



Status of Women Canada

Performance Report

For the period ending
March 31, 1998

Canada

Improved Reporting to Parliament Pilot Document

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*.

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Foreword

On April 24, 1997, the House of Commons passed a motion dividing on a pilot basis what was known as the annual *Part III of the Estimates* document for each department or agency into two documents, a *Report on Plans and Priorities* and a *Departmental Performance Report*.

This initiative is intended to fulfil the government's commitments to improve the expenditure management information provided to Parliament. This involves sharpening the focus on results, increasing the transparency of information and modernizing its preparation.

This year, the Fall Performance Package is comprised of 80 Departmental Performance Reports and the government's "*Managing For Results*" report.

This *Departmental Performance Report*, covering the period ending March 31, 1998, provides a focus on results-based accountability by reporting on accomplishments achieved against the performance expectations and results commitments as set out in the department's *Part III of the Main Estimates* or pilot *Report on Plans and Priorities* for 1997-98. The key result commitments for all departments and agencies are also included in *Managing for Results*.

Results-based management emphasizes specifying expected program results, developing meaningful indicators to demonstrate performance, perfecting the capacity to generate information and reporting on achievements in a balanced manner. Accounting and managing for results involve sustained work across government

The government continues to refine and develop both managing for and reporting of results. The refinement comes from acquired experience as users make their information needs more precisely known. The performance reports and their use will continue to be monitored to make sure that they respond to Parliament's ongoing and evolving needs.

This report is accessible electronically from the Treasury Board Secretariat Internet site:
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Comments or questions can be directed to the TBS Internet site or to:

Planning, Performance and Reporting Sector
Treasury Board Secretariat
L'Esplanade Laurier
Ottawa, Ontario, Canada
K1A 0R5
Tel: (613) 957-7042
Fax (613) 957-7044

Status of Women Canada

Departmental Performance Report for the period ending March 31, 1998

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

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CHART OF KEY RESULTS COMMITMENTS

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

To provide Canadians with:	To be demonstrated by:	Achievement reported in:
A) Strengthened and more equitable public policy through policies, research, legislation, programs and services that take into account gender implications, the diversity of women's perspectives and the reality of their lives.	<ol style="list-style-type: none"> 1. Gender-Based Analysis integrated into the policy, legislation and program development process by federal departments and agencies by the year 2002. 2. Coordinated federal government action for the advancement of women. 3. Gender equality principles incorporated into federal/provincial/territorial policies and initiatives in areas of strategic importance to women. 4. Active participation of, and incorporation of input from, women's and other equality-seeking organizations in the domestic and international public policy process. 5. Adoption by multilateral organizations of agreements, instruments and policies which advance the status of women. 6. Enhanced knowledge-base for public policy issues and their impact on women. 	<ol style="list-style-type: none"> 1. DPR* Section III., Key Result 1, p. 7, 8 2. DPR Section III., Key Result 2, p. 7, 8 3. DPR Section III., Key Result 3, p. 9, 10 4. DPR Section III., Key Result 4, p. 10, 11 5. DPR Section III., Key Result 5, p. 11, 12, 13 6. DPR Section III., Key Result 6, p. 13, 14, 15
B) A broader range of informed and effective stakeholders working actively for gender equality, including organizations and institutions in the public, private and non-profit sectors.	<ol style="list-style-type: none"> 7. Access to and use of enhanced knowledge-base on gender equality issues by stakeholders. 8. Public awareness and action on gender equality in various communities and on specific issues. 9. Participation of women in decision-making in key institutions, and incorporation of gender implications and the diversity of women's perspectives in the policies and programs of these institutions. 	<ol style="list-style-type: none"> 7. DPR Section III., Key Result 7, p. 15, 16 8. DPR Section III., Key Result 8, p. 16, 17, 18 9. DPR Section III., Key Result 9, p. 18
C) Departmental Effectiveness	10. To ensure a service-oriented, results-based and efficient Status of Women Canada.	10. DPR Section III, Key Result 10, p. 19, 20

* DPR: Departmental Performance Report

SECTION I: MESSAGE FROM THE SECRETARY OF STATE (STATUS OF WOMEN)

I am pleased to present Status of Women Canada's Departmental Performance Report for the period ending March 31, 1998. Status of Women Canada's commitment to improved accountability to Canadians has led our department to participate in the pilot project on Improved Reporting to Parliament since 1996. This year's report builds on that experience.

At the core of Canada's value system is the belief that every human being has a right to share equally in social, economic and political life, and to fulfill his or her potential. In an increasingly changing and complex world, this belief has never been more important to our future as a nation. At no time has it been more evident in federal government policies and priorities, from managing the economy and work, to community safety and health.

Status of Women Canada's unique, horizontal mandate is helping to bring a gender perspective to a number of these government priorities. Our work federally, in federal-provincial/territorial fora, with our voluntary and private sector partners and internationally, has contributed to the key role we now play in promoting gender equality and the participation of the full diversity of women and girls in a range of sectors.

From among the many accomplishments of Status of Women Canada, I want to particularly highlight three that exemplify our approach:

— In October 1997, we released *Economic Gender Equality Indicators*, a core set of new benchmarks that acknowledge the realities of both women's and men's lives by including indexes for income as well as earnings, unpaid as well as paid work, and education and training. Following on the success of this ground-breaking initiative undertaken in partnership with Statistics Canada, and the provinces and territories, Status of Women Canada co-hosted a symposium of national and international experts to discuss how these indicators could be interpreted and implemented to the greatest advantage. As Canada and other nations seek to measure the impact of government action on the lives of their citizens in meaningful ways, this work will become increasingly crucial to effective policy development.

— The Women's Program has a long history of supporting actions at the community level to promote gender equality. The initiatives funded through the Program contribute to the advancement of a number of government priorities, including investment in children and youth, creating safer communities, and improving life for Canada's Aboriginal peoples. As part of the Program's efforts to enhance results-driven outcomes, it has developed a new program structure, which includes a performance framework to help identify "best practices" in this critical work.

— Finally, Status of Women Canada’s Policy Research Fund (PRF) provides all sectors of society with information needed to develop policy options that effectively address social and economic challenges as they evolve. To date, the PRF has released 14 independent research papers that provide a gender perspective on a range of public policy issues, from access to justice to the restructuring of Canada’s social programs. The recent call for proposals on spousal violence and mobility rights in custody and access disputes resulted in two papers that were particularly timely and insightful additions to the federal government’s present policy dialogue on custody and access issues.

Over the past few years, the Government of Canada has written an exceptional chapter in this country’s history. Collectively, we have all contributed to helping Canada regain its fiscal sovereignty. We have ensured that the next generation of Canadians will not inherit a legacy of ever-growing debt. Importantly, we have regained for this country the ability to invest in the future.

As the year 2000 approaches, it is becoming abundantly clear that our richest resource is our people. Because women make up 51 percent of the Canadian population, it will be key to factor in gender if this resource is to be utilized to its fullest potential. Status of Women Canada is not only providing the policy research to ensure that government initiatives are on the cutting edge of what is important to women today, its strong network of community-based contacts is ensuring that we get the initiatives right.

