



ESTIMATES

Status of Women Canada

**2001-2002
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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2001-02
ESTIMATES
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A Report on Plans and Priorities

Approved

A handwritten signature in black ink, consisting of several loops and a long tail, representing the name Hedy Fry.

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
<http://www.swc-cfc.gc.ca>

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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 (SWC) *Report on Plans and Priorities* (RP&P) for the 2001-02 Estimates.

In the recent *Speech from the Throne*, the Government of Canada articulated its vision for the new century. This vision is embodied in the “Canadian Way”. It is an approach which recognizes the synergy between social and economic well-being. It is an approach that is committed to strong values of justice, caring and compassion; to prosperity; to an equitable sharing of the benefits resulting from economic growth; a respect for diversity; and a partnership between citizens and state.

Gender equality, or equality between women and men, is at the very heart of these values. The Government of Canada remains committed not only to the principle of gender equality, but to concrete actions that will improve the quality of life for women where they work and where they live.

In the last quarter century, the situation of women has changed considerably. The “struggle to juggle” home, family and work responsibilities is a growing challenge for women as they enter the paid workforce in increasing numbers. Demographic shifts, such as an aging and increasingly diverse population, different family structures, the changing face of the labour force, technological advances and globalization — these have also created challenges and pressures for women and their families.

The Government of Canada has played an important role in advancing gender equality — from establishing legal mechanisms such as Canada’s *Charter of Rights and Freedoms*, to practical policies such as extending parental benefits under Employment Insurance legislation. The government’s priorities over the past few years reflect its commitment to focus on areas where outcomes will improve the quality of life for women — children, health care, economic independence, strengthening Canada’s relationship with Aboriginal peoples, and safer and stronger communities.

The foundation is firmly in place. Definitive actions that have advanced gender equality are the base from which we can build towards the future. But we recognize that a changing society and economy require new responses from government — that changes in the delivery of programs and services need renewed partnerships with governments, communities and stakeholders.

In June 2000, the government approved the development of an Agenda for Gender Equality (the Agenda), a strategy that will build on the strong foundation of past and ongoing initiatives in key areas that have a direct impact on the lives of Canadian women and men.

The Agenda’s approach is an integral part of SWC’s strategic plan, builds upon the framework of *The Federal Plan for Gender Equality (1995-2000)*, is forward-looking and evidence-based. It enhances the links between domestic and international activities, and it seeks to ensure that all Canadians participate in the policy development process in a meaningful and sustained way.

As a collective initiative, the Agenda's success will depend on continuing partnerships and collaboration with other government departments, to ensure that the realities of women and men are visibly and horizontally reflected in government programs and policy design. Importantly, the Agenda provides me, as Secretary of State (Status of Women) with opportunities to focus on areas where measurable outcomes that benefit Canadian women and their families are achievable.

Through internal and external consultations, the following policy priority areas were identified and articulated in SWC's *Strategic Plan for 2000-2003*. Results are attainable because they build on established partnerships and initiatives. In some cases, an opportunity or need has presented itself that makes it timely for SWC to act. They are the overarching areas that will guide and focus efforts for the Agenda and the ongoing work of the department by:

- improving women's economic autonomy (enhance women's access to benefits, building on the success of the recent extension of parental benefits; increase women's knowledge of the taxation system; and advance a gender perspective in the dialogue on international trade and global migration);
- eliminating violence against women and the girl child (continue to advance the issue of trafficking in persons and ensure that a gender perspective is incorporated in strategies to address the problem; and continue to develop statistical indicators to measure progress in addressing violence against women); and
- advancing women's human rights (undertake more research on Aboriginal women and increase their participation in public policy development).

In June 2000, a Special Session of the United Nations General Assembly took place to review and assess progress achieved in implementing commitments made in Beijing at the 1995 World Conference on Women. SWC coordinated Canada's participation in the Special Session, which also focused on objectives for future actions. SWC will continue to fulfill the lead role in monitoring federal government implementation of the Beijing *Platform for Action*, as well as implementation of the outcomes of the Special Session.

In facing the challenges and seizing the opportunities of a changing world, the Government of Canada has committed to ensuring that no Canadian is left behind. Achieving gender equality in the new century will not just enhance the economic, social and political participation of women in Canada — it will benefit their families, their children and all Canadians. But it is a work in progress — there is still much to be done.

