

# **Status of Women Canada**

**2005-2006**

**Report on Plans and Priorities**

---

The Honourable Liza Frulla, P.C., M.P.  
Minister of Canadian Heritage and Minister responsible for  
Status of Women



# Table of Contents

SECTION I – OVERVIEW .....	1
Message from the Minister .....	1
Summary Information.....	2
Plans and Priorities .....	3
SECTION II – ANALYSIS OF PROGRAM ACTIVITIES BY STRATEGIC OUTCOME .....	9
Analysis by Program Activity.....	9
Strategic Outcome: Gender equality and the full participation of women in the economic, social, cultural and political life of Canada. ....	9
Program Activity: 1. Promote Equitable Public Policy .....	10
Program Activity: 2.0 Build knowledge and organizational capacity on gender equality .....	12
SECTION III – SUPPLEMENTARY INFORMATION.....	17
Management Representation Statement.....	17
Organizational Information.....	18
Planned Spending.....	19
Program by Activity.....	20
Voted and Statutory Items Listed in Main Estimates .....	21
Net Cost for SWC for the Estimates Year.....	21
Details on Transfer Payments Program for SWC.....	22
SECTION IV – OTHER ITEMS OF INTEREST .....	23
Corporate Services .....	23
Annex A: Contact Information .....	25
Annex B: Reader Feedback Form.....	27



## SECTION I – OVERVIEW

### Message from the Minister

Minister of Canadian Heritage and  
Minister responsible for Status of Women



Ministre du Patrimoine canadien et  
ministre responsable de la Condition féminine

Ottawa, Canada K1A 0M5

**A**s Minister of Canadian Heritage and Minister responsible for Status of Women, I am proud to present this *Report on Plans and Priorities (2005–2006)* for Status of Women Canada to Parliament and to all Canadians. This report outlines Status of Women Canada’s objectives for the coming year and indicates how it will contribute to our mission of “Creating Canada Together.”



**A**n essential part of the Canadian Heritage Portfolio, Status of Women Canada is responsible for developing and implementing the Agenda for Gender Equality, the Government of Canada’s strategy to ensure that gender equality becomes a reality in the 21<sup>st</sup> century and beyond. In 2005-2006, while continuing to work across the Government of Canada to develop and implement strategies to advance gender equality, Status of Women Canada will focus on ending violence against women – particularly Aboriginal women, and strengthening accountability mechanisms, including the acceleration of the systematic use of gender-based analysis.

**I** am pleased to be able to count on the support and commitment of Crown Corporations and organizations like Status of Women Canada to help carry out the many responsibilities of this Portfolio, which include increasing the cultural vitality of our communities, preserving our multicultural heritage, promoting our official languages, ensuring equal opportunity, and making Canada’s voice heard on our large broadcasting networks.

**T**ogether, we will make sure that citizens of all ages can make the most of their creativity, talent, and skills so that our entire society can benefit. Together, we will work to make Canada a prosperous country, distinguished by its diversity, openness, cultural vitality, and spirit of innovation.

Liza Frulla

## Summary Information

In 1971, in response to the recommendations of the Report of the Royal Commission on the Status of Women, the Government of Canada appointed the first federal Minister responsible for the Status of Women with a mandate to establish a policy agenda to achieve women's equality.

In 1976, the Government of Canada established Status of Women Canada (SWC) as the federal entity to "co-ordinate policy with respect to the Status of Women and administer related programs" (order in council 1976-779).

The *Canadian Charter of Rights and Freedoms*, as well as Canada's adherence to the *Convention on the Elimination of all Forms of Discrimination against Women* and commitment to implement the United Nations *Beijing Platform for Action (1995)*, further strengthen the mandate of SWC.

Although the size of SWC relative to other federal departments and agencies is small, its mandate is vast and far-reaching. Canada's approach to advancing gender equality recognizes that gender is a factor in our economic, social, cultural and political systems — and that women's unequal status is rooted in, and perpetuated by, systemic causes. The concept of gender equality recognizes that treating women and men identically will not ensure equality in outcomes, because women and men experience different social relations and living conditions. It also recognizes that factors such as ethnicity and race, women's socio-economic, refugee, immigrant and aboriginal status, age, disability, language, religion, sexual orientation, family arrangements and income further compound women's inequality.

While SWC is the coordinating agency for the advancement of gender equality, it is not the sole component of Canada's national machinery. Each federal department is responsible for implementing the government's commitment to gender equality and for having gender-based analysis incorporated within its substantive work and mandate. Therefore, SWC continues to work across the Government of Canada, with other orders of government, civil society and international partners, to develop and implement strategies that support gender equality.

Gender equality, and the full participation of women in the economic, social, cultural and political life of Canada, is the ultimate long-term outcome to which SWC contributes in partnership with departments, other orders of government and other stakeholders. Specific priorities have been identified to guide SWC's work during 2005-2006. The program priority is the development of a new federal strategy on gender equality and the organizational priority is the implementation of Modern Management.

To achieve its objective, SWC will focus its efforts in 2005-2006 around three program activity areas that aim to:

- promote equitable public policy by performing gender-based analysis, coordinating federal government activities and reporting on progress;
- build knowledge and organizational capacity on gender equality by gathering, generating and disseminating gender-equality information, and funding research and community-based action; and

- provide corporate services such as finance and administration, human resources, information management and technology, corporate planning, performance management and others.

The following tables reflect SWC's total financial and human resources in accordance with the Main Estimates:

**Financial Resources (\$ Millions)**

2005-2006	2006-2007	2007-2008
\$23.4	\$23.4	\$23.4

**Human Resources (FTEs)**

2005-2006	2006-2007	2007-2008
131	131	131

The following table represents planned spending on selected organizational priorities:

**Organizational Priorities (\$ Millions)**

	Type	Planned Spending		
		2005-2006	2006-2007	2007-2008
<b>Development of a New Federal Strategy for the Agenda for Gender Equality (AGE)*</b>	Previously committed	\$5.0	\$5.0	\$5.0
<b>Implementation of Modern Management</b>	Previously committed	\$0.4	\$0.2	\$0.1

\*The allocation of AGE funding is set equally between operating budget and Grants & Contributions. For further details please refer to Section III, Supplementary Information.