Investing in Canadians and building on important policies and programs such as the National Child Benefit and the Millennium Scholarship Fund will be critical considerations in devising effective public policy options for the future. The Government of Canada has an opportunity to respond to the challenge of change and to guide federal actions toward enhancing quality of life and opportunity for all Canadians. Status of Women Canada will continue to contribute to public policy and community action that builds a respectful, inclusive and flourishing society, now and in the 21st century.

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

SECTION II: DEPARTMENTAL OVERVIEW

A. MANDATE, VISION AND MISSION

Legal Mandate:

Status of Women Canada was established by the Government of Canada in 1976 to “co-ordinate policy with respect to the status of women and administer related programs.” (Order in Council 1976-779)

The implementation of Status of Women Canada’s mandate is guided by... *The Federal Plan for Gender Equality*, and is also strengthened by *The Charter of Rights and Freedoms* and Canada’s commitments under the *Convention on the Elimination of all Forms of Discrimination Against Women*.

Vision:

The Government of Canada is committed to building a society which is inclusive and respectful of all Canadians. Status of Women Canada has a key role in fulfilling that commitment by promoting gender equality and the inclusion and participation of the full diversity of all women and girls in Canada.

Mission:

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

B. OPERATING ENVIRONMENT

As its planning and reporting framework has evolved, Status of Women Canada (SWC) has adopted one business line synonymous with its mission: to promote gender equality and the full participation of all women in the economic, social, cultural and political life of the country. Three services lines and their related corporate objectives, described below, flow from this business line/mission.

OBJECTIVES

Service Line 1: Equitable Public Policy

Objective

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

Service Line 2: Informed and Effective Stakeholders

Objective

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

Service Line 3: Departmental Effectiveness

Objective

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

STRATEGIC PRIORITIES

To implement its objectives, SWC has identified three priority areas based on the Government of Canada's overall agenda, federal commitments made in the *Federal Plan for Gender Equality* for the Fourth United Nations World Conference on Women and key concerns identified by Canadian women:

- **Improving women's economic autonomy**, including income security and pensions, changing workplace, paid and unpaid work;
- **Eliminating systemic violence against women and children**, including trafficking and sexual exploitation; and

- **Advancing women’s human rights** with a focus on doubly-disadvantaged women, including Aboriginal women, women with disabilities, immigrant and visible minority women, lesbians, young women and the girl child.

SWC contributes to overall federal government priorities through its policy research, analysis, development and coordination; its collaboration with other levels of government and internationally; its support and ongoing dialogue with stakeholders; and its technical and funding support to equality-seeking organizations for concrete, community-based action.

The Department’s unique mandate, which allows it to work horizontally across the federal government, helps bring a gender perspective to a number of government priorities. These are resource-intensive activities that place a premium on expertise and know-how. Often the results of these activities are subtle, and reflect a synthesis of many perspectives, not just those of a single department or agency. This makes it difficult to isolate, quantify and report the contribution of any single organization to a new or changed government policy, program or legislative initiative.

CHALLENGES

➤ *Overview*

Over the past century, much progress has been made towards gender equality. The efforts of individuals, governments and non-governmental organizations have enabled Canada to reap many social and economic rewards. Women and women’s organizations, in particular, have been instrumental to progress that benefits all Canadians.

Despite the progress, however, sizeable and persistent gender gaps remain. The complex and rapid changes to Canadian society brought on by globalization provide further challenges to achieving gender equality. As Canada moves into the next century, demographic, social, economic, technological and political change will require new responses by governments, including renewed partnerships among governments, communities and stakeholders.

➤ *The World of Work*

On the surface, progress towards equality in the paid workplace is occurring. Since women’s participation rate is increasing and men’s declining, women now represent almost half the paid labour force. But women also continue to perform the majority of unpaid work, making their total workload higher than men’s. On average, they work an extra half-hour a day, adding up to five weeks per year. Women are the major earners in 25% of families and women-led firms are now creating more jobs than the largest 100 companies combined. On average, between 1986 and 1995, gender gaps in earnings and income narrowed. Total after-tax income for women rose from 52% of men’s after-tax

income to 60%. Well-educated women with few family responsibilities, for example, are closing the gap with men in similar circumstances.

However, not all women are gaining ground – an important consideration for policy-makers. Mothers with full-time employment, a spouse and a young child, for example, had a larger share of both paid work and child-oriented unpaid work in 1992 than in 1986. In addition, women who face additional barriers based on factors such as race, age, Aboriginal status, sexual orientation and disability, have work and income patterns that do not compare favourably to the average.

Generally, women still earn less everywhere. Female-dominated occupations such as secretaries, cashiers and child-care workers are still among the lowest paid. Moreover, women have more difficulty than men moving out of low-income jobs over time, a problem most severe among lone-parents. The changing nature of work will continue to present challenges for women, men and their families in the future.

➤ *Education and Training*

Women have made major gains in education. They have increased their representation among university graduates in both female-dominated (60% women) and male-dominated (60% men) disciplines. The graduation rates of several major disciplines such as agriculture, medicine and law have become gender neutral.

Still, much work remains. Women only account for about 28% of university students in mathematics and sciences and for 18% of students in engineering and applied sciences. Women also tend to invest more of their own resources in job-related training than men but get less support from employers.

➤ *Health and Well-being*

Female life expectancy in Canada remains high, but this positive indicator is offset by other realities: violence against women and the increasing care needs of an aging population. Together, these issues challenge individuals, families, communities and governments.

Gender-based violence permeates society. One in two Canadian women have experienced at least one incident of physical or sexual violence as defined under the *Criminal Code*. This violence has serious implications for the safety, health, economic security and public participation of women and their children over the long-term.

An aging population also presents challenges related to caregiving and disability. Disability at all ages affects women and men differently. Women's longer life span means they often spend their relatively healthy senior years caring for an older spouse. After the death of their spouse, they face advanced age and increasing disability alone.

INTERNAL CHALLENGES

Demand for services has increased substantially. These services include policy advice and analysis, assistance to other departments on Gender-Based Analysis (GBA), information services to the public and government, financial and technical assistance to stakeholders and international obligations. In response, SWC has delayed or scaled back certain initiatives and reconfigured functions to meet changing needs. In addition, to improve service to Canadians and provide better accountability for resources and activities, SWC has embarked on new initiatives that include establishing service standards in some areas and developing performance and evaluation frameworks.

CLIENTS AND STAKEHOLDERS

Since gender equality is about relationships between women, men and children, SWC's clients are all Canadians. Moreover, since gender equality crosses so many issues, partnerships with others are essential to produce positive results. To that end, SWC attempts to nurture effective relationships with other federal departments, provinces and territories, non-governmental and voluntary organizations, the private sector and the international community. Despite considerable achievements, the often low profile "behind the scenes" nature of SWC's work continues to present challenges to its relationship with clients.

