 copies of the discussion papers and the Web site received over 700 hits for the Web copies (<http://www.swc-cfc.gc.ca/pube.html> under *Titles Available to Download*). SWC also distributed the documents to close to 1,000 stakeholders and partners. The Department received very positive feedback on the papers from a range of stakeholders, including the Canadian section of the North American Free Trade Agreement (NAFTA) Secretariat. Women's and equality-seeking organizations, and other civil society groups found the papers to be quite informative and useful.

This research launched an informed dialogue with other organizations and individuals outside the Department. SWC provided policy advice and financial support to a Gender and Trade Consultation Roundtable co-organized by the Popular Education Research Group and the North-South Institute. It resulted in the formation of a new network, the Canadian Gender and Trade Initiative. The network's action plan includes gaining more gender-based analysis on the issue of gender and trade, developing and implementing advocacy strategies, and building public movement on the issue. Outstanding challenges include obtaining funding to support the network and sustaining the momentum begun through the consultation.

In addition, SWC provided funding for an issue on *Women, Globalization and International Trade* in the journal *Canadian Women Studies/Les cahiers de la femme*, which enjoys a wide circulation in Canada among women's centers and organizations, universities and the general public. In 2002, the journal will also be circulated in a number of international venues, including the Women's World Congress in Kampala, Uganda, the UN Conference on Environment and Development (Rio +10 Earth Summit) in Johannesburg, South Africa, and at an international conference on business and professional women in Australia.

These SWC initiatives mark the first steps toward a better understanding of the implications of international trade policy on women and men in Canada. Such steps will help to advance gender-sensitive policy analysis, policy development and programs in Canada related to trade. In August 2001, SWC issued a call for proposals for research on the theme *Trade Agreements and Women* (<http://www.swc-cfc.gc.ca/research/calls-e.html>). This will result in the publication of up to seven research reports on this topic in 2002-03.

Planned impact: Enhanced knowledge base and awareness of gender equality issues

SWC facilitates the sharing of information with the goal of enhancing the knowledge base on gender equality. An encouraging indication of our success is that demand for SWC publications has continued to grow (16 percent increase over the reporting period; 18 percent of all copies requested were for French versions, which represents a 28 percent increase in demand for French copies). Demand for our research reports also grew substantially in 2001-02, with an increase of 36 percent for printed copies. The number of Web site hits for research information doubled, indicating an increasing level of interest in and awareness of the gender implications of public policy. In this fifth year of SWC's Web site operations, the departmental site received close to 90,000 hits per month, which represents a 66-per-cent increase in traffic over the number of hits in 2000-01 and double the hits over the past two years. *Perspectives*, SWC's newsletter (<http://www.swc-cfc.gc.ca/pube.html>), took on a new look, using a thematic approach to highlighting departmental activities and issues.

Supported by SWC's technical expertise and funding, other efforts to achieve the planned impact among a wide base of stakeholders include selected community-based initiatives, such as those highlighted below:

- The Working Group on Poverty developed briefs that were presented to the British Columbia (BC) Task Force on Employment Equity, the CIC Consultation on Immigration Bill C-11, and the BC Government's Core Review. These briefs outlined policy options related to the BC minimum wage, employment standards for farm workers, affordable housing, income assistance and childcare.
- The British Columbia Women's Working Group of 411 Seniors Centre Society held an intergenerational action forum on women and pensions, involving a diverse group of over 100 women, who worked together to develop policy recommendations addressing the particular concerns of First Nations women, immigrant women, lesbians and homemakers in relation to Old Age Security, the Guaranteed Income Supplement and the Canadian Pension Plan. Recommendations were widely disseminated to women's and seniors' organizations throughout BC to secure their active support for, and representation of, the recommendations.
- Given the large proportion of women holding non-unionized positions, the Quebec group Au bas de l'échelle reviewed their "survival" guide on labour rights (including their advice to the provincial government regarding minimal labour standards). It was issued to 1,000 non-unionized workers (men and women), the personnel supporting them, and media and labour rights advocacy organizations. It was presented to the Quebec Government. You can access the guide at <http://www.aubasdelechelle.ca>.