Canada's Agenda for Gender Equality will require renewed partnerships within government, between governments, with communities, non-governmental organizations and the private sector. It will build on the significant gains we have made both nationally and internationally to achieve measurable, sustainable and effective results. Most significantly, it will work to ensure that more than half of our population has an opportunity to improve their lives and participate in securing Canada's future.

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

Management Representation

Report on Plans and Priorities 2001-2002

I submit, for tabling in Parliament, the 2001-2002 Report on Plans and Priorities (RP&P) for Status of Women Canada.

To the best of my knowledge the information:

- Accurately portrays the department's mandate, priorities, strategies and planned results of the organisation.
- Is consistent with the disclosure principles contained in the *Guidelines for Preparing a Report on Plans and Priorities*.
- Is comprehensive and accurate.
- Is based on sound underlying departmental information and management systems.

I am satisfied as to the quality assurance processes and procedures used for the RP&P's production.

The Planning and Reporting Accountability Structure (PRAS) on which this document is based has been approved by Treasury Board Ministers and is the basis for accountability for the results achieved with the resources and authorities provided.

Name: _____

Date: _____

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Section II: Departmental Overview

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2.1 What's New

The development of an Agenda for Gender Equality (the Agenda), is the cornerstone of Status of Women Canada's plan to advance equality for women and men in the new century. The Agenda's approach is an integral part of SWC's strategic plan, builds upon the framework of *The Federal Plan*, is forward-looking and evidence-based.

The Agenda is a strategy that will build on the strong foundation of past and ongoing initiatives in key areas that have a direct impact on women's lives.

A pivotal component of the Agenda will be a coordinated and coherent framework to ensure that current and new policy and program initiatives are "engendered", meaning that the realities of women and men are visibly reflected in their development. This will involve the continued development of tools, training, and other supports including performance and evaluation frameworks. Pilot projects in targeted areas will also be pursued to demonstrate how Gender-Based Analysis (GBA) can be introduced in a systematic fashion, and effectively contribute to the achievement of better policy and program outcomes that support gender equality.

Of the \$20.5 million committed to the Agenda over 5 years, \$10.25 million will enable Status of Women Canada to establish this framework in order to enhance its work horizontally and in partnership with other government departments. The remainder will be used to provide funding for women's and other equality-seeking organizations, through the Women's Program. This support will not only enhance SWC's ability to work with a broader cross-section of groups working to address new and emerging issues to advance gender equality; it will facilitate groups' ongoing contributions to the integration of GBA in public policy-making at the national and regional levels.

Opportunities will be sought by SWC to enter into partnerships with other government departments to develop initiatives that advance gender equality in a coherent, deliberate and visible way. These initiatives would address gaps identified under SWC's three corporate priorities of improving women's economic autonomy; eliminating systemic violence against women and the girl-child; and advancing women's human rights. Specific issues to be pursued under each corporate priority are identified in this document under the chart in Section III.

In order to design policies and deliver programs and services which are consistent with the goal of engendering, SWC will continue to enhance capacity building of key partners and stakeholders, and promote the incremental practice of GBA across government by:

- promoting common understanding of concepts and best practices;
- promoting use of common tools and indicators; and
- demonstrating how to achieve better policy and program outcomes by identifying, in collaboration with participating “key” departments, initiatives where GBA could be introduced in a systematic fashion.

2.2 Mandate, Roles and Responsibilities

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)

SWC’s mandate will now be guided by the new Agenda for Gender Equality (AGE), building on the foundation of the 1995 *Setting The Stage for the Next Century: The Federal Plan for Gender Equality*. It is 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*.

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.

Mission:

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

To achieve real progress on gender equality, SWC is firmly committed to consulting and acting in partnership with non-government organizations, provincial and territorial governments, researchers, the private sector, foreign governments and international organizations.

SWC also recognizes that equality between women and men is not just an issue of social justice, but a factor in every aspect of our lives. It affects the economic status, safety and security, health and well being of women, their children and their families. The attainment of gender equality therefore requires a holistic, horizontal, cross-societal approach. The issue of violence against women, for example, is a social issue, an economic issue, an issue for the Criminal justice system and a health issue.

Given its horizontal mandate and the diversity of its stakeholders, SWC's predominant role will be that of knowledge broker on gender equality. In this capacity, SWC facilitates interaction and information sharing among stakeholders and plays a key role in identifying opportunities for timely and effective input into the federal policy development process.

SWC will also fulfill the complementary role of portal for information and appropriate contacts on gender equality within the federal government.

