



**ESTIMATES**

# **Status of Women Canada**

**2000-2001  
Estimates**

Part III – Report on Plans and Priorities

**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, which are tabled in the House of Commons by the President of the Treasury Board, consist of three parts:

**Part I – The Government Expenditure Plan** provides an overview of federal spending and summarizes both the relationship of the key elements of the Main Estimates to the Expenditure Plan (as set out in the Budget).

**Part II – The Main Estimates** directly support the *Appropriation Act*. The Main Estimates identify the spending authorities (votes) and amounts to be included in subsequent appropriation bills. Parliament will be asked to approve these votes to enable the government to proceed with its spending plans. Parts I and II of the Estimates are tabled concurrently on or before 1 March.

**Part III – Departmental Expenditure Plans** which is divided into two components:

- (1) **Reports on Plans and Priorities (RPPs)** are individual expenditure plans for each department and agency (excluding Crown corporations). These reports provide increased levels of detail on a business line basis and contain information on objectives, initiatives and planned results, including links to related resource requirements over a three-year period. The RPPs also provide details on human resource requirements, major capital projects, grants and contributions, and net program costs. They are tabled in Parliament by the President of the Treasury Board on behalf of the ministers who preside over the departments and agencies identified in Schedules I, I.1 and II of the *Financial Administration Act*. These documents are to be tabled on or before 31 March and referred to committees, which then report back to the House of Commons pursuant to Standing Order 81(4).
- (2) **Departmental Performance Reports (DPRs)** are individual department and agency accounts of accomplishments achieved against planned performance expectations as set out in respective RPPs. These Performance Reports, which cover the most recently completed fiscal year, are tabled in Parliament in the fall by the President of the Treasury Board on behalf of the ministers who preside over the departments and agencies identified in Schedules I, I.1 and II of the *Financial Administration Act*.

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 public funds.

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**Status of Women**  
**Canada**  
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**2000-2001**  
**ESTIMATES**  
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***A Report on Plans and Priorities***

**Approved**

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

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This report is available through the Status of Women Canada Web site at  
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## Section I: Message from the Secretary of State (Status of Women)

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I am pleased to present the Status of Women Canada *Report on Plans and Priorities* for the 2000-2001 Estimates.

As we chart the course for a new century, it is the fundamental values that have shaped Canada as a nation that must guide us. It is those values that are uniquely ours — diversity, equality, dignity and fairness — that are our source of strength as we face the future. Only if every human being has the right to share equally and participate in social, economic, cultural and political life will we succeed.

Status of Women Canada is founded on these core values. It serves to reduce systemic barriers that prevent women from realizing their full potential. It works to create awareness and appreciation of the benefits of our differences. It strives to increase the capacity and the opportunity for women to shape their communities and our country. It is critical to Canada's future as we strive to build a stronger nation.

The Government of Canada has an important role to play if we are to draw on the potential of all Canadians. It must conduct research upon which to base good public policy that recognizes the links between socio-economic factors and a diverse population. It must lead by example, as a champion of equality. It must support the adaptation of public institutions to our growing diversity. It must help those who face barriers to develop the skills and tools to overcome them. And it must promote public understanding of the benefits of equality and engage citizens in its achievement.

This *Report on Plans and Priorities* focuses on areas that are strategically important to achieving these objectives over the next three years. Key among them are Status of Women Canada's research capacity, its partnerships with equality-seeking organizations, and its expertise and collaboration with other government departments in implementing a gender-based analysis of policy development.

In the 1999 Speech from the Throne, the Government articulated its vision for the future. The priorities of Status of Women Canada reflect this vision and will assist the Government of Canada in realizing its goals.

A cornerstone of the Speech from the Throne is building a dynamic economy. As 51 percent of Canada's population, 51 percent of our human resources and 51 percent of our creativity, women represent a significant economic force. Key to achieving the goal of a dynamic economy, therefore, is the advancement of women's economic autonomy.

For example, women predominate in the small and medium-sized business sector — the backbone of the Canadian economy. We must ensure that women can access the capital they need and expand into the global marketplace.

Only 16 percent of women are engaged in science, math and engineering. Reducing systemic barriers and attracting more women into these sectors will be pivotal to Canada's success in the knowledge-based economy.