**Plans and Priorities**

This section highlights the nature of the environments that affect SWC's plans and priorities. Key factors and trends in Canada's economic and social landscape, as well as within SWC's working environment, are presented. In addition, SWC priorities are described.

Through the development and implementation of its strategic plan, SWC realized that expected results identified previously were not all achievable for an organization of its size. The planning structure was recently revised in accordance with the latest government requirements on the new Management, Resources, Results Structure, which replaces the Planning, Reporting and Accountability Structure. Key activities, sub-activities, expected results, outputs, indicators, targets and priorities have been identified. This planning and accountability structure should provide a more useful and flexible management tool. It enabled SWC to distinguish between its capacity for and contribution to advancing gender equality that benefit Canadians and the

responsibility of the Government of Canada through each department's policy and program areas.

### **Socio-economic trends<sup>1</sup>**

Various factors, including the overall aging and increasing diversity of Canadian society, the growth of Aboriginal and immigrant populations, the increasing proportion of dual-earner, childless and lone-parent families, and persistent poverty among women, continue to influence the type of support sought from the government, the voluntary sector, families and individuals.

For the population as a whole, fertility is very low. In 2000, the average fertility rate was 1.6, down from 2.1 in 1971 and 3.9 in 1961. By contrast, the fertility rates for First Nations women and Inuit women aged 15 to 44 years are high, at 2.6 and 3.4 respectively in 2001. At the other end of the age spectrum, women make up the majority of Canadian seniors, especially those over 85, seven out of 10 of whom are women. By 2011, immigration is expected to account for almost all growth in the labour force and to be Canada's only source of population growth by 2031. Once immigrant women settle in Canada, their fertility patterns quickly change to reflect the Canadian average rather than patterns in their countries of origin. The increasing diversity of Canada's population requires public policy responses that take into account both gender and other forms of diversity, such as race and ethnicity, to effectively respond to the evolving needs of women, men and children in Canada.

Although women contribute significantly to Canada's society and economy, their contributions to the household economy and undervaluation in the market mean they are often less likely to have a share of its benefits. The labour force participation rate for women aged 15 and over was 57% in 2003, while the rate for men was 68%. Rates for both women and men have increased over the past several years, although prior to 1994, men's rates had been dropping.

There are, however, significant differences among women. For example, the labour force participation rate for women aged 25-44 was 76% (86% for men). By 2003, 63% of women with children under age three were in the paid workforce – more than double the 28% figure in 1976. The proportion of employed lone mothers has increased substantially, jumping 18 percentage points from 1995 to 2003, when 68% of lone mothers with children under 16, compared to 72% of mothers in two-parent families, were in the paid workforce. The majority of women work full-time, but the 28% of women who worked part-time made up 69% of all part-time workers in 2003. About 11% of women in paid work were self-employed, compared to 19% of men.

Census data from 2001 show differences among women based on other factors. In that year, about 80% of immigrant women in the 25-44 age range were in the labour force, while the rate for women who are members of a visible minority was lower at 73% and the rate for Aboriginal women was 69%. Women with disabilities had the lowest rates across the age spectrum, with 46% of women 25-54 in the labour force.

---

<sup>1</sup> All statistics provided in this section are taken from Statistics Canada reports. In addition, Statistics Canada with support from Status of Women Canada, is developing a document entitled *Women in Canada 2005: a gender-based statistical report*, for publication in the fall of 2005.



Women continue to provide the majority of Canada's unpaid work, especially care for others, such as children, and seniors or other adults with illnesses or disabilities. The balance tends to be improving, with women's share of paid work increasing and their share of unpaid work decreasing. Time-use surveys show that in 1998, women's paid work was 62% of men's, up from 59% in 1992, while their unpaid work dropped from 189% of men's to 156%. Mothers of young children, however, still tended to have the highest unpaid workloads. In cases where mothers and fathers of young children both had full-time jobs, mothers spent about 72% more time caring for children.

The ratio of women's to men's earnings is increasing, reflecting women's increased time spent in paid work. In 2002, the ratio was 58%, up from 54% in 1997. Other sources of income also help improve women's economic situation. Total income (e.g. earnings, private sources such as child support, and government transfers such as child benefits and pensions) for women aged 16 and over was 62% of men's in 2002, up from 59% in 1997. As well, Canada's progressive tax system also shows some positive gender-equality effects: total after-tax income for women was 66% of men's in 2002, up from 64% in 1997.

Despite some improvements, sizeable gaps remain for women as a whole and low-income rates, especially among some populations of women, are relatively high. For example, in 2002, the after-tax poverty rate<sup>2</sup> for women in general was 10.1% (8.8% for men), while the rate was 38.7% for female lone parents and 19.5% for unattached women over 65. In comparison, the poverty rate for two-parent families was 6%; for elderly families, it was 2.2%. Compared to the average for women, poverty rates for immigrant women are significantly higher, rates for visible minority women are higher still and rates for Aboriginal women are almost double.

Violence against women and girls also continues to be a significant problem, and is both a cause and a consequence of gender inequality. Their unequal status renders them more vulnerable to gender-based violence, whether in the form of physical or psychological abuse, or sexual exploitation in personal relationships, the workplace or in public. Survivors of violence are less likely to fully participate in society and the economy. Women make up the large majority of victims of sexual assault, criminal harassment, kidnappings and abductions. The perpetrators of violence against women are most likely to be spouses and others the victim knows. Some women also face racialized and sexualized violence. For example, 32% of Aboriginal women report fearing for their lives because of violence. Increased attention has recently turned to the high number of murdered and missing Aboriginal Women from communities across Canada.