As results are generated from the Agenda, SWC will seek to position itself as a centre of expertise, proactively promoting best practices, and sharing knowledge and frameworks with stakeholders and partners, so that they can engage in their own efforts to advance gender equality in their programs and policies.

Given these roles, the department is well positioned as an agent of change within the Government of Canada.

2.3 Departmental Objective

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

Organization and Program Delivery

The *Co-ordinator* of SWC 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 Corporate planning, evaluation and reporting, co-ordination services and executive support to the Co-ordinator and the Secretary of State (Status of Women) including ministerial liaison and correspondence services. It also provides library and information services, records management and distribution and translation 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,

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legislation, programs and initiatives. It develops recommendations and strategies, and works in cooperation with other federal departments to promote gender equality. It undertakes developmental activities to address policy gaps on issues of concern to women. Internationally, the Directorate advances and promotes Canadian policy and priorities on women's human rights and gender equality. It collaborates with various stakeholders including, provincial and territorial governments, civil society and NGOs, international organizations and other governments on policy-related activities.

The *Communications and Consultations Directorate* informs women's organizations and the general public of federal priorities and programs relating to the status of women. This Directorate is the focal point for external communications and for consultations advice and planning. It undertakes the preparation of speeches and conducts media relations. It also carries out media analysis, responds to queries from the public, produces publications and promotional materials and provides communications advice.

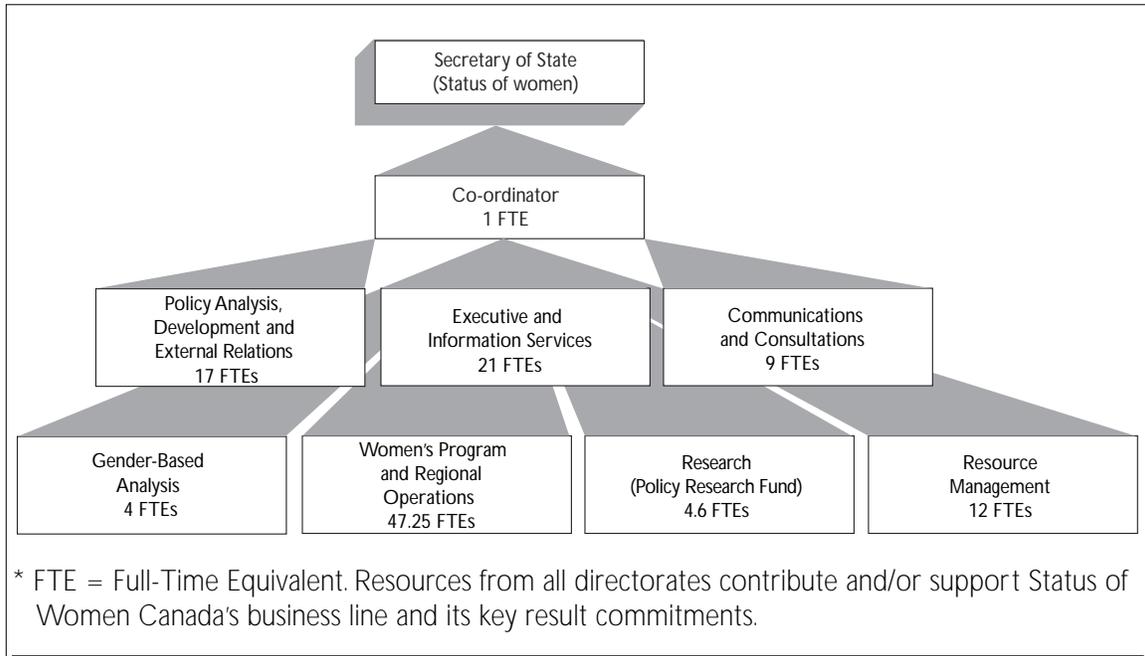
The *Gender-Based Analysis Directorate* assists other federal departments and agencies to set-up their own processes to ensure that gender-based analysis is incorporated into all of their policy and program development activities.

The *Women's Program and Regional Operations Directorate* manages the implementation of the *Women's Program* which provides financial and technical assistance to women's and other voluntary organizations at the community, regional and national levels to advance equality for women. Through the *Regional Operations* component, the directorate is also responsible for ensuring the regional implementation of the department's mandate. It consists of 35 staff located in 16 points of service across the country which provides SWC with a direct link to communities and stakeholders.