Women's disproportionate share of unpaid caregiving work is another barrier to their full participation in the paid workforce. With an aging population, an over-burdened health care system and the competing pressures of work and family responsibilities, the challenge to balance paid and unpaid work is bound to escalate. Status of Women Canada's efforts to advance the measurement of unpaid work and the valuing of women's caregiving role in public policy will be critical to our economic and social well-being in the 21<sup>st</sup> century.

We will also focus on violence against women, an issue that is central to the Speech from the Throne themes of advancing human security, and building safer and stronger communities. Particular emphasis will be placed on addressing trafficking in women and child sexual exploitation. Importantly, the development of indicators will assist us in measuring our progress in eliminating violence against women in our society.

Finally, I am pleased to present the Status of Women Canada Strategic Plan in this *Report on Plans and Priorities* as the first of several initiatives underway to strengthen Status of Women Canada's strategic planning framework.

As we begin a new century, Status of Women Canada is committed to a way of doing business that is informed by the realities and perceptions of a diversity of stakeholders, fosters partnerships with those stakeholders to achieve common goals, and advances gender equality effectively, efficiently and for the benefit of all Canadians.

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

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## Section II: Departmental Overview

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### A. Mandate, Roles and Responsibilities

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**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)*

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Status of Women Canada’s mandate is guided by *Setting The Stage for the Next Century: The Federal Plan for Gender Equality* (the Federal Plan) and strengthened by the *Canadian Charter of Rights and Freedoms* (the Charter), as well as Canada’s commitments under the United Nations’ *Platform for Action (Beijing, 1995)* and the *Convention on the Elimination of all Forms of Discrimination Against Women*.

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**Vision:**

*Our vision is 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.*

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**Mission:**

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

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Diversity is a fundamental characteristic of Canadian society. Our approach to diversity is what makes Canada unique in the world. It enables us to promote human rights, while drawing upon the strengths of all people to contribute to our success as a nation. Canada’s diversity is a key dimension of gender.

The Government of Canada’s approach to advancing gender equality is based upon a recognition that the diversity of women needs to be taken into account in our social, economic, cultural and political systems — that women’s unequal status has its genesis in and is perpetuated by systemic causes. The concept of gender equality recognizes that

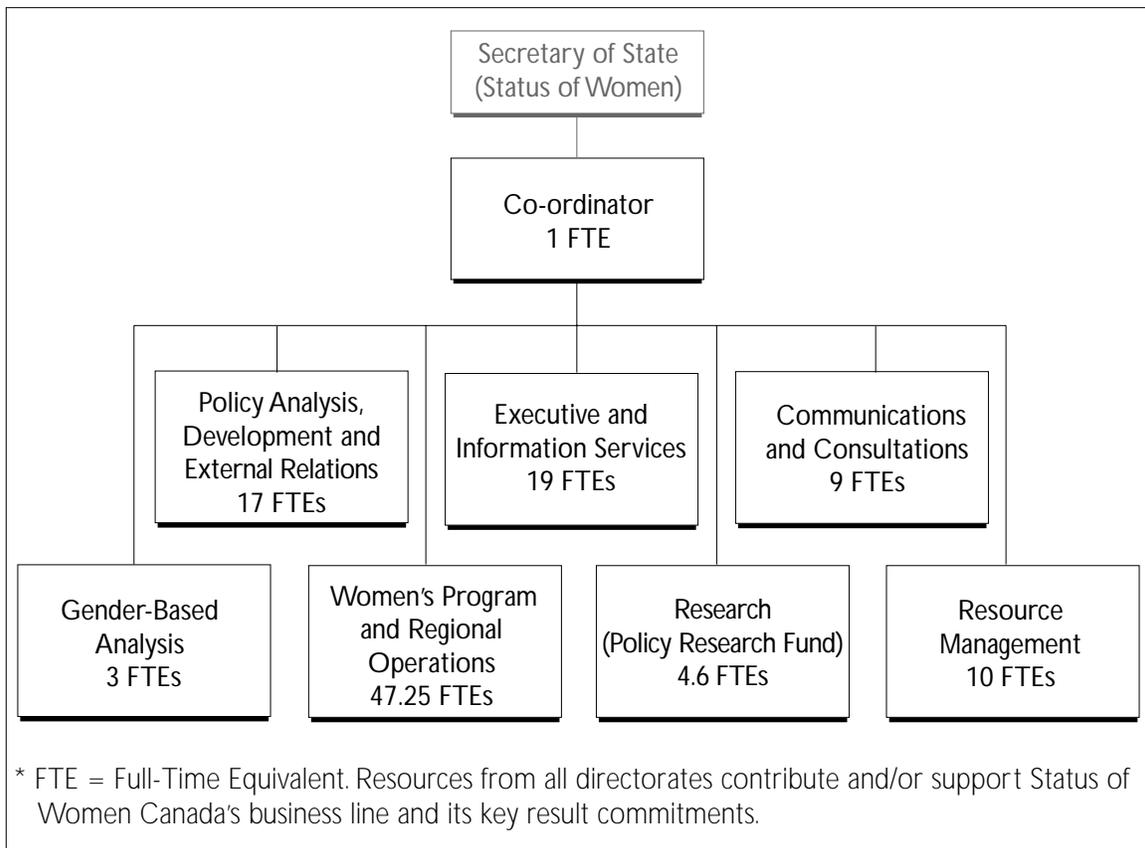
treating women and men identically will not necessarily ensure equality of outcomes, and it involves both women and men as partners in the quest for fairness and in the benefits of equality. It further recognizes that race, ethnicity, disability, sexual orientation, indigenous status and income also affect women's status.