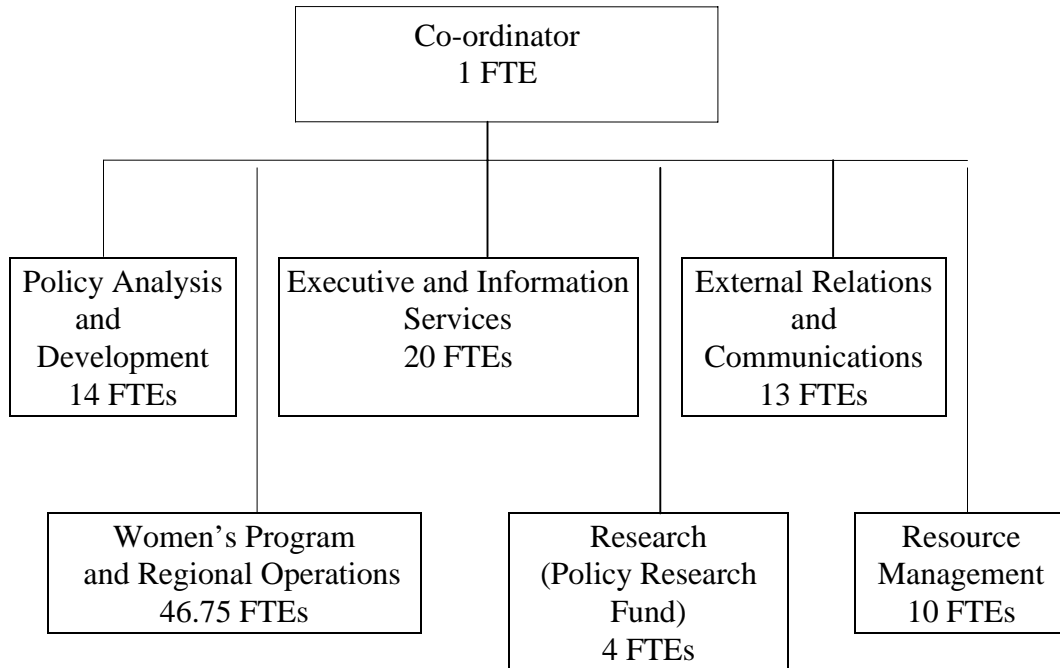
SWC includes many sectors of society among its stakeholders. However, given the barriers to women's participation in many aspects of life, including the development of public policy, SWC pays special attention to women's organizations as key stakeholders. In recent years, SWC's partners have faced enormous pressures, including major social and economic shifts, the loss of several federal funding programs, social service cutbacks at the provincial and municipal levels, the increased diversity of Canadian women and the growing complexity of the policy context in the voluntary and community sector. Just as the need for their services has been growing, financial resources — particularly for women's organizations — have been shrinking.

C. DEPARTMENTAL ORGANIZATION

The description of the departmental structure can be found in Annex II.

STATUS OF WOMEN CANADA ORGANIZATIONAL CHART

(SWC full-time equivalent (FTE) complement = 108.75)



Following the completion of the organizational review, Status of Women Canada refined its organizational chart. The functions of ministerial correspondence and translation services previously reported under External Relations and Communications now form part of Executive and Information Services Directorate (previously the Executive Secretariat and Information Management Directorate).

SECTION III: DEPARTMENTAL PERFORMANCE

Status of Women Canada (SWC) continues to develop and fine-tune its performance indicators and measures. This year's *Departmental Performance Report* combines quantitative data, performance stories and performance summaries. In future reports, the department will use new indicators and measures.

Business Line:

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

Planned Spending	\$17,361,000
Total Authorities	\$17,361,779
1997-98 Actuals	\$17,330,776

(Refer to Section IV for further financial information)

Service Line 1: Equitable Public Policy

Objective

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

Expectations

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

Accomplishments

In 1997-98, SWC worked actively to integrate gender considerations into a range of policy areas linked to government priorities. These included justice/legal issues such as crime prevention, family law, violence, personal relationships, trafficking/sexual exploitation, immigration, youth justice and Aboriginal self-government. They also included issues related to income security and access in the knowledge based economy such as pension, entrepreneurship/self-employment and information technologies, disability, child development and the voluntary sector.

During the year, SWC focused on horizontal issues such as unpaid work. In particular, it analyzed how providing care to children, an elderly parent or sick relative related to

various dimensions of women's lives, including paid work. Recognizing the value of unpaid work mostly provided by women, be they stay-at-home mothers or part of the paid labour force, is an issue of growing importance.

Performance Story: Gender-Based Analysis (GBA)

In 1995, Cabinet approved the *Federal Plan for Gender Equality*. This plan made a public commitment to apply (GBA) in the development of legislation, policies and programs. Since that time, SWC has been working actively to assist departments in implementing this commitment, including:

- developing tools and information materials, notably the *Economic Gender Equality Indicators* and *Finding Data on Women: A Guide to the Major Data Sources at Statistics Canada*;
- introducing and explaining GBA concepts to a range of departments using the *Gender-Based Analysis: A Guide for Policy Making*; and
- working directly with analysts in other departments across Canada on current priorities such as Phase II of the Canada Pension Plan review.

In the face of increasingly complex issues, departments are recognizing the value of GBA. To improve their capacity to analyze gender considerations, some departments have customized the GBA guide, designed their own tools and established departmental responsibility centres, advisory committees and other mechanisms.

Such efforts to build in-house capacity have brought about a more inclusive and responsive policy process. This kind of analysis requires a high degree of knowledge and skill leaving departments to rely heavily on SWC. As public demands increase, SWC is called upon even more. Currently, these demands exceed SWC's capacity to respond.

Additional front-end investment in SWC could accelerate government-wide implementation of GBA on several fronts. Such investment could help SWC to:

- assist departments in their own overall GBA capacity-building;
- continue to contribute both specialized issue-expertise and a horizontal gender perspective to critical issues on the current government policy agenda; and
- maintain continuous development of its own capacity.

These initiatives would help ensure that the government has a more complete understanding of the impact of policies and programs on the well-being of Canadian women, men and children.

This performance story addresses expectations 1, 2, 3 and 6 in Service Line 1.

Expectation

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

Accomplishments

Status of Women Ministers and senior officials from the federal, provincial and territorial governments collaborated on a broad range of issues to promote gender equality for women. These areas included economic independence and equality for women, violence against women, criminal harassment (stalking), gender equality in the justice system. As well, follow-up to the Fourth United Nations World Conference on Women remains on their agenda. The release of *Economic Gender Equality Indicators* (see performance story below) was a notable achievement. These indicators will be updated by the fall of 1999.

Performance Story: Economic Gender Equality Indicators (EGEIs)

SWC played a lead role in developing the EGEIs, a set of benchmarks to better portray women's status and measure changes. Released in October 1997, the EGEIs are a joint initiative of Federal, Provincial and Territorial Ministers Responsible for the Status of Women. The indicators support the gender equality principle that all jurisdictions have identified as a key component of a social policy framework for Canada.

The EGEIs transcend traditional measures of earnings and income, providing a more comprehensive framework. By examining the impact of policies on the economic and social well-being of women, men and children, the indicators shed light on often overlooked economic realities. They reveal, for example, that women work an additional five weeks per year compared to men, but receive only 60% of men's income. Moreover, the indicators show that women caring for children -- even those mothers who have full-time employment -- perform a high proportion of unpaid work. The analysis provides valuable information for policy-makers to help Canada meet the challenges of a more globalized economy, family and community diversity, an aging population and government restructuring.