SWC's research reports are distributed to a large number of policy-makers, politicians, academics, equality-seeking organizations and members of the general public and typically reach wide audiences at conferences, panels, courses and other policy-making arenas. They are also picked up through references to them in other publications or media. The research results may stimulate further research on the same or related issues, although it is difficult to quantify their contributions and the impact. However, the author-feedback mechanism implemented for the research reports has helped SWC gain some insights in this area:

- *Taking Risks: Incorporating Gender and Culture into The Classification and Assessment of Federally Sentenced Women in Canada* (2001) seems to be the first research report of its kind in Canada, unique from an international perspective and has helped raise issues of concern to the National Parole Board. The Canadian Human Rights Commission is researching one of the recommendations.
- *Canada: The New Frontier for Filipino Mail-Order Brides* (2000) generated media coverage and interest among many academics; findings from the report were presented at several international conferences, in the international Purple Rose campaign as well as in community fora/workshops in Canada.
- *The Changing Nature of Home Care and its Impact on Women's Vulnerability to Poverty* (2000) continues to be referred to as an example of gender-based analysis at workshops of organizations such as the Canadian Research Institute for the Advancement of Women in three provinces, the Canadian Social Welfare Policy Conference, the National Network on Environments and Women's Health, in university courses, in new publications and in meetings with foreign representatives.
- *Housing Policy Options for Women Living in Poverty* (1999) formed the basis of further research to customize at least three Canadian cities' plans for housing.

Planned impact: Increased common understanding of gender issues among federal stakeholders

Regional Federal Councils have become even more effective fora where regional representatives from federal departments work horizontally on managerial and policy initiatives because their views are now a regular item on the agenda of the Senior Management Committee of the Treasury Board Secretariat. Principles of inclusiveness, collective decisions, horizontal governance and strategic collaboration now govern Federal Council operations across the country. Recognizing the importance of the horizontal coordination of policy interventions, SWC participated in various Federal Councils to bring a gender perspective to the formulation and implementation of horizontal policies. Outcomes are expected in 2003-04 in two of the Councils. In addition to the benefits of exchanging knowledge with other departments, the fora are useful for SWC in establishing certain collaborative agreements.

Planned impact: Research agendas of policy institutions and research networks influenced

SWC works actively to integrate a gender perspective in horizontal policy-research initiatives. The Metropolis Project is an international forum for research and policy on migration, diversity and changing cities, co-funded by SWC and other federal departments and agencies. In developing the research agenda for the next five years of the Metropolis project, which includes four centers of excellence, SWC successfully worked with government and academic partners to have gender recognized as a cross-cutting issue in all research areas (http://international.metropolis.net/frameset_e.html).

In parallel, SWC works at the international level to have gender recognized and integrated in policy research and development on immigration issues. The Department has been working steadily with colleagues in Norway for three years and has developed a network of Canadian researchers to ensure that gender is a prominent cross-cutting theme in the next Metropolis conference. This work resulted in having gender highlighted both in the plenary sessions (for the first time at an International Metropolis conference) and on the four workshop streams. The conference, entitled *Togetherness in Difference: Citizenship and Belonging*, will take place in Oslo, Norway, September 9-13, 2002.

Planned Impact: Increased integration of a gender perspective in selected international fora

Gender equality and human rights were among the key issues brought to the table in the first two summits of the democratic countries of the American hemisphere. At the Third Summit of the Americas in May 2001, SWC seized the opportunity of the event being hosted by Canada to work in partnership with other government departments to ensure the integration of a gender perspective in the *Declaration of Quebec City and Plan of Action* (<http://www.summit-americas.org/eng/quebec-summit1.htm>), which includes renewed commitments to protect and promote such rights, and specific sections on the human rights of women (2.4) and gender equality (15).