It is this concept of equality that is embedded in the Charter, and supported by the Federal Plan.

## B. Program Objective

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

### Status of Women Canada Organizational Chart 110.85 FTEs\*



The following are further changes to Status of Women’s organizational chart, in comparison to the 1999-2000 *Report on Plans and Priorities*:

- The renamed Policy Analysis, Development and International Relations Directorate now includes the SWC federal-provincial/territorial and the international components;
- The renamed Executive and Information Services Directorate now includes the SWC ministerial correspondence and translation services;
- The External Relations and Communications Directorate was renamed to Communications and Consultations;
- The Gender-based Analysis Directorate was created to accelerate gender-based analysis implementation across the federal government.

## **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* is responsible for planning and reporting co-ordination services and support to the Co-ordinator and the Secretary of State (Status of Women) including liaison and ministerial correspondence services. It also provides library services, records management, translation and distribution services, which support all aspects of the department’s work.

The *Policy Analysis, Development and External Relations Directorate* reviews and conducts gender analysis of existing and proposed federal government policies, legislation, programs and initiatives. It develops recommendations and strategies and works in co-operation with other federal departments to promote gender equality. It addresses policy gaps on issues of concern to women. It also collaborates with provincial and territorial governments, international and multilateral organizations and other governments on policy-related activities. The International Relations Division advances and promotes Canadian policy and priorities on gender equality at the international level.

The *Gender-Based Analysis Directorate* assists other federal departments and agencies to set up their own processes to ensure that gender-based analysis is incorporated into all of their policy and program development activities.

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The *Research Directorate* is responsible for implementing and administering the Policy Research Fund, which contracts out longer-term, forward-thinking policy research as well as urgent issues research on women's equality issues. The Directorate also provides input into policy analysis and development related to gender equality; provides information to women's groups, researchers and other constituents on ongoing and recent research; and co-operates with government departments, and domestic and international research organizations on policy research initiatives and projects.

The *Women's Program and Regional Operations Directorate* provides financial and technical assistance to women's and other voluntary organizations to advance equality for women at the community, regional and national levels. Regional staff at 16 points of service across the country, together with headquarters-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 share input from "the front-line" with all other Status of Women Canada Directorates.

The *Communications and Consultations Directorate* informs women's organizations and the general public of federal priorities and programs relating to the status of women. It is the focal point for external communications, and for consultations advice and planning. It also carries out media relations and analysis, responds to queries from the public, produces publications and provides advice and communications products. It is developing a consultations function to better inform Status of Women Canada of the realities of its diverse stakeholder base.

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

### **C. External Factors Influencing the Department**

Progress towards gender equality is a key factor to Canada's success as a nation. Gender equality is an important element for ensuring that all Canadians participate in and contribute to the social and economic prosperity of the country. The efforts of individuals, governments and non-governmental organizations in the quest for gender equality have enabled Canada to reap many social and economic rewards. Women and women's organizations, in particular, have been instrumental to this progress. Despite gains made, however, sizeable and persistent gender gaps remain.

The complex and rapid changes to Canadian society brought on by increasing globalization present significant challenges to achieving gender equality. (Please refer to

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Annex A for Highlights of the Operating Environment). The devolution of responsibility for some social programs from the federal to provincial and territorial governments has contributed to the growing complexity of the social policy environment and has increased the need for equality-seeking organizations to intervene for the protection of measures in place to ensure gender equality, or to advocate for their establishment. In pursuing such activities, groups which previously focussed on federal action related to certain programs must now also engage provincial and territorial governments. This complicates the assessment of policy for its impact on equality, and challenges efforts to create coherent and comparable social, health and welfare services across the country.