### **SWC's Working Environment**

In some respects, SWC's working environment remains similar to previous years. The complexity of Canada's policy environment continues to increase. As a result, there will be an ongoing need for innovative government responses, and constant strengthening of established partnerships among federal, provincial/territorial governments, the voluntary sector, Aboriginal communities and many others, if we are to effectively respond to Canada's domestic-equality commitments.

---

<sup>2</sup> Statistic's Canada low-income cut-offs are not official poverty lines. Low-income cut-offs are the point where the portion of income spent on food, clothing and shelter is 20 percentage points more than average.

In 1995, the Government of Canada developed the Federal Plan for Gender Equality. Since 2000, the Agenda for Gender Equality has guided the federal government. This government strategy has allocated additional resources to SWC to:

- accelerate the implementation of gender-based analysis (GBA) across the federal government;
- provide funding to women's and other equality-seeking organizations so SWC can benefit from the input and expertise of a broader range of stakeholders;
- engage Canadians in the public policy process, in a sustained and structured manner, to ensure women's experiences and perspectives are included in the public-policy agenda; and
- continue to meet Canada's international commitments and sustain Canada's status as a global leader in gender equality.

Another key influence on SWC's policy environment is the ongoing requirement to fulfill Canada's obligations under the *Convention on the Elimination of all Forms of Discrimination Against Women* (CEDAW). In 2003, Canada made a presentation to the UN Committee that oversees this human rights treaty. The Committee made a number of recommendations for future Canadian priorities.

The creation of a Standing Committee on the Status of Women in 2004 has put a higher profile on issues of concern to women. As a result, civil society has greater opportunities to highlight issues of concern and influence gender equality. The creation of this committee has also provided a strong mechanism and means of accountability for government action on gender equality.

2005-2006 is influenced in particular by Beijing +10 ([http://www.swc-cfc.gc.ca/resources/beijing10/index\\_e.html](http://www.swc-cfc.gc.ca/resources/beijing10/index_e.html)), the United Nations' 10th year review and appraisal of the *Beijing Declaration and Platform for Action*, which provides an opportunity for Canada to assess its own progress in the implementation of gender-equality commitments made at the UN World Conference on Women in 1995, in Beijing, China. This year also marks 30 years since the first world conference on women, held in Mexico City in 1975.

### **A New Federal Strategy**

Status of Women Canada's current focus is on establishing the strategic direction for the next five-year cycle for the Government of Canada. The CEDAW recommendations, along with Canada's Beijing +10 review, will guide SWC's leadership in coordinating the development and implementation of a new federal strategy that will address critical gaps in Canada and achieve further progress toward gender equality with its partners.

To achieve gender equality, the Government of Canada has the opportunity to demonstrate accountability and build on the Agenda for Gender Equality in a more structured way to: address outstanding inequities with relevant targeted initiatives; improve its compliance and reporting mechanisms through better coordination and data collection; systematically integrate GBA in policy planning and design; and ensure women's perspectives contribute to future planning.

In the context of a new federal strategy and consistent with known critical gaps, SWC has identified poverty and the need to increase the economic security of women as specific areas of focus in 2005-2006. Working with government departments, SWC will continue to explore ways to address economic challenges women face, particularly the situation of female lone parents, women who must reconcile paid work with care-giving responsibilities, and women who experience multiple barriers due to the combination of gender and other factors (e.g. race/ethnicity, immigrant status, disability). These could include measures to improve access to benefits, support children and families, and improve the circumstances of women who are disadvantaged in the labour market.

SWC has also identified issues of importance to Aboriginal women as another key area of focus. It will continue to collaborate with Aboriginal women's organizations to identify strategies that can address issues influencing their economic, social, legal, and political circumstances. SWC will work with key partners at local, regional and national levels to support initiatives that help enhance public awareness, bring about institutional change, build the capacity of Aboriginal women's organizations, and influence public policy in areas such as violence and poverty.

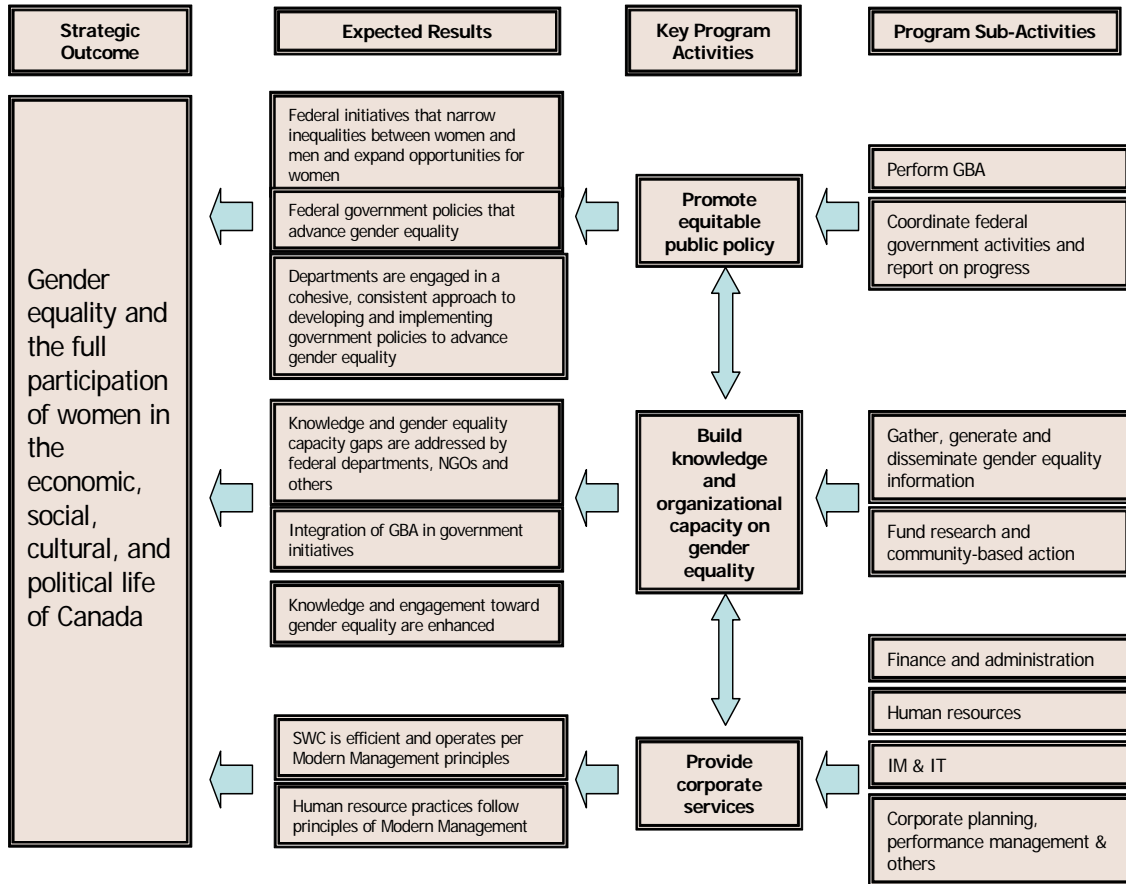
### **Implementation of Modern Management**