The primary mechanism for the consideration of gender equality and women's human rights in the Americas is the Inter-American Commission of Women (CIM). Since Canada's election to the Executive Committee, SWC and its other federal partners have played a very active role in the organization, including strengthening the CIM as the main hemispheric policy body for gender equality and women's human rights, and improving its linkages with the Summit of the Americas process. The visibility and credibility of the CIM has increased within the Organization of American States, and member states are becoming more engaged in this forum.

The CIM held a meeting to allow governments and civil society to follow up on the results of the Inter-American Conference of Ministers of Labour (IACML). At that meeting, a number of SWC's recommendations developed in conjunction with Human Resources Development Canada were endorsed. This will ensure that IACML's upcoming activities are more gender sensitive. These recommendations will result in documenting the gender dimensions of labour, globalization and economic integration, and that a workshop on challenges facing labour ministries includes a session on gender mainstreaming.

SWC has been a catalyst in shaping APEC discussions on the future of gender-mainstreaming. As a result, SWC will lead a project that reviews the progress made since the first APEC Ministerial Meeting. Over the last year, SWC recognized that many APEC fora and working groups undertook substantive projects that addressed gender issues.

SWC is the lead in cooperation with the Department of Foreign Affairs and International Trade for coordinating and developing Canadian positions and involvement with the UN Commission on the Status of Women and other UN bodies in promoting gender equality and women's human rights. Given the importance of applying gender mainstreaming within international organizations promoting human rights, in March 2001, the UN adopted a key document to ensure that all the UN bodies mainstream gender throughout their work. Here are key examples of Canadian-led resolutions that some of these organizations passed:

- *Mainstreaming a gender perspective into all policies and programmes in the UN system* (UN's Economic and Social Council);
- the eradication of poverty through the empowerment of women throughout the lifecycle in the context of globalization; and the environmental management and the mitigation of natural disasters: a gender perspective (UN Commission on the Status of Women – the agreed conclusions can be found at <http://www.un.org/womenwatch/daw/csw/46sess.htm>);
- gender equality as a basic premise of the UN Declaration to address the HIV/AIDS pandemic (UN's Special Session on HIV/AIDS); and
- the intersectionality of gender and race, gender equality and women's human rights were integrated into the *Durban Declaration and Programme of Action* resulting from the 2001 UN World Conference Against Racism, Racial Discrimination, Xenophobia and Related Intolerance (<http://www.unhchr.ch/html/racism/Durban.htm>).

Strategic Outcome: 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.

Strategy: Foster partnerships with key stakeholders for targeted institutional change in the selected strategic policy areas.

Planned impact: Community organizations understand the issue and are mobilized to engage key institutions

Examples of SWC funded initiatives that created several new networks are as follows:

- The Corner Brook Status of Women Council completed research on sexual harassment in the schools on the West Coast of Newfoundland. As a result, three West Coast school districts were successful in forming sexual harassment committees in individual schools. Thus far, they have developed anti-violence policies for their schools.
- Tamara's House Services for Sexual Abuse Survivors Inc. developed materials and a workshop manual to raise the awareness of service providers and the general public regarding the issues survivors of childhood sexual abuse face. With increased awareness and support concerning such issues, the first residential shelter of its kind in Canada was established in Saskatchewan to provide support for the survivors.
- In BC, the Coalition of Women's Centres led a province-wide initiative for diverse women's centres to work together to coordinate their communications with news media, political representatives and the general public on critical issues of importance to them. The Coalition of Child Care Advocates of BC established the Child Care Advocacy Forum, an alliance of six provincial childcare organizations that will take leadership in the ongoing mobilization of public support for improved public policy on childcare.
- Save the Children Canada worked toward the elimination of violence and of the sexual exploitation of the girl child through an initiative called "Out of the Shadows, Into the Light." This project actively involved young people who have been victims of the sex trade. They participated in designing, speaking and facilitating peer and community awareness and education workshops. The initiative also helped child victims to exit the sex trade by providing resources and alternatives. However, the ongoing challenge is to keep such children out of the sex trade by providing them with the required support – i.e. psychological, economic and safety.