The *Policy Research Directorate* is responsible for implementing and administering the Policy Research Fund, which contracts out emerging, sometimes urgent, forward-thinking policy research on women's equality issues. This Directorate also provides research-related 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 collaborates with federal departments as well as domestic and international research organizations on policy research initiatives and projects.

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

**Status of Women Canada
Organizational Chart
116 FTEs***



There are no changes from the 2000-01 *Report on Plans and Priorities* nor the *Department Performance Report* for the period ending March 31, 2000, except in the number of employees (FTEs).

2.4 Planning Context

SWC's priorities support its overall mission and the Government of Canada's commitment to promote gender equality. These priorities further support the Government's *Speech from the Throne* commitments to children and families, strong and safe communities, Aboriginal people, and creating and sharing opportunities nationally and globally. Working in close collaboration with other government departments by way of continued assistance in training, developing Gender-based Analysis tools and evaluation frameworks, SWC's priorities will also support and complement the policy agendas of partner departments in the Agenda for Gender Equality.

In an era of globalization, Canadians, and Canadian women in particular, are looking to the government to respond to the need for a national perspective that provides for the full participation of all Canadians, from all regions of Canada, in all of their diversity (race, national, ethnic or indigenous origin, colour, religion, age, sex, marital status, family status, disability and sexual orientation). They are looking to the government to uphold

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their rights, and to restore the fundamental tenets of social responsibility and democracy. Importantly, Canadians want to see their priorities in the policies and programs of their federal government.

Based on its expertise, its research and policy analysis capacity, its networks and the partnerships it has developed, SWC is well positioned to assist the government in responding to these expectations, through our domestic and international policies and activities.

While significant progress has been made toward gender equality, further advancements are impeded by the many challenges presented by a changing society and economy. In the last quarter century, the situation of women has changed dramatically in Canada. Demographic shifts such as an aging and increasingly diverse population, different family structures, the changing face of the labour force in light of technological advances and globalization – all have had a marked impact on women’s lives and that of their families.

In light of these challenges, the following are the overarching areas that will guide and focus efforts for the Agenda and the ongoing work of the department:

Overall, women’s share of earnings and total income has been gradually increasing, although the gaps are still large. In 1997, women’s earnings were at 54 percent of men’s and their total income was at 58 percent. Further, women’s share of after-tax income has consistently been about 3 to 5 percentage points higher than before-tax income — evidence that the personal income tax system has had a positive impact on gender equality. Measures in the tax system that recognize dependent care work are one reason. There is also evidence of a gradually improving gender balance in the performance of paid and unpaid work.

These general trends, however, do not reflect the situation of all women and men.

Factors such as race, national, ethnic or indigenous origin, colour, religion, age, sex, marital status, family status, disability and sexual orientation mean that some groups of women may be doing well, while others are far below the average. Gender-based analysis is essential to address this diversity and to challenge our assumptions that time will solve many gender inequalities.

Building on the success of the recent extension of parental benefits, SWC will work with partners in relevant government departments to enhance women’s access to other benefits. Efforts to increase women’s knowledge of the taxation system will also support improvements to women’s economic autonomy and that of their families.

The interrelationship between women’s economic autonomy and their ability to escape violent relationships is but one example of the need for an integrated and cross-sectoral

approach to addressing violence against women. Governments, non-governmental organizations (particularly equality-seeking women's organizations), corporations and individuals have made significant efforts to address the issue of violence against women.

In order to determine the effectiveness of these efforts, SWC and its provincial and territorial counterparts are collaborating on a set of high-level indicators of violence against women that could be tracked over time. These indicators, when combined with other information, will provide valuable feedback with which current efforts to address violence against women and children can be expanded on or improved.

The emerging and serious issue of trafficking in persons has significant gender dimensions. Women and children are currently being trafficked into and within Canada, primarily for exploitation in the sex industry. The rise in migration of women and the feminization of poverty in many countries are contributing to the increasing vulnerability of women at the hands of organized crime syndicates.

At the federal level, SWC has demonstrated leadership in bringing the issue of trafficking in persons to the fore. SWC will continue to focus on this critical area and work with its partners in other government departments to reach comprehensive strategies to address this heinous activity.

Increasingly, and in response to pressure from non-government organizations and individual citizens, there has been a move toward transparency, citizen engagement and the merging of social and economic policy development in the context of various trade fora. The *Speech from the Throne* highlighted the third Summit of the Americas, which Canada will be hosting in Quebec City this year, as an exceptional occasion to advance Canada's interest in strengthening democracy and human rights in our region of the world.