In this new century, demographic, social, economic, technological and political change at national and international levels will require new responses by governments, including renewed partnerships among governments, communities and stakeholders.

Status of Women Canada's mandate domestically and its role internationally enables it to respond to this need, as it continues to foster strong partnerships with other federal departments, agencies and community organizations, in order to integrate gender-based analysis into the policy development and planning process.

Many federal departments are working on various ways to introduce or integrate gender-based analysis (Please refer to Annex B for a definition). The development of enhanced and systematic processes as well as capacity building tools are required to further promote a comprehensive approach to gender-based analysis to those departments who have not embarked on the initiative, given the horizontal nature of the departmental mandate. In light of this and the experience it has gained, Status of Women Canada has reviewed its strategy in this regard and, given the limited amount of resources devoted to this renewed initiative, it will implement it over the mid-term.

In addition to Status of Women Canada's domestic mandate, the department is actively involved in a number of international multilateral organizations where it is responsible for promoting gender equality and improving the lives of women. Canada has a longstanding reputation for its international, multilateral efforts to promote gender equality. Regarded as a world leader for its comprehensive approach to advancing gender equality, Canada is increasingly being asked to share its expertise at various international fora.

At the United Nations, Status of Women Canada has the lead on promoting women's equality. Status of Women Canada is also actively involved in organizations such as the Commonwealth, La Francophonie, the Organization for Economic Cooperation and Development, the Council of Europe, and the Organization of American States and Asian-Pacific Economic Cooperation, which have all incorporated gender into their work and have reporting obligations and special events planned around the millennium.

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International responsibilities related to gender equality have grown with the recognition that it is a factor in achieving other aims such as economic development, social cohesion and child poverty reduction. Gender is becoming the focus of work in the context of new trade alliances and on emerging issues such as the impact of globalization or new technologies on human rights and domestic labour markets. There are opportunities to apply Canadian expertise to the global dialogue on these issues and to use new fora, such as the first-ever Conférence des femmes de la Francophonie and the Hemispheric Women's Ministerial Conference, to demonstrate Canadian vision and leadership.

Canadian non-governmental organizations are increasingly using international fora to influence Canadian domestic policy. In the recent past, these non-governmental organizations have criticized Canadian domestic policy at the United Nations by using international instruments which Canada has ratified. They have also used international fora in their lobbying efforts.

An overarching theme of the 1999 Speech from the Throne is citizen engagement and the importance of collaboration given the growing complexity of our diverse society. Indeed, Status of Women Canada's stakeholders have articulated an increasing desire to participate more fully in the policy development process. Status of Women Canada has a number of consultative mechanisms in place which facilitate dialogue with its stakeholders and provides valuable civil society insight and experience on issues concerning women. These include Status of Women Canada's 16 points of service across the country, an outreach network that connects Status of Women Canada to grassroots concerns and realities; policy roundtables on specific topics such as the Federal Budget and unpaid caregiving work; and independent policy research on gender equality issues.

These mechanisms, among others, are the foundation of Status of Women Canada's continuing efforts to build processes for program and policy development, as well as strategic planning, that are informed by the realities of a diversity of stakeholders and that foster partnerships with Status of Women Canada to achieve common goals.

Over the past few years, initiatives such as: a strengthened *Employment Equity Act*; tax credit for dependant care providers; establishment of a new system for health research and information; student loans policy reform; and amendments to the *Criminal Code* have contributed to progress toward gender equality for women and men.

The Federal Government, through the 1999 Speech from the Throne, unveiled its blueprint for the second half of its mandate. The government is pursuing a comprehensive strategy to build on initiatives already taken in areas important to Canadian women and men which include:

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- **Children and Youth**
  - extending and making more accessible Employment Insurance benefits for parental leave to help parents spend more time caring for their young children;
  - with provincial and territorial partners, working to reform family law and strengthen support to families to ensure that, in cases of separation or divorce, the needs and best interests of children come first;
- **Health and Quality Care for Canadians**
  - improving access to up-to-date information about health issues and treatment options;
- **Build Stronger Communities**
  - building partnerships with communities and renewing the Government of Canada’s relationship with the voluntary organizations that serve them;
  - addressing the “root causes” of homelessness;
- **A Stronger Relationship with Canada’s Aboriginal Peoples**
  - continuing to build on the strong foundation of reconciliation and renewal outlined in *Gathering Strength — Canada’s Aboriginal Action Plan*;
- **Dynamic Economy**
  - forging partnerships with other governments, public and private sector organizations to establish a national action plan on skills and learning; and
- **Canada’s Place in the World**
  - working to combat global organized crime, including the smuggling and trafficking of people.