These activities also contribute to international policy-making, particularly to work among countries of the Organization for Economic Co-operation and Development on aging and caregiving. In addition, the EGEIs complement the United Nations Human Development Report's Gender Equality Index. United Nations reports are limited to internationally comparable data and can serve to foster healthy competition within regions to improve human well-being. However, for policy purposes, many countries have developed national indicators. Several social indicator projects are in progress in Canada and the EGEIs have added a crucial gender dimension to these efforts.

In March 1998, SWC, Statistics Canada, Human Resources Development Canada and Health Canada held an international symposium: *Gender Equality Indicators - Public Concerns and Public Policies*. The symposium involved researchers, women's organizations, social indicator experts, statisticians and policy analysts from various levels of government, other countries and the United Nations. This forum moved beyond the EGEIs, examined conceptual and technical issues as well as policy implications, and made recommendations that will lead to further collaboration in understanding and advancing gender equality.

This performance story addresses all expectations from 1 to 9 in Service Lines 1 and 2.

Expectation

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

Accomplishments

Through the Women's Program, SWC approved 92 grants totaling \$3,340,495 for public policy related initiatives such as:

- *Challenge Those Images!* by the Students Commission of Canada. This brought together young women from across Canada, media industry representatives, women's organizations and government officials to address the negative portrayal of young women in the media. Through the workshop, participants learned how to influence media professionals and other relevant decision-makers more effectively.
- *When Women Count: Unpaid Work Gender Equality and Public Policy* / by Mothers Are Women. A major initiative, *When Women Count* has been successful in initiating wider public discussion about unpaid work issues among women and policy-makers in Canada. This initiative included a forum at which women's organizations and other stakeholders developed strategies concerning unpaid work and public policy in a progressive, social and economic justice context. The impact of this initiative has been substantial. Work with Mothers Are Women on this important issue area is continuing.
- *Self-Government Community Consultation - Part 2*. This featured a research project by the Nova Scotia Native Women's Association (NSNWA) on the traditional role of Mi'kmaq women in community decision-making. It also included 15 community workshops to determine how these traditions can be used to help Mi'kmaq women shape self-government policy and development. Participants presented recommendations to several Native organizations and government officials, which increased awareness about the issues. In late 1997, the NSNWA acquired official status with full voting privileges in the Mi'kmaq/Nova Scotia/Canada Tripartite

Forum. The NSNWA now actively participates in all eight working committees of the Forum. Ultimately, the SWC-funded initiative facilitated Native women's involvement in setting public policy on the critical issue of self-government for Native peoples in Nova Scotia.

- *Analyse différenciée par sexe [Gender-Based Analysis]*, by Relais-Femmes de Montréal Incorporé. With the participation of representatives of the Réseau national d'action et d'éducation des femmes (RNAEF) and the Fédération nationale des femmes canadiennes-françaises (FNFCF), the seminar helped women's groups appropriate the concept of GBA. It assessed issues related to the implementation of GBA at the federal and provincial level, as well as the possibility of a training program for all women's groups in Quebec. It also examined ways to increase women's participation in policy development. Through the seminar, women's groups became better equipped to play a role in the public policy development process.

An additional \$1,014,032 was approved for 32 initiatives. These initiatives are linked to both service lines and to various result commitments.

Expectation

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

Accomplishments

In support of the government's priority of "Looking Outward," SWC continued to participate actively in international research, information exchange, policy dialogue and successful formal negotiations on a range of issues. These included the gender implications of aging societies, women's human rights and women in economic development. The work was conducted through the United Nations, the Organization of American States (OAS), the Commonwealth, the Organization for Economic Co-operation and Development (OECD) and Asia-Pacific Economic Co-operation (APEC). Notable among achievements was the Leaders' endorsement of a first-ever APEC Ministerial Meeting on Women (see box below).

Performance Story: Gender Issues in Asia-Pacific Economic Co-operation (APEC)

In the last decade, global economic integration has proceeded at a rapid pace. International trade and investment liberalization agreements are now considered essential to economic growth and sustainable development. As a result, Canada is increasingly "looking outward" to ensure its prosperity and to improve the lives of its people.

Globally, women are a growing economic force. In Canada, women-led businesses provide more jobs for Canadians than the largest 100 companies combined, and are creating jobs at four times the average rate.

However, globalization affects women and men differently, Macro-economic policies, whether in the labour market, business sector, household or community at large, are not gender-neutral. Any attempt to attain economic objectives, therefore, must recognize gender as an important variable.

In 1997, during Canada's year as Chair of APEC, SWC seized an opportunity to increase the visibility of gender issues. SWC's goal is that APEC recognize the specific realities of women's lives and systematically consider the implications of gender in its work. Specifically, SWC sought to underscore women's critical paid and unpaid contributions to the economies of the Asia-Pacific region and the measures needed to ensure women benefited from economic growth.

With the support of the Department of Foreign Affairs and International Trade, as well as other government departments, SWC developed a two-track strategy to promote the integration of gender perspectives in APEC. First, the strategy aimed for greater attention to gender issues at the working level of APEC. Second, it proposed a first-ever high-level APEC Ministerial Meeting on Women to provide a focus for coordination and future direction.

With the support of Canadian officials, the strategy quickly began to show concrete results. At its 1997 meeting on Human Resources Development, Small and Medium Enterprises, Transportation, and Sustainable Development, APEC Ministers made first time or increased commitments to gender.

The Women Leaders' Network (WLN) of APEC economies, an informal network of women leaders from government, business, academia and civil society, provided vital support to SWC's strategy. At its second meeting, held in Canada in September 1997, the WLN reiterated its call for APEC to recognize gender as a crosscutting priority. It also endorsed Canada's proposal to hold an APEC Ministerial Meeting on Women. For its part, SWC contributed to *Gender Front and Centre: an APEC Primer*. This guide, published by the North-South Institute for the WLN meeting, was designed to help women's networks promote the integration of gender perspectives in APEC.

The coordinated approach paid off. In November 1997, APEC Leaders agreed "to take specific steps to reinforce the important role of women in economic development." It also agreed to convene the first-ever APEC Ministerial Meeting on Women in October 1998 in the Philippines. The main theme for this meeting is "Women in Economic and Technical Cooperation in APEC", with the subthemes of "Women and Industrial Science and Technology"; "Women and Small and Medium Enterprises" and "Women and Human Resource Development". The meeting will assess progress to date in integrating women into the mainstream of APEC processes and activities, and make recommendations to

APEC leaders regarding possible next steps. This will be the first Ministerial-level meeting on women in a multilateral trade-related organization.

This performance story addresses expectations 1, 4, 5, 6, 8 and 9 outlined in Service Lines 1 and 2.

Expectation

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

Accomplishments

In August 1996, the World Congress Against the Commercial Sexual Exploitation of Children was held in Stockholm, Sweden. Each of the 122 countries that adopted the resulting Declaration agreed to establish a national agenda with goals and timeframes to end the commercial sexual exploitation of children by the year 2000. During the year, as one of Canada's major follow-up initiatives to the Congress, SWC initiated the development of *Stolen Innocence*, a national education campaign against the commercial sexual exploitation of children.