The Summit of the Americas will provide an opportunity to advance gender equality and gender mainstreaming in the Hemisphere, as well as showcase Canada and its record as a leader in the advancement of gender equality and women's human rights.

SWC will continue to work with various stakeholders to create and share opportunities globally to promote gender equality and women's human rights, particularly by advancing the mainstreaming of a gender perspective in the programs and activities of organizations working at the international level.

In the area of human rights, the evolution of the Canadian courts' interpretation of the rights set out in the *Charter* speaks to the critical importance of conducting gender-based and other equality-based analyses of government policy, from its earliest inception.

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International Human Rights instruments are also being employed both as a means of bringing international attention to the impacts of Canadian laws and government practices upon women, and as a source for interpretative purposes in the application of Canadian laws and the *Charter*.

In a country like Canada, women's diversity (race, national, ethnic or indigenous origin, colour, religion, age, sex, marital status, family status, disability and sexual orientation) presents multiple challenges in implementing gender equality policies. SWC continues to advocate for the recognition of women's human rights at home and around the world, and the importance of addressing multiple barriers faced by many women across the life span.

Internationally, Canada has an opportunity to promote an understanding of the links between gender and race through the upcoming World Conference Against Racism, to be held this September in South Africa. Here in Canada, Aboriginal women and girls are the fastest growing segment of the population. There is an increasing recognition, both domestically and internationally, that issues surrounding the human rights of Aboriginal, Inuit and Metis women are critical and need to be addressed.

The Government of Canada's commitment to fostering good governance and strong accountability in First Nation communities will support economic prosperity and improve living standards. In order for Aboriginal women to share in the opportunities of economic growth, we need to address the social and economic disparities that prevent them from fully participating in Canadian society and in the global economy.

SWC will undertake more research on Aboriginal women, by Aboriginal women, to better understand these disparities. Such a knowledge base will better inform both the Government's efforts to strengthen its relationship with Aboriginal people, and its work to ensure that basic needs are met for jobs, health, education, housing and infrastructure in First Nations communities. In addition, SWC will undertake measures to increase the participation of Aboriginal women in program and policy design.

In June 2000, a Special Session of the United Nations General Assembly entitled *Women 2000: Gender Equality, Development, and Peace for the 21st Century* took place to review and assess progress achieved in implementing commitments made in Beijing at the 1995 World Conference on Women. SWC coordinated Canada's participation in the Special Session, which also focused on objectives for future actions. SWC will continue to fulfill the lead role in monitoring federal government implementation of the Beijing Platform for Action, as well as implementation of the outcomes of the Special Session.

Finally, in order to review and assess program management processes, an audit of the Women's Program grants and contributions will be initiated in this fiscal year, taking into account financial and accounting prospects in the context of due diligence.

The recommendations resulting from this review will be addressed in next year's Report on Plans and Priorities. Also over the next fiscal year, SWC will be preparing for a program evaluation of its Women's Program, which has been operating under new funding guidelines for the last three years.

2.5 Departmental Planned Spending

(\$ millions)	Forecast Spending 2000-2001 ¹	Planned Spending 2001-2002	Planned Spending 2002-2003	Planned Spending 2003-2004
Budgetary Main Estimates	17.6	21.2	22.7	22.7
Non-Budgetary Main Estimates				
Less: Respendable Revenue				
Total Main Estimates	17.6	21.2	22.7	22.7
Adjustments to Planned Spending ²	2.6	—	—	—
	20.2	21.2	22.7	22.7
Less: Non-Respendable Revenue				
Plus: Cost of Services Received Without Charge	1.4	0.9	0.9	0.9
Net Cost of Program	21.6	22.1	23.6	23.6
Full Time Equivalent	110.85	115.85	126.85	126.85

¹ Reflects the best forecast of total net planned spending to the end of the fiscal year.

² The adjustments to 2000-2001 Planned Spending, in the amount of \$2.6 million consists of \$2.0 million related to the 2000-2001 funding pertaining to the development of the Agenda for Gender Equality (AGE) and of other minor operating requirements such as adjustments for collective bargaining agreements, etc. Planned spending for 2001-2002 and future years have been adjusted to reflect AGE funding and some collective agreements increase, in comparison to the 2000-2001 RP&P AGE, in sum, represents a financial increase of \$2.0 million in 2000-2001, \$3.5 million in 2001-02 and \$5.0 million in 2002-03 and on-going thereafter (as referred in the above figures net of minor accommodation costs transferred to Public Works and Government Services Canada). Allocation between votes (i.e. Operating Budget and Grants and Contributions) is set equally.