Based on its expertise, its research and policy analysis capacity, its networks and the partnerships it has developed, Status of Women Canada is obviously well-positioned to assist the government in achieving these goals. The frequency and depth of its strategic involvement will depend largely on the resources made available to the department.

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## Internal Challenges

The department has committed itself to addressing issues raised in the Public Service Employee Survey and to devote resources to improving its strategic planning and evaluation process.

Demand for Status of Women Canada services is expected to continue to increase significantly:

- over the short-term, given the preparations for the Special Session of the United Nations General Assembly (Beijing+5) in June 2000 to review implementation of the Beijing Platform for Action adopted at the Fourth United Nations World Conference on Women in 1995. Status of Women Canada will need to continue to devote commensurate resources both human and financial to sustain the coordination and management of the Government of Canada's contribution, participation and appropriate follow-up regarding this major international event. There are also mounting pressures for Canadian action at other international multilateral conferences, mentioned in the previous section;
- particularly over the mid-term, there will be a demand for grant funding, as a result of the interest generated by government action at these international events, as outcomes of the renewed gender-based analysis initiative emerge, and as other sources of financial support for advocacy work have decreased;
- over the short-term, demand for research management and analysis will increase as a higher than average number of independent policy research reports will be released to the public in 2000-2001; and
- with the government's commitment to engaging civil society, increasingly women and non-governmental organizations are asking to become more involved in the policy development process.

As women's and other equality-seeking organizations become increasingly successful in gaining access to the public policy process and as other departments become more interested in gender-based analysis in order to respond to these interventions, there is pressure on Status of Women Canada to respond to a wider range of issues and to provide information, advice and assistance to a growing number of stakeholders. Given the internal and external challenges described, we will strategically select where we can be most effective.

## D. Departmental Planned Spending

(\$ millions)	Forecast Expenditures 1999-2000 <sup>2</sup>	<b>Planned Expenditures 2000-2001</b>	Planned Expenditures 2001-2002	Planned Expenditures 2002-2003
<b>Budgetary Main Estimates</b>	17.1	<b>17.6</b>	17.6	17.7
Non-Budgetary Main Estimates Less: Respendable Revenue				
<b>Total Main Estimates</b>	17.1	<b>17.6</b>	17.6	17.7
Adjustments to Planned Spending <sup>1</sup>	4.2	2.0	3.5	5.0
	21.3	<b>19.6</b>	21.1	22.7
Less: Non-Respendable Revenue Plus: Cost of Services Received Without Charge	1.4	<b>1.4</b>	1.4	1.4
<b>Net Cost of Program</b>	22.7	<b>21.0</b>	22.5	24.1
<b>Full Time Equivalents</b>	110.85	<b>110.85</b>	110.85	110.85

<sup>1</sup> Adjustments are to accommodate approvals obtained since the 1999-2000 Annual Reference Level Update (ARLU) exercise. Adjustments to SWC's 1999-2000 Planned Spending confirmed by Treasury Board are in the amount of \$4.2 million. The adjustments are for the preparation of the United Nations Special Session of the General Assembly entitled *Women 2000: Gender Equality, Development and Peace for the Twenty-First Century* taking place in June 2000, and other operating requirements. Planned expenditures are also reflecting adjustments to Planned Spending increases in fiscal years 2000-2001, 2001-2002 and 2002-2003. At the time of submitting this report, Status of Women Canada had not received confirmation of allocation between votes.

<sup>2</sup> Reflects the best forecast of total net planned spending to the end of the fiscal year.



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**Section III: Plans, Results and Resources**  
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**Status of Women Canada Business Line: Promoting gender equality.**

**A. Business Line Objective**

Status of Women Canada has adopted one business line synonymous with its mission:

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*To promote equality of women in all spheres of Canadian life.*

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Three key result commitments and their related corporate planned results described below flow from this business line/mission.