2.7 How SWC contributes to the *Results for Canadians* Initiative

The Department has undertaken several activities that are required in the implementation of its information management and technology strategies. These are in keeping with Government-On-Line requirements and will also address staff needs.

In January 2002, SWC embarked on the government-wide Modern Comptrollership initiative to improve management practices. Consultants assessed our existing management capabilities. The final capacity check report was received in July 2002 and will be followed by an action plan to address high-priority areas for improvement.

Section III: Financial Performance

3.1 Financial Performance Overview

In 2001-2002, SWC's total budget available for use included a Grant budget, an Operating budget in support of the work of seven directorates and 15¹ regional offices, and an amount of \$3.5 million in 2001-2002 for the development of an Agenda for Gender Equality (AGE)² including related activities such as accelerating the implementation of GBA, sustaining Canada's role as a global leader, engaging Canadians and providing additional funding for non-governmental organizations.

SWC's initial budget (i.e. Planned Spending³) was \$21.2 million. It was revised to a total budget available for use (i.e. Total Authorities⁴) of \$22.2 million, representing an increase of \$1.0 million. This budget increase resulted primarily from the \$0.4 million 2000-2001 eligible operating budget carry forward, the \$0.5 million related to compensation for collective agreements and the \$0.1 million remainder related to an adjustment to the contributions to the employee benefits plan and funding for the Government-wide Modern Comptrollership initiative.

SWC's Actual Spending for 2001-2002 totalled \$21.8 million. The resulting variance of \$0.4 million (i.e. between the Total Authorities and Actual Spending) will be carried forward in 2002-2003.

In 2001-2002, the SWC Grant Vote was \$10.0 million. This Grant Vote budget was used entirely in 2001-2002.

The financial tables appearing below provide further 2001-2002 financial information.

¹ The number of regional offices decreased in 2001-2002 with the services that were previously provided by the Calgary office now being provided by the Edmonton office.

² AGE, in sum, represents \$2.0 million received annually since 2000-2001, an additional \$1.5 million received annually as of 2001-2002, and an additional final annual increase of \$1.5 million in 2002-2003. Cumulatively, the annual budget available for AGE was \$2.0 million in 2000-2001, \$3.5 million in 2001-2002, and will be \$5.0 million in 2002-2003 and on-going as follows:

(\$ millions)	Annual Increase	Annual AGE Budget
2000-2001	2.0	2.0
2001-2002	1.5	3.5
2002-2003	1.5	5.0
On-going	0	5.0

³ Planned Spending reflects figures as reported in SWC's 2001-2002 RPP.

⁴ Total Authorities (include Main Estimates, Supplementary Estimates and other Authorities) reflect figures reported in SWC's Public Accounts for 2001-2002.

3.2 Financial Summary Tables

Table 1: Summary of Voted Appropriations

The following table details resources (in millions of dollars) voted by Parliament and the actual use of those resources by the Department.

Financial Requirements by Authority		2001-2002		
		Planned Spending ³	Total Authorities ⁴	Actual
Vote				
	Status of Women Canada Office of the Co-ordinator			
125	Operating expenditures	10.1	11.0	10.6
130	Grants	10.0	10.0	10.0
(S)	Contributions to employee benefit plans	1.1	1.2	1.2
	Total Department	21.2	22.2	21.8

Table 2: Comparison of Total Planned Spending to Actual Spending

The following table details resources (in millions of dollars) linked to SWC's business line and by strategic outcome, in comparison to the resources voted by Parliament as outlined in Table 1.