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Section III: Departmental Plan, Results, Activities and Resources
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Status of Women Canada Business Line: Promoting gender equality.

3.1 Business Line Details

Business Line Objective

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

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

Business Line Description

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 initiatives 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 multilateral organizations to advance public policy on gender equality.*
-

Over the 2000-01 fiscal year, the proposed corporate strategic plan was reviewed to ensure that proper consideration was given to:

- the new direction selected by management and validated by staff; and
- building realistic corporate planning evaluation frameworks to guide the setting of departmental goals, strategies, action plan, indicators and planned results.

This following chart builds on SWC's previous strategic Plan and includes the complete list of key activities for the Department, as well as resource allocation.

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3.2 Key Results Commitments and Planned Action

To provide Canadians with: **Equality of women in all spheres of Canadian life**

Planned Action		
Federal Key Results Commitments	SWC Planned Results	Corporate Strategies
<p>1. Strengthened and more equitable public policy through policies, research, legislation, programs and services that take into account gender implications, the diversity of women's perspectives and the reality of their lives.</p>	<p>1. <i>Have influenced the development of fair and equitable public policy</i></p>	<p>A. Lead and manage a federal Agenda for Gender Equality by engendering public policy in 3 strategic policy areas:</p> <ul style="list-style-type: none"> • eliminating violence against women and the girl-child • improving women's economic autonomy • advancing women's human rights

Planned Action			
How	Key Activities	Planned Impacts	Planned Spending
<ul style="list-style-type: none"> - directing/leading the integration of GBA in the policy and program development in departments and key institution - undertaking policy analysis and development - building strategic partnerships - collaborating with civil society & NGOs to integrate GBA in public policy - engaging Canadians - advancing Canadian policy and priorities on gender equality at the international level 	<ul style="list-style-type: none"> - conduct pilot projects in partnership with relevant departments - targeted initiatives to fill gaps and address problems - GBA capacity building in specific departments - civil society & NGO capacity building - provide various vehicles by which stakeholders can input into public policy - Participate and contribute to selected international fora 	<ul style="list-style-type: none"> - Reality of women and men are visibly reflected in government policy and program design, more specifically in trafficking; improved women's access to benefits; and on increased access of aboriginal women - Increased understanding by departments and key institutions of the link between gender equality and the socio-economic policy environment - Increased access of women and other equality seeking organizations, the public policy development process, nationally and internationally - Canadian values related to gender equality, women's human rights reflected in selected international fora 	<p style="text-align: center;">\$ 8.3 million</p>

Planned Action		
Federal Key Results Commitments	SWC Planned Results	Corporate Strategies
<p>2. A broader range of informed and effective stakeholders working actively for gender equality, including organizations and institutions in the public, private and non-profit sectors..</p>	<p>2. <i>Have enlarged the knowledge based on, and enhanced awareness of, women's realities and gender equality issues</i></p>	<p>B. <i>Accelerate the knowledge building on selected issues with key audiences in the following strategic policy areas:</i></p> <ul style="list-style-type: none"> • eliminating violence against women and the girl-child • improving women's economic autonomy • advancing women's human rights

Planned Action			
How	Key Activities	Planned Impacts	Planned Spending
<ul style="list-style-type: none"> - developing partnerships - focussing on specific issues within strategic policy areas - funding and technical assistance - conducting gender-based policy research and / or analysis to fill knowledge gaps - facilitating information dissemination internally and amongst stakeholders 	<ul style="list-style-type: none"> - develop sectoral examples & think pieces - develop tools and materials (training, indicators, research publications, etc.) 	<ul style="list-style-type: none"> - enhanced knowledge base on, and enhanced public awareness of, selected issues through gender-based policy research, analysis, information and data dissemination (e.g. trade impact on gender, gender and the tax system, and trafficking) - generated informed public dialogue on gender equality issues - enhanced knowledge, skills and capacity of federal departments (including SWC), other governments, NGOs and the public at large to conduct GBA - increased participation and engagement by young Canadians and Aboriginal women in public policy dialogue related to gender equality - improved knowledge and understanding of (gender in the Canadian tax system and trade) - optimized use of government resources 	<p>\$11.1 Million</p>