**B. Business Line Description**

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

- *the promotion of the advancement of women in collaboration with federal government departments and agencies, local, provincial, and territorial governments, non-governmental organizations, industry and educational and health authorities;*
  - *the provision of grants to support projects and the core operations of women's and other voluntary organizations working toward the equality of women;*
  - *the provision of technical information and support to the public, client groups and organizations to increase awareness of and facilitate action at local, regional and national levels to advance women's equality; and*
  - *the funding of independent research on public policies that affect women and their advancement toward equality; and*
  - *collaboration with other countries and multinational organizations to advance public policy on gender equality.*
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## C. Key Results Commitment, Planned Results, Related Activities and Resources

Business Line: <b>To promote equality of women in all spheres of Canadian life</b>	
Key Result Commitments (3-5 years)	Planned Results (1-3 years)
<p><b>We will</b></p> <p><b>1. have influenced the development of fair and gender-equitable public policy</b></p>	<p>To have directed/led/driven the integration of gender-based analysis (GBA) in the policy and program development of selected federal departments and key institutions.</p> <p>To have worked in partnership with other policy actors to develop policies that will advance gender equality specifically in relation to women's economic autonomy, women's human rights, and systemic violence against women and children.</p> <p>To have developed gender equality indicators in selected areas.</p> <p>To have advanced Canadian gender equality objectives and experience in the international arena.</p> <p>To have increased the access of women and women's equality-seeking groups to the public policy development process domestically and internationally.</p> <p>To have strengthened the capacity of non-governmental actors and civil society to take action to advance gender equality issues.</p> <p>To have collaborated with NGOs to integrate GBA in public policy-making at national and regional levels.</p>
<p><b>2. have enlarged the knowledge base on, and enhanced awareness of, women's realities and gender equality issues</b></p>	<p>To have enhanced the knowledge base on, and enhanced public awareness of, selected issues through gender-based research, analysis, information and data dissemination.</p> <p>To have generated informed public dialogue on gender equality issues.</p> <p>To have enhanced the knowledge, skills and capacity of federal departments (including SWC), other governments, NGOs and the public at large to conduct GBA.</p> <p>To have influenced research agendas and methodologies of research organizations, OGDs and other governments in order that gender-based research and analysis can be carried out.</p>

<b>Key Result Commitments (3-5 years)</b>	<b>Planned Results (1-3 years)</b>
<p><b>We will</b>  <b>3.</b> have improved the department's effectiveness and efficiency</p>	<p>To have established a more participatory and integrated strategic planning and evaluation process.</p> <p>To have conducted an annual review of progress made regarding the department's effectiveness.</p> <p>To have fostered and maintained a highly- skilled and motivated workforce.</p> <p>To have fostered and maintained a fair, supportive and family-friendly work environment.</p> <p>To have addressed issues raised in the Public Service Employee survey.</p> <p>To have established and implemented service standards in selected areas.</p> <p>To have improved internal operations, infrastructure and communications by:</p> <ul style="list-style-type: none"> <li>- Strengthening cross-directorate collaboration</li> <li>- Modernizing the comptrollership function</li> <li>- Implementing SWC's Intranet</li> </ul>

In November 1999, Status of Women Canada began a review of its corporate strategic planning and evaluation process, as well as an evaluation of the challenges and opportunities we face. All employees provided input into both this process and the resulting Strategic Plan which is attached. This report is based on such Plan. The complete list of key activities for the Department in fiscal year 2000-01, as well as resource allocation, are now being finalized and will be available to the public on our Web site in April 2000, as well as upon request in our Library.

***1. We will have influenced the development of fair and gender-equitable public policy.***

**o Planned Results and Key Activities:**

Status of Women Canada will continue to promote the practice of gender-based analysis across federal departments by sponsoring various training packages, developing a resource collection of gender-based analysis related information, sharing best practices with federal departments and other stakeholders, implementing pilot projects and creating an accountability framework.

***2. We will have enlarged the knowledge base on, and enhanced awareness of, women's realities and gender equality issues.***

**o Planned Results and Key Activities:**

Over the next period, Status of Women Canada will strive to enlarge the knowledge base on, and enhance awareness of women's realities and selected gender equality issues through gender-based research, analysis, information and data dissemination. By providing increased support on gender-based analysis, Status of Women Canada will facilitate the achievement of these objectives among both the public at large and federal departments. The achievement of these goals will, in turn, have a direct impact on the range of informed stakeholders and on their effectiveness in influencing (or devising) public policy advancing gender equality.