SWC continues to be committed to pursuing the implementation of Modern Management. This government-wide initiative focuses on the sound management of resources and effective decision-making, as well as on integrating financial and non-financial information. The core principles of transparency, accountability, financial responsibility, and ethical conduct will guide SWC.



## SECTION II – ANALYSIS OF PROGRAM ACTIVITIES BY STRATEGIC OUTCOME

### SWC PAA Results Chain



#### Analysis by Program Activity

**Strategic Outcome: Gender equality and the full participation of women in the economic, social, cultural and political life of Canada.**

To fulfill the Government of Canada’s commitment to building a society that is inclusive and respectful of all Canadians, SWC promotes gender equality, and the inclusion and participation of the full diversity of women and girls in every aspect of life in Canada.

This strategic outcome flows from SWC’s mandate to coordinate policy and administer related programs with respect to gender equality, and from the *Canadian Charter of Rights and Freedoms*, Canada’s adherence to the *Convention on the Elimination of all Forms of Discrimination against Women* and its commitment to implement the *Beijing Platform for Action*.

To achieve its objectives, in 2005-2006, SWC will focus its efforts around the following three key program activities:

- promote equitable public policy;
- build knowledge and organizational capacity on gender equality; and
- provide corporate services.

**Indicator:** Progress in priority areas identified in the renewed federal strategy.

**Program Activity: 1. Promote Equitable Public Policy**

**Financial Resources (\$ Millions)\***

2005-2006	2006-2007	2007-2008
\$7.9	\$8.0	\$8.0

**Human Resources (FTEs)\***

2005-2006	2006-2007	2007-2008
43	43	43

\*The resources are estimates that may overlap with more than one program activity and may be subject to realignment as part of the 2006-2007 Annual Reference Level Update (ARLU) process. Corporate services resources are allocated proportionately within this program activity.

This program activity focuses on horizontal work across government and with other orders of government. Its goal is to influence the development of policies, legislation, research, programs, and services that respond to the diversity of women’s perspectives and realities. SWC will use gender-based research, and will work collaboratively with civil society and non-governmental organizations on gender-related policy activities and on gender mainstreaming.

Through a concise review of lessons learned in the implementation of the Agenda for Gender Equality and using a diagnostic exercise, one of SWC’s priorities in 2005-2006 will be the coordination of a new federal strategy on gender equality. It will identify gaps, determine concrete solutions and develop accountability mechanisms. An important element of the new federal strategy will be to target a high-level of engagement of federal departments, including Central Agencies.

**Expected result:** The Government develops and implements federal initiatives that narrow inequalities between women and men, and expand opportunities for women.

**Performance indicator:** The number of federal initiatives that significantly advance gender equality.

### Sub-activity: 1.1 Perform Gender-Based Policy Analysis

#### Financial Resources (\$ Millions)\*

2005-2006	2006-2007	2007-2008
\$6.2	\$6.3	\$6.3

#### Human Resources (FTEs)\*

2005-2006	2006-2007	2007-2008
24	24	24

\* The resources are estimates that may overlap with more than one program activity and may be subject to realignment as part of the 2006-2007 Annual Reference Level Update (ARLU) process. Corporate services are allocated proportionately within this sub-activity.

This involves influencing the development of public policy through gender-based policy analysis, and providing advice and recommendations in federal policy areas such as poverty/economic security and the situation of Aboriginal women. SWC will continue to review and provide gender-based analysis on existing and proposed government policies, legislation, programs and initiatives. In doing so, SWC will collaborate with a diverse range of domestic and international stakeholders on policy-related activities and on gender mainstreaming.

**Expected result:** Federal government policies that advance gender equality.

**Performance indicator:** Percentage of policy recommendations made by SWC that are accepted by federal departments.

### Sub-activity: 1.2 Coordinate federal government activities and report on progress

#### Financial Resources (\$ Millions)\*

2005-2006	2006-2007	2007-2008
\$1.7	\$1.7	\$1.7

#### Human Resources (FTEs)\*

2005-2006	2006-2007	2007-2008
19	19	19

\* The resources are estimates that may overlap with more than one program activity and may be subject to realignment as part of the 2006-2007 Annual Reference Level Update (ARLU) process. Corporate services are allocated proportionately within this sub-activity.

SWC will continue to work with departments and agencies in coordinating the development and implementation of federal strategies for gender equality, and reporting domestically and internationally on progress on related commitments. In 2005-2006, SWC will continue to devote resources to building federal policy infrastructure for advancing gender equality. SWC will do

this by strengthening gender-mainstreaming mechanisms for efficient and effective coordination within the federal government, and by developing planning and accountability tools.