An inter-sectoral campaign, *Stolen Innocence* brings together youth, the Canadian travel and tourism industry, non-governmental organizations and five federal government departments. A National Steering Committee with representation from each of the targeted sectors developed the following strategy to:

- increase public awareness of child sex tourism issues, as well as the law permitting the prosecution in Canada of Canadian nationals and permanent residents who engage in sexual exploitation-related activities with children abroad;
- educate the Canadian travel and tourism industry about child sex tourism and the role their industry can play in prevention; and
- improve coordination and sharing of information and other resources among groups that are trying to end the commercial sexual exploitation of children.

Phase 1 of the national campaign, a ten-month pilot project in British Columbia on child sex tourism, is expected to begin in the fall of 1998.

Performance Story: Policy Research on Gender Issues

SWC launched its independent Policy Research Fund (PRF) in 1996-97. The first products of this initiative, a total of 14 research reports and reference documents, were completed in 1997-98.

Rigorous policy research is the basis for the development of good public policy. The primary objective of the PRF is to support independent, nationally-relevant forward-thinking policy research on gender equality issues, including critical analysis of government policy. Policy research is defined as research whose primary focus is linked to the public agenda and whose results are useful to the development of public policies that advance the status of women. Research funded through the PRF also serves as a source of information for gender-based policy analyses in all federal government departments and agencies.

Research on priorities, selected in consultation with constituents, is funded through a competitive call for proposals process. Over 600 research organizations and individual researchers, equality-seeking groups and other stakeholders are invited to submit proposals, in addition to the information being posted on SWC's website. A non-governmental external committee, selected through nominations from constituents, identifies priorities, selects research proposals and exercises quality control over the final research products.

In 1995-96, SWC consulted with researchers, research organizations, women's groups and other interested parties for advice on the structure of the policy research capacity, and on research priorities. Two issue areas were identified: the Canada Health and Social Transfer (CHST) and its impact on women and women's access to justice. Eight research reports on these issues were subsequently completed (see Annex III). During the consultations, it also became clear that there was a need for information on the diversity of Canadian women's experiences as well as information on statistics and data sources that stakeholders could use in their work on the advancement of women's equality. Policy analysts and decision-makers have echoed this request. Since all federal departments and agencies are required to analyze their policies and legislation to take into account their differing impact on women and men, there has been a growing need for gender-specific data and for information on where to find it. In response to these needs, four reference documents were produced (see Annex III).

While the majority of the PRF supports research on emerging issues, it also allows for research on "urgent issues" related to gender quality that are on the current policy agenda for which time is of the essence, and there is an opportunity to effect change. For instance, in February 1997, the government announced a joint Senate-Commons review of custody and access issues. To ensure a well thought-out position at these hearings, the PRF issued an urgent call for proposals on spousal violence and mobility rights in custody and access disputes. Two reports were subsequently produced. One author was invited to appear before the joint Senate-Commons Committee to discuss the research findings. As well, many women and women's organizations who presented before the Committee received copies of the papers to assist them in their presentations.

To ensure a broad-based, effective dissemination of research findings, a distribution strategy for reports has been developed. Reports are distributed automatically and free of charge through SWC Headquarters and regional offices to a variety of groups and individuals such as Federal, Provincial and Territorial Ministers and their staff, Provincial Advisory Councils, Chairs of Women's Studies' Departments, researchers, national provincial and local women's groups, as well as 400 copies of each report for distribution to libraries across Canada. PRF publications are produced in both official languages (and alternative formats such as Braille text upon request) and are available for download from the SWC website.

This performance story addresses expectations 1, 3, 6 and 7 outlined in Service Lines 1 and 2.

Service Line 2: Informed and Effective Stakeholders

Objective

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

Expectation

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

Accomplishments

With approximately 25,000 monographs and publications on women's issues and gender equality, SWC's library and information services are a unique source in Canada. During the year, requests for information continued to grow from many sectors, including the public, other federal departments, other levels of government and international bodies. Three factors contributed to increased use of library and information services: SWC's consolidation as a "single window" department, increased accessibility to information through the website and stakeholders' participation in the consultations held in 1996.

Access to Information requests on library and records management services also increased substantially, delaying the development of service standards. The increase in demand for services coupled with insufficient resources prevented the department from achieving its goal of promoting and providing fuller public access to the library.

In 1997-98, demand for printed information increased from the previous year. Some 59,636 documents were distributed. These included materials for Women's History Month, the National Day of Remembrance and Action on Violence Against Women

(December 6th) and International Women's Week used by women's organizations, schools, Members of Parliament and Senators, and community organizations.

During the year, SWC developed a website. Since the website became operational in July 1997, the total number of visits to an SWC web-page averaged 14,500 per month. In addition to providing information through its website, SWC continued to produce *Perspectives*, a newsletter distributed three times a year to more than 10,000 Canadians across the country.

The detail on the dissemination of policy research reports is found on page 15.

Expectation

8. *Public awareness and action on gender equality in various communities and on specific issues.*

Accomplishments

Through the Women's Program, SWC approved \$3,264,527 for more than 178 initiatives, including:

- *Implementation of Action Plan Aimed at Ending the Sexual Abuse of Children by Johns and Pimps* by the Saskatoon Communities for Children Incorporated. This initiative drew on recommendations from a Working Group to end the sexual abuse of girl children by pimps and johns. It involved community groups, government departments and agencies in a collaborative process aimed at ensuring implementation of the wide ranging recommendations.
- *The Women's Internet Conference - Conférence : Les Femmes et l'Internet*. This two and a half day Pan-Canadian conference on women and the Internet, organized by The Partnership of Women'space - WINC-OWJN, brought together 250 women who represented a range of women's equality organizations from across Canada. The conference focused on women's access to information technology and the use of the Internet to advance women's equality with the participants making a series of recommendations for future action.

Performance Story: The Women's Program

In 1973, in response to a recommendation of the Royal Commission on the Status of Women, the Women's Program was created. The Program supports action by women's organizations and other partners seeking to advance equality for women by addressing women's economic, social, political and legal situation. As such, it is the principal federal mechanism supporting the work of women's organizations and other voluntary groups towards achieving women's full participation in Canadian society.

In 1997-98, with a budget of \$8.4 million, the Women's Program supported more than 300 organizations at the national, regional and local levels. In the context of an organizational review, SWC also completed a major reassessment of the Program's objectives and priorities, a process that began in 1996.