**3. We will have improved the department's effectiveness and efficiency.**

**o Planned Results and Key Activities:**

Efforts related to improving Status of Women Canada's efficiency will focus on: allocating resources to targeted issues, facilitating the flow/exchange of knowledge amongst its personnel and making a more strategic use of its limited resources and its partnership potential. The planned results will endeavour to improve employee and client satisfaction through specific intradepartmental collaborative initiatives, as well as the implementation of new planning and evaluation frameworks.

Status of Women Canada is highly committed to improving the level of its employee satisfaction. Among other initiatives, management, employees and union representatives will collaborate to develop a plan of action within the next four to six months to address issues raised in the Public Service Employee Survey and other documents.

As announced in our latest Departmental Performance report, there are several initiatives underway (and resources dedicated) to strengthen Status of Women Canada's operational and strategic planning capabilities, and consequently, its reporting abilities:

- o The Strategic Plan attached to this report will serve as the corporate goal post until a more in-depth environmental analysis is conducted. Thereafter, the Strategic Plan would be based in large part on priorities selected from those identified by our clients, as well as those recommended by our stakeholders. A corporate planning and reporting process established jointly with staff will also be implemented and reviewed over the period.
- o Also based on the outcomes of a more in-depth environmental analysis (and a better understanding of our clients' expectations and perceptions of our value-add), we may also undertake over this period to modify our Planning, Reporting and Accountability Structure.
- o Corporate performance indicators, once validated and tested, will form the basis of Status of Women Canada's corporate evaluation framework. The process for developing performance indicators and measurement tools is being developed as part of this framework, with a view to addressing both quantitative and qualitative aspects of departmental programs including Status of Women Canada's funding program supporting non-governmental organizations' efforts to advance women's equality. Both the process and the framework will support the accountability framework for program activities and, ultimately, for the longer-term impact of such activities. Once the evaluation framework has been completed by ensuring the integration of the

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directorates' indicators, it will be made public. The framework will then be implemented and progress reported on.

- The evaluation framework of the Policy Research Fund will be developed in preparation for the program review anticipated in 2002-2003. Specific undertakings will include, but will not be limited to: testing and fine-tuning the client feedback questionnaire, developing a similar questionnaire for Status of Women Canada staff as a method of data collection regarding how and by whom these research publications are being used, and reviewing its communication strategy.

These initiatives will serve to create more of a learning environment within and outside the department.

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**Section IV: Financial Information**  
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**Table 4.1: Summary of Transfer Payments**

(\$ millions)	Forecast Expenditures 1999-2000 <sup>1</sup>	<b>Planned Expenditures 2000-2001<sup>1</sup></b>	Planned Expenditures 2001-2002 <sup>1</sup>	Planned Expenditures 2002-2003
<b>Promoting Gender Equality Grants — Women's Program Funding and Technical Assistance</b>	8.3	<b>8.3</b>	8.3	8.3
<b>Total Grants</b>	8.3	<b>8.3</b>	8.3	8.3

<sup>1</sup> The Status of Women Canada Women's Program Grant Vote is \$8,250,000. This includes an additional \$1,250,000 over five years (\$0.25 million yearly) which began in 1997-98 as part of the federal government's *Family Violence Initiative*.

**Table 4.2: Net Cost of Program for the Estimates Year**

	Total (\$ millions)
<b>Net Planned Expenditures<sup>1</sup></b>	19.6
<i>Plus: Services Received without Charge</i>	
Accommodation provided by Public Works and Government Services Canada (PWGSC)	1.1
Contributions covering employees' share of employees' insurance premiums and expenditures paid by TBS	0.3
Workman's compensation coverage provided by Human Resources Canada	
Salary and associated expenditures of legal services provided by Justice Canada	
	1.4
Less: Non-respendable Revenue	
<b>2000-2001 Net cost of Program</b>	<b>21.0</b>

<sup>1</sup> Net Planned Expenditures includes an increase of \$2.0 million for fiscal year 2000-2001. At the time of submitting this report, SWC had not received confirmation of allocation between votes.