**Expected result:** Federal departments are engaged in a cohesive, consistent approach to developing and implementing government policies to advance gender equality.

**Performance indicator:** The number of departments engaged in the development of the federal strategy.

**Program Activity: 2.0 Build knowledge and organizational capacity on gender equality**

**Financial Resources (\$ Millions)\***

2005-2006	2006-2007	2007-2008
\$15.5	\$15.4	\$15.4

**Human Resources (FTEs)\***

2005-2006	2006-2007	2007-2008
88	88	88

\*The resources are estimates that may overlap with more than one program activity and may be subject to realignment as part of the 2006-2007 Annual Reference Level Update (ARLU) process. Corporate services resources are allocated proportionately within this program activity.

This program activity focuses on developing the knowledge and capacity of a number of stakeholders so they are better informed and able to address gender-based issues of significance to Canadian society in a coordinated manner. SWC is the only federal entity that plays a central coordinating role in capacity building, research and policy analysis on gender equality. SWC acts as a catalyst for the inclusion of gender concerns in the policies, programs and legislative actions of government departments according to their respective mandates.

SWC continues to play a vital role in supporting the work of women's and other equality-seeking organizations to facilitate the full participation of women in Canadian society. Through its regional and national staff ([http://www.swc-cfc.gc.ca/contact/contact\\_e.html](http://www.swc-cfc.gc.ca/contact/contact_e.html)), it also provides technical support to partner organizations. This support may take various forms, such as helping organizations develop strategies for action; providing referrals and references to other funding sources; advising on operational concerns (e.g. incorporation, financial administration); suggesting resource people in the community to assist groups in various ways; and facilitating networking, communication and partnerships among organizations.

Through its Policy Research Fund, SWC continues to create and transfer a strong knowledge base on gender equality that is crucial to increasing the government's ability to respond to complex policy and programming issues that affect women in Canada.

**Expected result:** Knowledge and gender-equality capacity gaps are addressed by federal departments, non-governmental organizations and others.



**Performance indicators:** The number of groups taking action on gaps and achieving their stated results. The number of policy makers aware of targeted research findings. The number of new research citations.

**Sub-activity: 2.1 Gather, generate and disseminate gender equality information**

**Financial Resources (\$ Millions)\***

2005-2006	2006-2007	2007-2008
\$7.5	\$7.4	\$7.4

**Human Resources (FTEs)\***

2005-2006	2006-2007	2007-2008
38	38	38

\*Note: The resources are estimates that may overlap with more than one program activity and may be subject to realignment as part of the 2006-2007 Annual Reference Level Update (ARLU) process. Corporate services are allocated proportionately within this sub-activity.

Given SWC's mandate to provide leadership in the implementation of gender-based analysis, this activity focuses on assisting federal departments and agencies in setting up processes in capacity building, and in creating tools to ensure GBA is incorporated into their policy and program development activities.

Over the last three years, SWC has played a lead role in accelerating and enhancing the implementation of GBA through the development of a variety of capacity-building tools and templates that federal departments, other orders of government and other stakeholders can customize. This includes a training program for policy and program analysts on how to apply GBA. The training program can be adapted to the policy and program objectives, training objectives and departmental mandates of participants, and includes a specialized training program for GBA trainers. Other education and awareness-raising initiatives include various electronically accessible resources, links, events and bibliographies, as well as information kits and fact sheets on GBA and gender mainstreaming, information fairs and a conference ([http://www.swc-cfc.gc.ca/resources/gba\\_e.html](http://www.swc-cfc.gc.ca/resources/gba_e.html)).

While the focus to date has been on the development of tools and strengthening individual capacity building, SWC is moving toward institutional capacity building. Lessons learned, both domestically and internationally, have demonstrated that while individual capacity building is essential, the most effective way to demonstrate the value of applying GBA is to conduct specific, targeted initiatives on a pilot-project basis, with demonstrable and measurable outcomes at the end of the process. In 2005-2006, SWC will secure partnerships in conducting outcome-based pilot projects. Negotiations are underway with five partners.

In light of SWC's limited resources, the growing demand domestically and internationally for GBA training, and SWC's shift beyond individual capacity building, a partnership is being struck with the Canada School of Public Service to offer SWC's GBA training in 2005-2006.

This initiative will make the training accessible to a larger population within the Government of Canada.

**Expected result:** Integration of gender-based analysis in government initiatives.

**Performance indicator:** Selected federal departments possess an increased capacity to conduct gender-based analysis.

**Sub-activity: 2.2 Fund research and community-based action**

**Financial Resources (\$ Millions)\***

2005-2006	2006-2007	2007-2008
\$8.0	\$8.0	\$8.0

**Human Resources (FTEs)\***

2005-2006	2006-2007	2007-2008
50	50	50

\* The resources are estimates that may overlap with more than one program activity and may be subject to realignment as part of the 2006-2007 Annual Reference Level Update (ARLU) process. Corporate services are allocated proportionately within this sub-activity.

Funding research and community-based action involves generating and leveraging other research or community-based action on selected issues of significance to Canadian society in a coordinated manner, and supporting our stakeholders in their efforts to address gender-equality issues.

Through knowledge creation and transfer, SWC will continue to provide and promote to government policy-makers leading-edge gender-based policy research on emerging issues that are necessary to the policy-development process ([http://www.swc-cfc.gc.ca/funding/prf\\_e.html](http://www.swc-cfc.gc.ca/funding/prf_e.html)). This is particularly important in the area of gender equality, where information and GBA are not readily available. Furthermore, the availability of gender-based policy research contributes to the increased participation of women and equality-seeking organizations in the policy-development process.