As part of the review process for the Women's Program, SWC held Canada-wide consultations that sought input from women's groups and other stakeholders on the overall direction of the department. In March 1997, drawing on the results of the consultations, SWC announced a phased-in approach for redirecting the Women's Program. As part of the first phase, effective April 1, 1997, SWC modified the Program's mandate, objectives and focus. The changes enhanced the Program's capacity to support the department's two service lines. Specifically, the changes:

- Fine-tuned the mandate to emphasize the Program's funding and non-funding roles, and to identify that it supports a diverse range of organizations that advance women's equality. (In 1997-98, for example, the Program's partners ranged from local women's organizations and ad hoc committees such as the *Centre des femmes de Laval* and the Ad Hoc Committee on Section 41 and Gender to the National Council of Women of Canada, the Alliance of Five Research Centres on Violence and the Students Commission of Canada);
- Created a new objective to facilitate the involvement of women's organizations in the public policy process. Ultimately, this will help the Program directly address SWC's commitment to provide Canadians with strengthened and more equitable public policy;
- Refined the institutional change objective to enhance support for women's participation in decision-making in key institutions, as well as the incorporation of gender implications and the diversity of women's perspectives in the policies and programs of those institutions;
- Renewed support for activities that increase public understanding and promote concrete initiatives on women's equality issues;
- Enhanced the ability of women's organizations at the grassroots level to work more effectively by providing them with resource materials and other tools, by facilitating partnerships among organizations, and by linking them with other resources in their communities to improve the situation of women; and
- Developed a Program Performance Framework to better measure and report on progress toward the objectives. In 1997-98, given the Program's decentralized structure, SWC developed a generic, high-level Framework that delineates performance measures, indicators and expected outcomes. In 1998-99, SWC plans to develop Region-specific strategies for the Framework.

In the fall of 1997, SWC launched the second phase of Program redirection which involved:

- creating a new, single funding mechanism which took effect in April 1998. This replaced two mechanisms that had created a barrier for newer organizations. Ultimately, the Program's resources will be allocated more equitably to all eligible organizations;
- introducing a new multi-year funding option to support longer-term initiatives addressing institutional or public policy change; and
- clarifying guidelines used to assess funding proposals submitted to the Program.

This performance story addresses expectations 4, 7, 8 and 9 outlined in Service Lines 1 and 2.

Expectation

9. *Participation of women in decision-making in key institutions, and incorporation of gender implications and the diversity of women's perspectives in the policies and programs of these institutions.*

Accomplishments

During 1997-98, the Women's Program approved \$736,010 to support 47 public policy-related initiatives, including:

- *Politiques et pratiques en matière de violence : enjeux pour les femmes francophones (Policies and Practices Pertaining to Violence: Issues for Francophone Women)* by Action ontarienne contre la violence faite aux femmes. This initiative identified the impact of various policies and practices pertaining to violence on Francophone women in Ontario. Through action-research, the production of various bilingual documents, the updating of the Ontario women's declaration and five regional meetings, the initiative gave women the tools to develop a detailed plan of services for Francophone women in the area of violence.
- *Violence Against Women: An Analysis of Policies and Actions* by Feminist Research, Education, Development and Action. The initiative critically analyzed existing research on violence against women and children, identifying the impact of research on provincial government policies. It also examined initiatives by front-line feminist groups to identify where advocacy resulted in progressive policies, and where further action was required.

Service Line 3: Departmental Effectiveness

Expectation

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

Accomplishments

Key points regarding services are addressed under Service Line 2. As mentioned last year, SWC was one of the pilot departments in the Improved Reporting to Parliament Project. This enabled it to set in place a more results-based planning and reporting framework.

SWC has a clear mission, departmental objectives and service lines, key results commitments and strategies. Performance measurements and indicators are currently in development.

The Department implemented many changes and improvements to its administration. Ongoing development and adjustment of SWC's planning and reporting system, especially in light of the evolving government-wide system, is an increasingly onerous responsibility, especially for a small department. As these responsibilities mount, essential resources are diverted from key departmental objectives such as GBA and the delivery of programs and services.

As one of the federal government departments with a horizontal policy mandate, SWC faces a further challenge to its accountability structure. Because it often supports the gender analysis of other departments, SWC seldom possesses direct authority over resources used to support policy development, implementation or evaluation. While results may reflect SWC's views, activities must often synthesize the perspectives of other departments as well.

The organizational review completed during the year was one of the tools that assisted SWC in the decision-making process to meet Program Review II reductions and in clarifying and streamlining functions. To this end, a number of positions and functions were modified and the changes will be implemented in the upcoming year.

Year 2000 Readiness

SWC has made Year 2000 (Y2K) readiness one of its highest priorities. Dedicated resources are assigned to the Y2K project. To date, SWC has produced a detailed action plan that assesses the impact of Y2K and outlines corrective measures. SWC is taking the necessary measures to ensure Y2K compliance, particularly where there is public interest. Most of our computers allow for the acceptance of the Y2K and beyond. We ensure that any new computers or software are Y2K compliant.

SWC does not own any identified mission critical systems. However, to process compensation payments, it depends on systems such as Public Service Compensation and Receiver General Services which are deemed mission critical systems. As well, SWC generally uses Treasury Board recommended/cost shared applications. It is SWC's understanding that these systems will be Y2K compliant. However, due to its small size, SWC can still process manually with Public Works and Government Services Canada (PWGSC) in the event of unexpected Y2K-related difficulties.

SECTION IV: FINANCIAL PERFORMANCE

Overview

Since the production of its *1997-98 Report on Plans and Priorities*, Status of Women Canada has adopted a business line structure with related service lines. Accordingly, SWC provides a crosswalk table in Table 4 that explains financial reporting for 1997-98. SWC provides historical financial tables at the business line only.

In 1997-98, SWC's total budget (i.e. Planned Spending ⁽¹⁾) is \$17,361,000. This amount includes grants as well as costs in support of the work of six directorates and regional operations. The financial tables indicate no significant variance between Total Planned Spending, Total Authorities and Actual Spending.

In 1997-98, the Women's Program Grant Vote is \$8,415,000. This includes an additional \$1.25 million over five years beginning in 1997-98, as part of the federal government's Family Violence Initiative.

During the year, as part of the last budget cut under Program Review I, SWC's reference levels were reduced by \$170,000. Between 1995-96 and 1997-98, reductions under Program Review I totaled \$547,000. In 1998-99, Program Review II will further reduce SWC by \$497,000.

The financial tables, except Tables 5 to 8 and 10 to 15, which do not apply to SWC, appear on the following pages.

⁽¹⁾ Planned Spending reflects figures as reported in SWC's 1997-98 Report on Plans and Priorities (includes the 1997-98 Main Estimates of \$17.1 million and the forecast Supplementary Estimates in the Grant Vote of \$.3 million); Actual Spending and Total Authorities (including Main Estimates, Supplementary Estimates and other Authorities such as spending of proceeds from the disposal of Crown assets) reflect figures reported in SWC's Public Accounts for 1997-98.

Table 1

Summary of Voted Appropriations

A. Authorities for 1997-98				
Financial Requirements by Authority (millions of dollars)				
Vote		1997-98 Planned Spending⁽¹⁾	1997-98 Total Authorities⁽²⁾	1997-98 Actual
	Status of Women Canada Office of the Co-ordinator			
140	Operating expenditures	8.0	8.0	8.0
145	Grants	8.5	8.4	8.4
(S)	Contributions to employee benefit plans	.9	.9	.9
Total Department		17.4	17.3	17.3

⁽¹⁾ Figures for 1997-98 Planned Spending i.e. the 1997-98 Main Estimates and the forecast Supplementary Estimates of \$.3 million in the Grant Vote are as those reported in SWC's 1997-98 RPP. Due to rounding, 1997-98 grants' planned spending amount differs from other reported grant figures.

⁽²⁾ Total Authorities are Main Estimates plus Supplementary Estimates plus other Authorities.