Departmental Planned versus Actual Spending*

Business Line/ Strategic Outcomes ^(A)	FTEs ^(B)	Operating	Capital	Voted Grants and Contributions	Gross Voted Expenditures	Subtotal: Statutory Grants & Contributions	Total Gross Expenditures	Less: Responsible Revenues ^(C)	Total Net Expenditures
Promoting Gender Equality									
1. Equitable Public Policy									
	41.35	4.8	-	3.5	8.3	-	8.3	-	8.3
	<i>41.35</i>	<i>5.1</i>	-	<i>3.5</i>	<i>8.6</i>	-	<i>8.6</i>	-	<i>8.6</i>
	24.50	2.3	-	3.5	5.8	-	5.8	-	5.8
2. Informed and Effective Stakeholders									
	56.50	4.6	-	6.5	11.1	-	11.1	-	11.1
	<i>56.50</i>	<i>5.1</i>	-	<i>6.5</i>	<i>11.6</i>	-	<i>11.6</i>	-	<i>11.6</i>
	64.00	6.5	-	6.5	13.0	-	13.0	-	13.0
3. Departmental Effectiveness									
	18.00	1.8	-	-	1.8	-	1.8	-	1.8
	<i>18.00</i>	<i>2.0</i>	-	-	<i>2.0</i>	-	<i>2.0</i>	-	<i>2.0</i>
	24.50	3.0	-	-	3.0	-	3.0	-	3.0
Total Planned	115.85	11.2	-	10.0	21.2	-	21.2	-	21.2
<i>Total Authorities</i>	<i>115.85</i>	<i>12.2</i>	-	<i>10.0</i>	<i>22.2</i>	-	<i>22.2</i>	-	<i>22.2</i>
Total Actuals	113.00	11.8	-	10.0	21.8	-	21.8	-	21.8
Cost of services provided by other departments ^(D)									
									0.9
<i>Total Authorities</i>									<i>0.9</i>
Total Actuals									0.9
Net Cost of Program									
									22.1
<i>Total Authorities</i>									<i>23.1</i>
Total Actuals									22.7

* Refer to the Financial Performance Overview for explanation of variance.

^(A) Total Planned Spending, Total Authorities and Actual Expenditures are presented for each strategic outcome in consideration of SWC's Planning, Reporting and Accountability Structure; resources may overlap to more than one strategic outcome.

^(B) Refer to the Organizational Chart for planned FTE's as reported in SWC's 2001-2002 RPP. Based on our records, actual FTE count represents employees who worked the entire year and a prorated count for those who worked less than a year.

^(C) Responsible Revenues are to be reported. This is not applicable to SWC.

^(D) The amount of \$0.9 million is based on the 2001-2002 Planned Expenditures amount as presented in SWC's 2001-2002 RPP.

Legend: Normal font style denotes Planned Spending; numbers in *italics* denote Total Authorities (Main and Supplementary Estimates); **bolded** numbers denote actual expenditures.

Table 3: Historical Comparison of Departmental Planned versus Actual Spending for the Business Line

The following table provides a historical perspective on how resources are used (in millions of dollars) by the Department.

Business Line	2001-2002				
	Actual 1999-2000	Actual 2000-2001	Planned Spending ³	Total Authorities ⁴	Actual ⁵
Promoting Gender Equality	20.9	20.2	21.2	22.2	21.8
Total	20.9	20.2	21.2	22.2	21.8

Table 4: Transfer Payments for the Business Line

The following table summarizes the transfer of resources (in millions of dollars) to organizations for promoting gender equality.

Business Line	2001-2002				
	Actual 1999-00	Actual 2000-01	Planned Spending ⁶	Total Authorities ⁶	Actual
Promoting Gender Equality	8.3	9.3	10.0	10.0	10.0
Total	8.3	9.3	10.0	10.0	10.0

⁵ The increase of \$1.6 million between the actual amounts reported in 2001-2002 in comparison to 2000-2001 is mainly attributable to expenditures incurred in relation to AGE.