In 2005-2006, SWC will continue to fund and support research on emerging gender-based policy issues of importance to Canadians. As well, SWC will work on a number of key research areas that have been identified in the previous three years, such as violence against women, social transfers, social capital and the impacts of Bill C-31 ([http://www.swc-cfc.gc.ca/pubs/pubs\\_e.html](http://www.swc-cfc.gc.ca/pubs/pubs_e.html)).

Through its funding program ([http://www.swc-cfc.gc.ca/funding/wp\\_e.html](http://www.swc-cfc.gc.ca/funding/wp_e.html)), SWC facilitates the involvement of women’s organizations and other voluntary organizations in the public policy process; promotes the development of policies and programs within key institutions that take into account gender implications and the diversity of women's perspectives; and enables women to take part in decision-making processes. SWC also provides funding to increase public

understanding toward encouraging action on women's equality issues and to enhance the effectiveness of the actions of women's organizations to improve the situation of women.

Funding is guided by the three areas of focus of the Women's Program: improving women's economic status; eliminating systemic violence against women; and achieving social justice. In 2005-2006, SWC will assess the work its funding has supported to date on issues concerning Aboriginal women, particularly the issues of violence and women living in poverty, to develop future strategies in those areas.

**Expected result:** Knowledge and engagement toward gender equality are enhanced.

**Performance indicator:** The number of organizations and researchers that have achieved their stated funding objectives.



## **SECTION III – SUPPLEMENTARY INFORMATION**

### **Management Representation Statement**

I submit for tabling in Parliament, the 2005-2006 Report on Plans and Priorities (RPP) for Status of Women Canada.

This document has been prepared based on the reporting principles contained in the *Guide to the preparation of Part III of the Estimates: Reports on Plans and Priorities*.

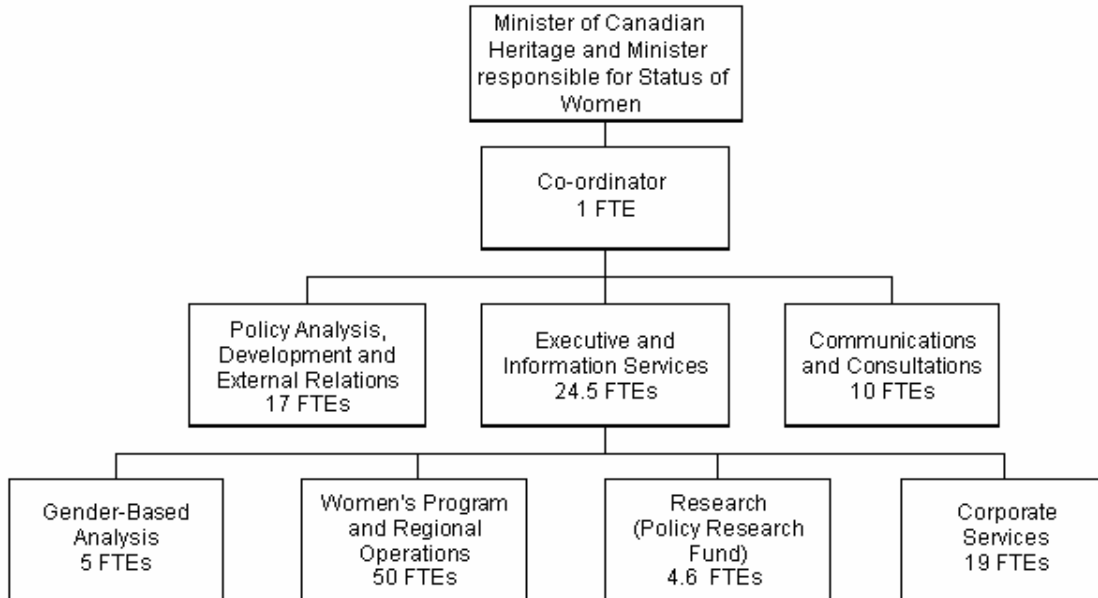
- It adheres to the specific reporting requirements outlined in the TBS guidance;
- It is based on the department's approved accountability structure as reflected in its MRRS;
- It presents consistent, comprehensive, balanced and accurate information;
- It provides a basis of accountability for the results achieved with the resources and authorities entrusted to it; and
- It reports finances based on approved planned spending numbers from the Treasury Board Secretariat in the RPP and from estimates and public accounts in the DPR.

---

Name: Florence Ievers  
Title: Co-ordinator

## Organizational Information

### Status of Women Canada Organizational Chart 131 FTEs\*



\* FTE = Full-Time Equivalent. Resources from all directorates contribute to and/or support Status of Women Canada's mission and its strategic outcome. Total number of FTEs is rounded to the nearest figure.

The following table outlines SWC's organizational structure down to the program activity level, indicates the number of full-time equivalent resources that support the activity and identifies who is accountable at each level. Resources for the Corporate Services program activity are distributed among the program activities indicated.

Program Activity	Accountable Directorate	FTEs		
		2005-2006	2006-2007	2007-2008
Promote equitable public policy	Policy & External Relations	43	43	43
Build Knowledge and Organizational Capacity on Gender Equality	Women's Program and Regional Operations, Research, and Gender-Based Analysis	88	88	88
<b>TOTAL FTEs</b>		<b>131</b>	<b>131</b>	<b>131</b>

[http://www.swc-cfc.gc.ca/contact/contact\\_e.html](http://www.swc-cfc.gc.ca/contact/contact_e.html)

## Planned Spending

The following financial tables are presented in accordance with SWC's program activity architecture (PAA) and display information at the program activity level. Costs for the Corporate Services program activity are allocated among the program activities indicated.

The resources are estimates that may overlap with more than one program activity and may be subject to realignment as part of the 2006-2007 Annual Reference Level Update (ARLU) process.

## Planned Spending and Full-Time Equivalent

The following table summarizes SWC's financial spending plan to March 31, 2008. Spending trends, as they relate to the plans and priorities over the three-year planning period, are consistent with SWC's Program Activity Architecture to promote gender equality.