Table 2

Comparison of Total Planned Spending to Actual Spending

Departmental Planned versus Actual Spending by Business Line / Service Lines¹ (millions of dollars)									
Business Line/ Service Lines	FTEs²	Operating	Capital	Voted Grants³ and Contributions	Subtotal: Gross Voted Expenditures	Statutory Grants and Contributions	Total Gross Expenditures	Less: Revenue Credited to the Vote	Total Net Expenditures
Promoting Gender Equality									
1. Equitable Public Policy	40	3.8	-	2.9	6.7	-	6.7	-	6.7
	<i>40</i>	<i>3.8</i>	-	<i>2.9</i>	<i>6.7</i>	-	<i>6.7</i>	-	<i>6.7</i>
	36	3.6	-	2.9	6.5	-	6.5	-	6.5
2. Informed and Effective Stakeholders	51.75	3.8	-	5.6	9.4	-	9.4	-	9.4
	<i>51.75</i>	<i>3.8</i>	-	<i>5.5</i>	<i>9.3</i>	-	<i>9.3</i>	-	<i>9.3</i>
	49.75	3.9	-	5.5	9.4	-	9.4	-	9.4
3. Departmental Effectiveness	17	1.3	-	-	1.3	-	1.3	-	1.3
	<i>17</i>	<i>1.3</i>	-	-	<i>1.3</i>	-	<i>1.3</i>	-	<i>1.3</i>
	16	1.4	-	-	1.4	-	1.4	-	1.4
Total Planned	108.75	8.9	-	8.5	17.4	-	17.4	-	17.4
<i>Total Authorities</i>	<i>108.75</i>	<i>8.9</i>	-	<i>8.4</i>	<i>17.3</i>	-	<i>17.3</i>	-	<i>17.3</i>
Total Actuals	101.75	8.9	-	8.4	17.3	-	17.3	-	17.3
Other Expenditures									
Cost of services provided by other departments⁴									.9
<i>Total Authorities</i>									<i>.9</i>
Total Actuals									.9
Net Cost of the Program									
<i>Total Authorities</i>									<i>18.3</i>
Total Actuals									18.2

- (1) The 1997-98 Planned Spending (refer to Financial Table 4 for crosswalk between old and new structure), Total Authorities and Actual Expenditures are presented for each service line in consideration of SWC's PRAS; resources may overlap to more than one service line.
- (2) FTE's actuals represent the actual forecast of employees on-site i.e. actual FTE count for employees who worked the entire year and a prorated count for those who worked less than a year.
- (3) Due to rounding, the grants' planned spending amount differs from other reported grant figures.
- (4) The amount of .9 is based on the 1997-98 Planned Expenditures amount as presented in SWC's 1997-98 RPP.

Note: Normal font denotes Planned Spending; numbers in italics denote Total Authorities (main and supplementary estimates); bolded numbers denote actual expenditures.

Table 3

Historical Comparison of Total Planned Spending to Actual Spending

Departmental Planned versus Actual Spending by Business Line (millions of dollars)					
Business Line	Actual 1995-96	Actual 1996-97	Planned Spending⁽¹⁾ 1997-98	Total Authorities⁽¹⁾ 1997-98	Actual 1997-98
Promoting Gender Equality	16.4	17.1	17.4	17.3	17.3
Total*	16.4	17.1	17.4	17.3	17.3

* The financial difference between the actual amounts reported in 1996-97 in comparison to 1995-96 is mainly attributable to the following 1996-97 items:

- the increase (via Supplementary Estimates “B”) of \$0.6 million re: operating budget transfer of the Women’s Program from the Department of Human Resources Development;
- the increase of \$1.0 million re: transfer of functions emanating from the closing of the Canadian Advisory Council for Status of Women (CACSW) (to note: \$1.0 million included in 1995-96);
- the reduction of \$0.4 million to the Women’s Program Grants Vote (1993 budget reduction decisions); and
- the reduction of \$0.3 million related to Program Review I and other reductions.

In 1997-98, SWC’s Grant Vote is increased by \$0.3 million re: Family Violence Initiative (refer to Financial Performance Overview for details).

⁽¹⁾ Figures for 1997-98 Planned Spending i.e. includes the 1997-98 Main Estimates of \$17.1 million and the forecast Supplementary Estimates of \$.3 million in the Grant Vote are as reported in SWC’s 1997-98 RPP. Due to rounding, 1997-98 planned spending amount differs from other 1997-98 reported amount. Total 1997-98 Authorities are Main Estimates plus Supplementary Estimates plus other Authorities.

Table 4

Crosswalk between Old Structure and New Structure

Crosswalk between Old & New structure (\$ millions)						
Old Structure	New Structure			Old Structure		
	SL1 Equitable Public Policy	SL2 Informed and Effective Stakeholders	SL3 Departmental Effectiveness	Total	FTEs	% of Total
Executive Secretariat / Library & Records Management	.2	.4	.3	.9	15	5
Policy	.9	-	-	.9	14	5
External Relations and Communications	.3	1.1	-	1.4	19	8
Women’s Program Funding & Assistance	3.9	7.3	-	11.2	46.75	64
Research	1.0	.2	-	1.2	4	7
Resource Management, Informatics & Telecommunications Services	.4	.4	1.0	1.8	10	10
New Structure Total	6.7	9.4	1.3	17.4		
FTEs	40	51.75	17		108.75	
% of TOTAL	39	54	7			100

Note: The above Planned Spending expenditures are forecast for the specific service lines in consideration of SWC’s PRAS; resources may overlap to more than one service line.
Due to rounding, figures may not add to totals shown.

Table 9**Transfer Payments**

Transfer Payments by Business Line (\$ millions)					
Business Line	Actual 1995-96	Actual 1996-97	Planned Spending 1997-98⁽¹⁾	Total Authorities 1997-98⁽¹⁾	Actual 1997-98
Grants - Women's Program Funding and Technical Assistance					
Promoting Gender Equality	8.6	8.2	8.5	8.4	8.4
Total Transfer Payments*	8.6	8.2	8.5	8.4	8.4

* The 1996-97 Grant Vote reflects the reduction of \$.4 million, in comparison to 1995-96, as a result of the February 1993 budget reduction decisions.

In 1997-98, SWC's Grant Vote is increased by \$.3 million re: *Family Violence Initiative* (refer to Financial Performance Overview for details).

⁽¹⁾ Figure for 1997-98 Planned Spending is as reported in SWC's 1997-98 RPP; it includes the 1997-98 Grant Vote reported in the Main Estimates of \$8.2 million and the forecast Supplementary Estimates of \$.3 million (due to rounding, 1997-98 grants planned spending amount differs from other reported 1997-98 grant figures).

SECTION V: OTHER INFORMATION

ANNEX I: GENDER-BASED ANALYSIS (GBA)

GBA is a tool for understanding social processes and for responding with informed, effective and equitable options for policies, programs and legislation that address the needs of all Canadians. A gender-based analysis compares the realities of women and men, and girls and boys. In the process, it reveals the nature of relationships in the family, society and the economy. Using these results, policy-makers can make more informed decisions about the impact of different options on individual women and men, as well as societal structures. This contributes to an enhanced knowledge base for decision-makers.