⁶ Planned Spending reflects figures as reported in SWC's 2001-2002 RPP. Transfer Payments include 50% of the funding received for the development of the Agenda for Gender Equality (AGE) including related activities, i.e. \$1.0 million received annually since 2000-2001, an additional \$0.75 million received annually as of 2001-2002, and an additional final annual increase of \$0.75 million in 2002-2003. Cumulatively, the annual budget available from AGE for Transfer Payments was \$1.0 million in 2000-2001, \$1.75 million in 2001-2002, and will be \$2.5 million in 2002-2003 and on-going as follows:

(\$ millions)	Annual Increase	Annual Transfer Payments from AGE
2000-2001	1.0	1.0
2001-2002	0.75	1.75
2002-2003	0.75	2.5
On-going	0	2.5

Section IV: Other Information

How to Reach Us

For financial information: Guylaine Métayer
 Director, Corporate Services
 Telephone: (613) 947-1453
 Fax: (613) 947-6113
 E-mail: guylaine.metayer@swc-cfc.gc.ca

Other questions on the Departmental Performance Report should be directed to:
 Donna McKeeby
 Director, Executive and Information Services
 Telephone: (613) 992-5399
 Fax: (613) 943-0449
 E-mail: donna.mckeeby@swc-cfc.gc.ca

For other documents or more details, please visit our Web site at
<http://www.swc-cfc.gc.ca/>

Status of Women Canada

2000-2001 *Departmental Performance Report* Reader Feedback Form

Thank you for taking the time to review our Performance Report!

Your comments will be valuable to us in the preparation of future public reports.

1. Is this your first exposure to SWC's *Departmental Performance Report* (DPR)?

No Yes

2. Is there an improvement over our previous reporting documents?

No Yes

3. Would you recommend it to someone else?

No Yes

Why or why not?

4. In what capacity did you read our DPR? (*Check one only.*)

Member of the House of Commons/Senate of Canada

Political staff member

House of Commons/Senate staff member

Canadian non-governmental organization (NGO)

Federal/provincial/territorial public servant

Member of the Canadian public

Member of the media

Member of an international organization

Member of a foreign organization/government

Other (specify):

5. Why did you read our DPR? (*Please check all boxes that apply.*)

As background for the work of a Parliamentary Committee

To increase your knowledge of Status of Women Canada's achievements

To better understand the challenges SWC faces

To understand where SWC concentrated its efforts

To develop partnership plans with SWC

Other (*Please explain.*):

Thanks again! Please fax to:

Donna McKeeby, Director, Executive and Information Services

(613) 943-0449

Appendix 1: Departmental Effectiveness

Strategic Outcome 3: Departmental Effectiveness

Strategy: To improve internal operations and human resource management

(in millions of dollars)

Planned Spending	1.8
<i>Total Authorities</i>	<i>2.0</i>
2001-02 Actuals	3.0

You are invited to consult Section III, Table 2 for further financial information.

Planned impact: Progress made regarding the Department's effectiveness

As detailed under Section 2.5, the results of the capacity assessment to modernize the Comptrollership function at SWC will provide a comprehensive plan for implementing this Strategic Outcome.

During this reporting period, Consulting and Audit Canada conducted an internal audit with the purpose of reviewing and assessing the SWC funding program's management processes. It concluded that the program is well organized, considering its limited resources and its vast geographic coverage. There were six areas noted in which there was room for improvement. It was recognized that the Department had already identified these issues and that management was addressing them, notably through the development of a procedures manual that provides a standard for administrating the funding program. These standards meet the requirements of "due diligence" and ensure that SWC implements procedures consistently, efficiently and effectively across the regions and at the national office.

A reference group of non-governmental organizations was formed to act as advisors in the development of an accountability framework outlining the logic model, reporting structures and evaluation plan for the departmental funding program. The framework will also provide the structure, process and data-gathering tools to ensure the systematic evaluation of funded initiatives and ultimately, to feed information into both the program and the corporate annual strategic planning processes.

As indicated in the 2002-03 *Report on Plans and Priorities*, SWC conducted the first five-year evaluation of its Policy Research Fund. In consultation with the PRF External Committee, SWC will develop an action plan to respond to the recommendations.

Significant progress was made toward implementing SWC's Information Technology plans. Achievements included the successful installation of new equipment to meet

security and access requirements, software upgrades and improved transmission measures.