Planned Action		
Federal Key Results Commitments	SWC Planned Results	Corporate Strategies
<p>2. A broader range of informed and effective stakeholders working actively for gender equality, including organizations and institutions in the public, private and non-profit sectors (cont'd)</p>	<p>2. <i>Have enlarged the knowledge based on, and enhanced awareness of, women's realities and gender equality issues</i> (cont'd)</p>	<p>C. Foster partnerships with key stakeholders for targeted institutional change in the following strategic policy areas:</p> <ul style="list-style-type: none"> • eliminating violence against women and the girl-child • improving women's economic autonomy • advancing women's human rights

Planned Action			
How	Key Activities	Planned Impacts	Planned Spending
<ul style="list-style-type: none"> - focussing on specific issues - identifying specific institutions - funding and technical assistance - promoting gender-mainstreaming in key international fora - promoting gender-based policy research in departments and key institutions 	<ul style="list-style-type: none"> - develop academic curricula in partnership with academic partners - develop awareness and sensitization processes and tools on GBA targeted to NGOs - compile and publish gender mainstreaming good practices, and develop communications materials - participate and contribute to implementing gender mainstreaming in selected international fora - lead and collaborate to carry out gender-based policy research with institutions and research networks 	<ul style="list-style-type: none"> - increased capacity of institutions (including students and professors) to apply GBA - increased capacity leading to change - increased integration of gender perspective in selected international fora - increased integration of gender perspective in policy research of key institution and networks 	<p>\$11.1 Million (cont'd)</p>

Planned Action		
Federal Key Results Commitments	SWC Planned Results	Corporate Strategies
3. Departmental effectiveness	3. <i>Have improved the department's effectiveness and efficiency</i>	D. Improve internal operations and human resources management

Planned Action			
How	Key Activities	Planned Impacts	Planned Spending
<ul style="list-style-type: none"> - engaging staff - strengthening staff accountability - reviewing annually - integrating high quality financial and non-financial information 	<ul style="list-style-type: none"> - lead the implementation of our strategic planning and evaluation processes - continue to address the recommendations raised in the internal Task Force report in response to Public Service Employee Survey - continue the implementation of the IM /IT infrastructure in the context of the Government-On-Line Initiative - implement SWC's intranet - implement service standards in selected areas - complete the implementation of the Modern Comptrollership function 	<ul style="list-style-type: none"> - a more participatory and integrated strategic planning and evaluation processes - progress made regarding a fair, supportive and family-friendly workplace, and a highly-skilled and motivated workplace - progress made regarding the department's effectiveness - greater access to information by employees - more effective decision making sound risk management and appropriate control systems 	<p style="text-align: center;">\$ 1.8 Million</p>
Total:			\$21.2 Million

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Section IV: Financial Information

Table 4.1: Summary of Transfer Payments

(\$ millions)	Forecast Expenditures 2000-2001 ¹	Planned Expenditures 2001-2002¹	Planned Expenditures 2002-2003 ¹	Planned Expenditures 2003-2004
Promoting Gender Equality Grants — Women’s Program Funding and Technical Assistance	9.3	10.0	10.8	10.8
Total Grants	9.3	10.0	10.8	10.8

¹ Above figures reflect, in comparison to the 2000-2001 RP&P, an increase in the amount of \$1.0 million in 2000-2001; \$1.75 million in 2001-2002 and \$2.5 million in 2002-2003 and on-going pertaining to 50% of the funding for the development of the Agenda for Gender Equality

Table 4.2: Net Cost of Program for the Estimates Year

	Total (\$ millions)
Net Planned Expenditures	21.2
<i>Plus: Services Received without Charge</i>	
Accommodation provided by Public Works and Government Services Canada (PWGSC)	0.5
Contributions covering employee's share of employees' insurance premiums and expenditures paid by TBS	0.4
Workman's compensation coverage provided by Human Resources Canada	
Salary and associated expenditures of legal services provided by Justice Canada	
	0.9
Less: Non-responsible Revenue	
2001-2002 Net cost of Program	22.1

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Section V: Other Information
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5.1 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
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or

Josiane Désilets
Corporate Planning, Evaluation and Reporting
(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



5.2 Status of Women Canada Report on Plans and Priorities (RP&P) 2001-02 Reader Feedback Form

Thank you for taking the time to review our 2001-02 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
(613) 943-0449