ANNEX II: ORGANIZATION AND PROGRAM DELIVERY

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

The *Executive and Information Services Directorate* supports the Co-ordinator, provides ministerial liaison and correspondence services, and coordinates the management agenda, corporate planning and performance reporting. It also oversees library, distribution, records management and translation services.

The *Policy Analysis and Development Directorate* analyzes existing and proposed federal government policies, legislation, programs and initiatives to evaluate their impact on women. It also initiates and develops policies in cooperation with other federal departments.

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

The *Women's Program and Regional Operations Directorate* provides financial and technical assistance to women's and other voluntary organizations at the community, regional and national levels, to advance equality for women. Status of Women Canada has a direct link to communities and stakeholders across Canada through 27 regionally-based program officers. These regional officers, together with nationally-based Women's Program officers, work extensively with women's groups and other community-based organizations, provincial and territorial governments and other sectors. They collaborate on policies and programs, strengthen the effectiveness of other stakeholders in contributing to women's equality and obtain input from "the front-line" to Status of Women Canada's policy analysis.

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

The *Resource Management Directorate* ensures statutory accountability and delivers such services as financial and human resource management, informatics, telecommunications, security, material management and contract administration.

ANNEX III: RESEARCH PUBLICATIONS

The Canada Health and Social Transfer and its Impacts on Women

In June 1996, the Policy Research Fund (PRF) issued a call for proposals on the impact of the Canada Health and Social Transfer (CHST) on women. The selected research projects focused on women receiving social assistance, economic security for families with children, women with disabilities, the availability and affordability of childcare services, women and health care and women's human rights. Five reports were produced:

- *Benefiting Canada's Children: Perspectives on Gender and Social Responsibility*
Christa Freiler and Judy Cerny
Child Poverty Action Group
- *The Impact of Block Funding on Women with Disabilities*
Shirley Masuda
DAWN Canada
- *Women's Support, Women's Work: Child Care in an Era of Deficit Reduction, Devolution, Downsizing and Deregulation*
Gillian Doherty, Martha Friendly and Mab Oloman
- *Women and the Equality Deficit: The Impact of Restructuring Canada's Social Programs*
Shelagh Day and Gwen Brodsky
- *Who will be Responsible for Providing Care? The Impact of the Shift to Ambulatory Care and of Social Economy Policies on Quebec Women*
Association féminine d'éducation et d'action sociale (AFÉAS)
Denyse Côté, Éric Gagnon, Claude Gilbert, Nancy Guberman, Francine Saillant, Nicole Thivierge, Marielle Tremblay

Women's Access to Justice

In July 1996, the PRF issued a call for policy research proposals on women's access to justice. The selected projects focused on abused immigrant women; lesbians; women and civil legal aid; family mediation; and implications for victims of sexual harassment of the Supreme Court ruling in *Béliveau St. Jacques*. Three reports were produced (a fourth paper will be released in 1998-99):

- *A Complex Web: Access to Justice for Abused Immigrant Women in New Brunswick*
Baukje Miedema and Sandra Wachholz
- *Access to Justice for Sexual Harassment Victims: the Impact of Béliveau St-Jacques on Female Workers' Rights to Damages*
Katherine Lippel and Diane Demers
- *Family Mediation in Canada: Implications for Women's Equality*
Yvonne Peters, Sandra Goundry, Rosalind Currie
Equality Matters! Consulting

Custody and Access

In February 1997, the government announced a joint Senate-Commons review of custody and access issues. On September 2, 1997, to ensure a well thought-out position at these hearings, the PRF issued an urgent, targeted call for proposals on spousal violence and mobility rights in custody and access disputes. Two reports were subsequently produced:

- *Spousal Violence in Custody and Access Disputes: Recommendations for Reform*
Nicholas M. C. Bala, Lorne D. Bertrand, Joanne J. Paetsch,
Bartha Maria Knoppers, Joseph P. Hornick, Jean-François Noel,
Lorraine Boudreau, Susan W. Miklas
The Canadian Research Institute for Law and the Family
- *Relocation of Custodial Parents*
Martha Bailey, Michelle Giroux

Reference Documents

The PRF also supported the creation of four reference documents:

- *Finding Data on Women: A Guide to Major Data Sources at Statistics Canada*
- *Statistics Canada Data Sources on Immigrant Women*
- *Aboriginal Women in Canada: Strategic Research Directions for Policy Development*
- *Gendering Immigration/Integration: Policy Research Workshop Proceedings and a Selective Review of Policy Research Literature 1987-1996*

Horizontal Policy Research Activities

SWC works closely with other federal government departments to ensure that women's equality is integrated into all legislation, policies, programs and initiatives. During the year, SWC participated in several horizontal research initiatives through the Metropolis Project and the Policy Research Initiative.

➤ The Metropolis Project

The Metropolis Project is an international cooperative research project designed to stimulate multi-disciplinary research on the effects of international migration on cities. SWC expects that the Metropolis research will contribute to a better understanding of a broad range of immigration issues from a gender perspective. As well, SWC anticipates that the acquired knowledge base will assist Canadian policy-makers to develop and implement gender-sensitive policies in areas pertaining to immigration. With this in mind,

SWC organized the Gendering Immigration/Integration Policy Research Workshop which took place during the First National Metropolis Conference in Edmonton, Alberta in March 1997.

➤ Policy Research Initiative

The need to strengthen policy capacity has become a central issue in Canada's federal public service. To address this need, the Clerk of the Privy Council and Secretary to the Cabinet launched the Policy Research Initiative (PRI) in July 1996. The PRI, which brings together over 30 federal departments, builds a solid foundation of horizontal research upon which future public policy decisions can be based.

In Phase I, SWC participated with other departments to identify key pressure points in Canadian society that are most likely to create future policy challenges. SWC also helped assess the current state of knowledge and pinpointed research gaps.

Phase II established four interdepartmental research networks, each co-chaired by two Assistant Deputy Ministers: Growth, Human Development, Social Cohesion, and Global Challenges and Opportunities. The Networks, which each include an SWC representative, are developing research work plans. In addition, a working group on the knowledge based economy and society (KBE/S) is examining adjustment and transition issues facing Canada. KBE/S includes representation from each of the Networks and SWC. Together, the Networks and KBE/S are helping to enrich the quality of policy research; their main challenge will be to integrate a gender perspective in all policy research activities. It will be critical to ensure that appropriate resources are available to continue SWC's participation in these initiatives.

ANNEX IV: CONTACTS

1) List of Statutory and Departmental Reports

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

For other reports/documents, visit the SWC Web site.

2) Contact Persons

- For financial information, contact Guylaine Métayer,
Director of Resource Management and Informatics:
Telephone: (613) 947-1453
Fax: (613) 947-6113
E-mail: metayer@swc-cfc.gc.ca
- For information concerning this report, contact Donna McKeeby
Director, Executive and Information Services Directorate
Telephone: (613) 992-5399
Fax: (613) 943-0449
E-Mail: mckeebyd@swc-cfc.gc.ca
- For General Inquiries:
Telephone: (613) 995-7835
Fax: (613) 957-3359
Website: <http://www.swc-cfc.gc.ca/>