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**Section V: Other Information**  
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**Annex A: Highlights of Gender Data in Canada**

**Annex B: What is Gender-based Analysis?**

**Annex C: Status of Women Canada Contacts**

**Annex D: Reader Feedback Form**

## Annex A: Highlights of Gender Data in Canada

### *The World of Work*

On the surface, progress towards equality in the paid workplace is occurring. Women's participation rate is increasing while men's is 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, women 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. Women accounted for 20% of all senior managers hired within the Public Service in 1998, up from 11.71% in the previous year. According to a Catalyst report released in 2000, women continue to be under-represented in corporate governance. Women account for 12% of the corporate officer posts and only 3.4% of top management jobs such as Chief Executive Officer at Canada's 560 largest corporations. Almost half of these corporations have no women officers.

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. For example, 24% of senior women have low incomes compared to 17.8% of women 18-64, and for senior women living alone, the rate is 49.1%

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, who have the highest rates of low income. Global trends in labour markets, such as an increase in non-standard work and demographic factors, such as an aging population, have different gender implications. The changing nature of both paid and unpaid caregiving 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 receive less support from employers.

### ***Health and Well-Being***

Women are physiologically and anatomically different in all aspects through their life cycle, making gender-based analysis essential in all areas of health care policy.

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/partner. Following the death of their spouse/partner, women face advanced age and increasing disability alone.

### ***Gender Policy Development Environment***

In recent years, major social and economic shifts, the loss of a number of federal funding programs, devolution, social service cutbacks at the provincial and municipal levels, and the growing complexity of the policy context have combined to place enormous pressures on voluntary organizations. The impact of these social and economic changes on women's voluntary organizations has been significant. As demand for their services grows, their financial resources shrink, resulting in additional pressures on Status of Women Canada. Our inability to fund direct services results in increased frustration for

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the affected groups and more work for staff in trying to direct them to other sources of funding.

As the roles of governments are redefined in implementing the Social Union Agreement Framework, it will remain crucial to ensure that gender considerations are incorporated into social policy reform. As contributors to the maintenance of a strong voluntary sector in their communities, women also play an important role in building and renewing partnerships among governments, and the private and voluntary sectors that are a key element of social policy renewal.

Increasing the impact of our work on the larger policy environment continues to be a difficult challenge. The issues are still not well understood and women's realities are a long way from being integrated into the mainstream of economic and social thinking and planning within government and the private sector. With Canada's fiscal situation in order, there will be more scope in the future to apply our knowledge base and analytical tools to actual policy development.

## **Annex B: What is Gender-Based Analysis?**

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

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

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

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## **Annex C: Status of Women Canada 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, please visit the Status of Women Canada Web site at <http://www.swc-cfc.gc.ca>

### **2) Contact Persons**

- For financial information, contact:  
Guylaine Métayer,  
Director of Resource Management and Informatics  
Telephone: (613) 947-1453  
Fax: (613) 947-6113  
E-mail: metayerg@swc-cfc.gc.ca
- For information concerning this report, contact:  
Donna McKeeby  
Director, Executive and Information Services  
Telephone: (613) 992-5399  
Fax: (613) 949-0449  
E-mail: mckeebyd@swc-cfc.gc.ca

or

Josiane Désilets  
Corporate Planning and Reporting Initiative  
(613) 995-3955  
Fax: (613) 943-0449  
E-Mail: desiletsj@swc-cfc.gc.ca

- For general enquiries:  
Telephone: (613) 995-7835  
Fax: (613) 957-3359



**Status of Women Canada**  
**Report on Plans and Priorities (RP&P) 2000-01 Reader Feedback Form**

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*Thank you for taking the time to review our 2000-01 Report!*

Your comments will be valuable to us in the preparation of both the Departmental Performance Report, which will be based on this document, and for future RP&Ps.

1. Is this your first exposure to Status of Women Canada's Report on Plans and Priorities?

No  Yes

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

No  Yes

3. Would you recommend it to someone else?

No  Yes

Why? \_\_\_\_\_

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

- Member of the House of Commons/Senate
- Political staff
- House of Commons/Senate staff
- Canadian NGO
- Federal/provincial/territorial Public Servant
- Canadian public
- Media
- International organization
- Foreign organization/government
- Other (Specify): \_\_\_\_\_

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

- As part of a Parliamentary Committee
- To increase your knowledge of Status of Women Canada's mandate and plans
- To better understand the challenges faced by the department
- To understand how resources are being allocated
- To develop partnership plans with Status of Women Canada
- Other (Please explain): \_\_\_\_\_

*Thanks again! Please fax to:*  
Josiane Désilets, SWC Strategic Planning and Reporting Initiative  
(613) 943-0449