(\$ Millions)	Forecast Spending 2004-2005 <sup>(1)</sup>	Planned Spending 2005-2006	Planned Spending 2006-2007	Planned Spending 2007-2008
Promote Equitable Public Policy	7.9	<b>7.9</b>	8.0	8.0
Build Knowledge and Organizational Capacity on Gender Equality	16.0	<b>15.5</b>	15.4	15.4
Budgetary Main Estimates (gross)	23.9	<b>23.4</b>	23.4	23.4
Non-Budgetary Main Estimates (gross)				
Less: Respendable revenue				
<b>Total Main Estimates</b> <sup>(2)</sup>	23.9	<b>23.4</b>	23.4	23.4
<i>Adjustments:</i>				
Supplementary Estimates:				
Grant transfer	.1	<b>.2</b>	.2	.2
Minister of State budget	(.2)	<b>(.4)</b>	(.4)	(.4)
Budget Announcement:				
<i>Total Adjustments</i>	<i>(.1)</i>	<b><i>(.2)</i></b>	<i>(.2)</i>	<i>(.2)</i>
<b>Total Planned Spending</b> <sup>(3)</sup>	23.8	<b>23.2</b>	23.2	23.2
Less: Non-Respendable revenue				
Plus: Cost of services received without charge	1.1	<b>1.1</b>	1.1	1.1
<b>Net cost of Program</b>	24.9	<b>24.3</b>	24.3	24.3
<b>Full Time Equivalent (FTEs)</b>	131	<b>131</b>	131	131

<sup>(1)</sup> Reflects the best forecast of total net planned spending to the end of the fiscal year.

<sup>(2)</sup> Forecast spending for 2004-2005 and Planned spending for future years reflect the additional funding provided to SWC to develop the Agenda for Gender Equality (net of minor accommodation costs transferred to Public Works and Government Services Canada) and increases to some collective agreements. Allocation of this funding is set equally between votes (i.e. Operating Budget and Grants & Contributions).

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

<b>(\$ Millions)</b>	<b>Annual Increase</b>	<b>Annual AGE Budget</b>
2000-2001	2.0	2.0
2001-2002	1.5	3.5
2002-2003	1.5	5.0
On-going	0	5.0

The decrease of \$0.5 million in Budgetary Main Estimates for 2005-2006 and future years as compared with the 2004-2005 forecast spending is mainly attributable to SWC's \$0.2 million contribution to the government-wide reallocation exercise, a \$0.1 million adjustment for EBP and reduced funding for the implementation of the revised Treasury Board Evaluation Policy.

<sup>(3)</sup> The total Planned Spending amounts include adjustments noted in the Forecast and Planned Spending columns that are new items that have not yet been approved. SWC expects approval following the approval of the 2004-2005 Supplementary Estimates (B) and the 2006-2007 Annual Reference Level Update (ARLU) process.

\* In response to the ERC decision, in 2005-06 SWC will plan for a procurement savings of \$20k.

## Program by Activity

The following table provides resource information for the 2005-2006 Main Estimates year by program activity.

<b>2005-2006</b>					
<b>(\$ millions)</b>	<b>Budgetary</b>			<b>Adjustments<sup>(1)</sup> (planned spending not in Main Estimates)</b>	<b>Total Planned Spending</b>
<b>Program Activity</b>	<b>Operating</b>	<b>Grants and Contributions</b>	<b>Total Main Estimates</b>		
Promote Equitable Public Policy	4.3	3.6	7.9	(0.2)	<b>7.7</b>
Build Knowledge and Organizational Capacity on Gender Equality	8.3	7.2	15.5		<b>15.5</b>
<b>Total</b>	<b>12.6</b>	<b>10.8</b>	<b>23.4</b>	<b>(0.2)</b>	<b>23.2</b>

<sup>(1)</sup> The total net decrease of \$0.2 million represents an increase of \$0.2 million attributable to a Memorandum of Understanding between Canadian Heritage and SWC regarding the implementation of the interdepartmental partnership with the official languages communities and a decrease of \$0.4 million related to the Minister of State's budget, which no longer exists. The decrease of \$0.2 million is attributable to new items that will be approved in the 2006-2007 Annual Reference Level Update (ARLU) process.



## Voted and Statutory Items Listed in Main Estimates

The following table provides a summary of SWC's Main Estimates for 2005-2006 compared to the previous year's Main Estimates.

(\$ Millions)

2005-2006			
Vote or Statutory Item	Truncated Vote or Statutory Wording	Current Main Estimates	Previous Main Estimates
110	Operating expenditures	11.3	11.6
115	Grants	10.8	10.8
(S)	Contributions to employee benefit plans	1.4	1.5
	<b>Total<sup>(1)</sup></b>	<b>23.4</b>	23.9

<sup>(1)</sup>The decrease of \$0.5 million in total current Main Estimates for 2005-2006 as compared with the previous Main Estimates is mainly attributable to SWC's \$0.2 million contribution to the government-wide reallocation exercise, a \$0.1 million adjustment for EBP, and reduced funding for the implementation of the revised Treasury Board Evaluation Policy.

## Net Cost for SWC for the Estimates Year

2005-2006	
(\$ millions)	Total
Total Planned Spending	23.2
<i>Plus: Services Received without Charge</i>	
Accommodation provided by Public Works and Government Services Canada (PWGSC)	0.5
Contributions covering employers' share of employees' insurance premiums and expenditures paid by TBS (excluding revolving funds)	0.6
Worker's compensation coverage provided by Social Development Canada	
Salary and associated expenditures of legal services provided by Justice Canada	1.1
<i>Less: Non-responsible Revenue</i>	
<b>2005-2006 Net cost of Department</b>	<b>24.3</b>

## Details on Transfer Payments Program for SWC

The following table summarizes SWC's transfer payments at the program activity level.