Since the receipt in June 2000 of the internal Task Group recommendations to address issues of the Public Service Employee Survey, discussions have taken place between the Department's Senior Management team and the Union to ensure proper follow-up. SWC made the following progress in the three areas identified as priorities for action:

- Implementing the strategic planning process: For a second year, the Department planned in a more integrated fashion, with staff improving their understanding of our strategic plan, refining the basis of the corporate performance framework and reflecting such a plan in their daily activities. SWC is addressing workload issues. The participation of staff on various intra-departmental committees reflects their commitment to move forward collectively and in turn, contribute to improving internal communications and knowledge building.
- Addressing human resources issues: SWC held several sessions on harassment, and discrimination prevention and management to promote an environment where such behaviour is not tolerated. Almost all employees, whether at Headquarters or in the regions, attended these sessions. The results of the sessions will be assessed in light of the 2002 Public Service Employee Survey. Promoting a learning environment and training has also become a priority for managers at SWC. The Department made significant progress in converting long-term acting and term positions to indeterminate status, and by bringing in new resources. SWC also reviewed its security policy and procedures to ensure a healthier and safer work environment.
- Improving internal communications: Staff provided their views to improve internal communications, and various mechanisms are being implemented.

Appendix 2: Highlights of Outputs

This appendix highlights a number of additional contributions toward the attainment of SWC's second strategic outcome.

Strategic Outcome: 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.

Strategy: Accelerate knowledge building on selected issues with key audiences in the selected policy areas.

Planned impact: Enhanced knowledge, skills and capacity of federal departments (including SWC), other governments, NGOs and the public at large to conduct GBA

In September 2001, SWC launched an Extranet Web site pilot project to offer members of the federal interdepartmental committee on GBA more discussion and networking opportunities, particularly on cross-horizontal issues, as well as access to a searchable database of over 400 resources on GBA, and contact information and committee documents in a protected environment.

As a result of previous promotional work on the issue, SWC continued to increase public awareness and promote a common understanding of GBA concepts and best practices with various partners. For example, SWC gave presentations at conferences (e.g. gender mainstreaming in Regina, Saskatchewan), to other federal departments (e.g. Solicitor General of Canada), to Senators (e.g. Parliamentary Library), to participants in special assignments (e.g. Canadian International Development Agency-sponsored Brazil workshop) and visits by various international delegations.

In addition to the GBA Training program, SWC launched the first GBA Information kit in September 2001. This kit consists of technical, educational and awareness fact sheets. Since the launch, demand for the kit has been steady, both domestically and internationally, and feedback received on its content has been consistently positive, in terms of raising people's awareness and responding to questions about GBA. Because of this success, in 2002-03, SWC will produce an expanded information kit with five new fact sheets.

Other SWC tools to enhance knowledge and build capacity include the development of a bilingual annotated bibliography of GBA-related resources, exploring current international and domestic resources on GBA, and Internet links. The 175 annotations are indexed by category (policy, evaluation, research, training/tools) and alphabetically by organization name. Based on this body of literature, approximately 100 GBA-related case studies have been compiled and summarized from international and national resources.

By the end of March 2002, SWC completed a listing of 50 or more common terms used in GBA literature. This new resource is available online at <http://www.swc-cfc.gc.ca/gba-accs/> and will assist in increasing knowledge of GBA-related activities undertaken nationally and internationally.

The 2001 October edition of *Homemaker's Magazine* dedicated a section to Women's History Month and the magazine recommended SWC's Web site as one of the top Web sites for women. In addition, SWC's International Women's Day site was similarly listed in Sympatico's Internet magazine, published in March-April 2002.

Planned impact: Enhanced knowledge base and awareness of gender equality issues

Through its Policy Research Fund, the Department continued to fund independent public policy research providing a gender analysis on a wide variety of subjects, including immigration policy, non-standard work, and homelessness. In total, SWC published 14 reports and distributed them widely to policy-makers, academics and equality-seeking organizations (<http://www.swc-cfc.gc.ca/research/pub-e.html>).