(\$ Millions)

Name of Transfer Payment Program: Women's Program (voted)				
Start Date: 1973	End Date: on-going	Total 2005-2006 Funding: \$11.0		
Purpose of Transfer Payment Program: The mandate of the Women's Program is implemented through two key components: funding and technical assistance. Both of these components contribute to the attainment of the four Program objectives				
The objectives of the Women's Program are to:				
1. promote policies and programs within key institutions that take into account gender implications and the diversity of women's perspectives, and enable women to take part in decision-making processes;				
2. facilitate the involvement of women's organizations in the public-policy process;				
3. increase public understanding toward encouraging action on women's equality issues; and				
4. enhance the effectiveness of the work of women's organizations to improve the situation of women.				
The final outcomes identified by the Women's Program are:				
a) key institutions have integrated the diversity of women's perspectives in policies and programs; and				
b) government and publicly elected bodies have integrated the diversity of women's perspectives in public policies.				
	Forecast Spending 2004-2005 <sup>(1)</sup>	<b>Planned Spending 2005-2006<sup>(1)</sup></b>	Planned Spending 2006-2007	Planned Spending 2007-2008
Promote Equitable Public Policy				
Total Grants	3.6	3.6	3.6	3.6
Build Knowledge and Organizational Capacity on Gender Equality				
Total Grants	7.3	7.4	7.4	7.4
<b>Total Transfer Payment Program <sup>(2)</sup></b>	<b>10.9</b>	<b>11.0</b>	<b>11.0</b>	<b>11.0</b>

<sup>(1)</sup>The increase of \$0.1 million in Forecast Spending and the increase of \$0.2 million in Planned Spending for 2005-2006, 2006-2007 and 2007-2008, as compared with the 2004-2005 RPP, are attributable to a Memorandum of Understanding between Canadian Heritage and SWC regarding the implementation of the interdepartmental partnership with the official languages communities.

<sup>(2)</sup>Transfer payments include 50% of the funding received for the development of the Agenda for Gender Equality (AGE) including related activities, i.e. \$1.0 million received annually since 2000-2001, an additional \$0.75 million received annually as of 2001-2002, and an additional final annual increase of \$0.75 million in 2002-2003. Cumulatively, the annual budget from AGE for Transfer Payments was \$1.0 million in 2000-2001, \$1.75 million in 2001-2002, \$2.5 million in 2002-2003 and ongoing, as follows:

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

## SECTION IV – OTHER ITEMS OF INTEREST

### Corporate Services

Allocation for this program activity is distributed among the other program activities as displayed throughout the document. This program activity ensures statutory accountability and delivers services such as strategic planning, performance management, finance, human resources, informatics, information management, telecommunications, security, assets, facility and materiel management, and contract and procurement administration.

This program activity supports the implementation of Modern Management across SWC, which is identified as an organizational priority.

The following are areas of focus in 2005-2006:

- SWC will pursue a governance review. This will involve a review of the mission and vision, determining the most effective manner to achieve gender equality objectives.
- Initiated in 2004-2005, a comprehensive evaluation of the Women's Program funding will be completed in 2005-2006 to determine its relevance, impact and effectiveness. SWC expects the evaluation to present opportunities for the Program to better fulfill its mandate and meet the corporate strategic outcome.
- SWC will pursue efforts in the area of performance measurement in accordance with the Program Activity Architecture framework.
- In conjunction with the Unions, SWC will continue to implement the action plan prepared in response to issues raised in the 2002 Public Service Employee Survey.
- SWC will begin the implementation of the new government framework, as set out in the *Public Service Modernization Act*.

Costs related to this activity have been allocated amongst SWC program activities as follows:

<b>Program Activity</b>	<b>% allocated</b>
Promote Equitable Public Policy	33%
Build Knowledge and Organizational Capacity on Gender Equality	67%

The following financial table represents the total planned Corporate Services spending:

(\$ Millions)

<b>Program Activity</b>	<b>2005-2006</b>	<b>2006-2007</b>	<b>2007-2008</b>
<b>Corporate Services</b>	<b>\$2.6</b>	<b>\$2.6</b>	<b>\$2.6</b>



## Annex A: Contact Information

---

### 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 SWC Web site at <http://www.swc-cfc.gc.ca/>

### 2) The 2005-2006 Report on Plans and Priorities

- Financial information, contact:  
Guylaine Métayer,  
Director, Corporate Services  
Telephone: (613) 947-1453; Fax: (613) 947-6113  
E-mail: [Guylaine.Metayer@swc-cfc.gc.ca](mailto:Guylaine.Metayer@swc-cfc.gc.ca)
- For other questions on the document, contact:  
Donna McKeeby  
Director, Executive and Information Services  
Telephone: (613) 992-5399; Fax: (613) 943-0449  
E-mail: [Donna.Mckeeby@swc-cfc.gc.ca](mailto:Donna.Mckeeby@swc-cfc.gc.ca)



# Annex B: Reader Feedback Form

---

*Report on Plans and Priorities (RPP) 2005-2006*

Thank you for taking the time to review our RPP! 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 RPPs.

1. Is this your first exposure to Status of Women Canada's RPP?

No ( ) Yes ( )

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

No ( ) Yes ( )

3. Would you recommend it to someone else?

No ( ) Yes ( )

Why or why not?

---

---

4. In what capacity did you read our RPP? (*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 RPP? (*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 Status of Women Canada

( ) To understand how resources are being allocated

( ) To develop partnership plans with Status of Women Canada

( ) Other (*Please explain.*):

---

---

6. Please rank your satisfaction with the following:

Dissatisfied

Satisfied

No Opinion

Usefulness of content

( )

( )

( )

Readability

( )

( )

( )

Ease with which specific information can be found

( )

( )

( )

How could this document be improved?

---

---

*Thanks again! Please fax to:*

Sylvie Turcotte, SWC, Executive and Information Services

(613) 943-0449