



Status of Women Canada

1997-98
Estimates

A Report on Plans and Priorities
Pilot Document

The Estimates Documents

The Estimates of the Government of Canada are structured in three Parts. Beginning with an overview of total government spending in Part I, the documents become increasingly more specific. Part II outlines spending according to departments, agencies and programs and contains the proposed wording of the conditions governing spending which Parliament will be asked to approve. The Part III documents provide additional detail on each department and its programs primarily in terms of the results expected for the money spent.

Instructions for obtaining each volume can be found on the order form enclosed with Part II.

©Minister of Supply and Services Canada 1997

Available in Canada through

Associated Bookstores and other booksellers

or by mail from

Canada Communication Group – Publishing
Ottawa, Canada K1A 0S9

Catalogue No. BT31-2/1998-III-65
ISBN 0-660-60109-5



Status of Women Canada

1997-98
Estimates

A Report on Plans and Priorities
Pilot Document

Approved

Secretary of State (Status of Women)

Foreward

The Improved Reporting to Parliament Project (IRPP) was established within the Treasury Board Secretariat to improve the Expenditure Management information provided to Parliament, and to update the processes used to prepare this information. This is part of a broader initiative to increase the results orientation and increase the transparency of information provided to Parliament known as “Getting Government Right”.

During the period from August 1995 to December 1996, extensive consultations were held with members of Parliament and other key stakeholders to examine options to improve the information provided to Parliament. A clear requirement was identified to improve performance information and to provide planning information that is results oriented, longer term and more strategic in focus, and clearly communicated.

The IRPP has unfolded in three phases. In March, 1996, six departments tabled revised Part III of the Main Estimates documents. These documents responded to requirements to provide a better focus on planning and performance information.

In June 1996, the House of Commons gave its concurrence to expand the pilot project and to test the tabling of separate planning and performance documents. In October, 1996, sixteen departments tabled performance reports as phase two of the IRPP. These performance reports have been evaluated and found to provide relevant and timely information, with broad support for providing separate performance reports on an ongoing basis.

The Report on Plans and Priorities is being tabled by the same sixteen pilot departments as phase three of the IRPP. These documents, and the separation of planning and performance information will be assessed, and if Parliament agrees, all departments and agencies will move to a spring Report on Plans and Priorities, and a fall Performance Report, with the first complete package of separate performance reports beginning in the fall of 1997.

These documents are available electronically from the Treasury Board Secretariat Internet site:
<http://www.tbs-sct.gc.ca/tb/key.html>

Comments or questions about this document, or the Improved Reporting to Parliament Project, can be directed to the TBS Internet site, or to:

Expenditure Management Sector
Treasury Board Secretariat
L'Esplanade Laurier
Ottawa, Canada
K1A 0R5
Telephone: (613) 957-2612

TABLE OF CONTENTS

I	SECRETARY OF STATE’S (STATUS OF WOMEN) MESSAGE	1
II	PLANS AND PRIORITIES	3
	A) Summary of Key Plans, Priorities and Results Expectations	3
	B) Departmental Overview	4
	1. Roles and Responsibilities	4
	2. Organization	5
	3. Corporate Objectives and Priorities	6
	4. Resource Plans and Financial Tables	7
	C) Plans and Priorities	10
	1. Operating Context	10
	2. Change Management Issues	12
	3. Objectives, Results Expectations, Key Plans and Strategies	13
	a) Objective 1, Strengthened and More Equitable Public Policy	13
	b) Objective 2, Informed and Effective Stakeholders Working Actively for Women’s Equality	19
III	SUPPLEMENTARY INFORMATION	22

Status of Women Canada
Report on Plans and Priorities
1997/98 - 1999/2000

February 3, 1997

I. Message from the Secretary of State (Status of Women)

I am pleased to present the Status of Women Canada Report on Plans and Priorities 1997/98 - 1999/2000. Status of Women Canada is a government agency dedicated to promoting the equality of women, so that women can take their rightful and equal place in the economic, social, cultural and political life of the country

Women make up almost 51 per cent of the population, yet still do not have equal access to paid work, full-time meaningful jobs, equal pay for work of equal value, and pensions. In fact, women are disproportionately poor in our society. Women and the girl child continue to be victimized by violence, whether it be domestic violence, systemic and societal violence, or commercial/sexual exploitation. Despite the Canadian Charter of Rights and Freedoms, many women experience infringements of their human rights. Status of Women Canada's main priorities over the coming years will be women's economic autonomy and well-being, systemic violence against women and the girl child, and women's rights as human rights, with a priority for doubly disadvantaged women.

We will maintain our ongoing efforts to constantly improve and strengthen public policy in the economic and social justice spheres. This includes working actively to promote the diverse perspectives of women with other federal departments, other levels of government, non-governmental stakeholders and internationally.

Gender-based analysis is an essential tool to ensure that the reality of women's lives is reflected into all government policies, programs, legislation and services. In 1995, gender-based analysis was adopted as a government-wide policy, with all federal departments and agencies committing themselves to analyzing future policies and legislation for their differential impact on women and men. Status of Women Canada will continue to play a key role in promoting gender-based analysis and assisting its integration in government departments in various ways. These include providing gender-based analysis and advice and continuing to encourage the development of training programs as well as the use of the guide book, *Gender-based Analysis: A guide for policy-making*.

Issues of concern to women cut across every sector of Canadian life. Status of Women Canada will coordinate federal-provincial/territorial efforts to ensure that gender-based analysis is used in policy and program development across Canada. It

will also take part in specific joint initiatives, such as the development of social and economic equality indicators.

Women's groups and other equality-seeking organizations know the reality of women's lives and can play an important role in the development of policies and programs that are pragmatic and realistic. The 1995 Fourth UN World Conference on Women in Beijing urged governments to develop partnerships with non-governmental organizations. Status of Women Canada will continue to strengthen its partnerships with women's groups and other equality-seeking organizations to benefit from their knowledge and to help empower their efforts. We will also expand our partnerships with private sector institutions, so they become active stakeholders in achieving equality.

In 1996, I held consultations with close to 400 women's and other organizations across the country, during which I sought their views on the future plans and priorities of Status of Women Canada. I found these forums useful in shaping the work of the agency and in discussing a range of public policy issues. I look forward to ongoing dialogue with women's organizations and other key stakeholders. During these consultations, I also heard clearly how important the Women's Program is to the work of women's groups. In the coming year, I will be setting a new direction for the Program to maintain its flexibility and ensure equitable access by women's groups to strategically targeted resources.

The agency will also play a strong role in promoting a gender perspective internationally. It will integrate gender considerations into key international fora, including the United Nations, the Commonwealth, the Asian Pacific Economic Cooperation forum (APEC), and the Organization for Economic Cooperation and Development (OECD). Status of Women Canada will continue to promote a gender-perspective in Canadian positions through research and analysis, working extensively with other government departments, ensuring that the expertise of relevant Canadian non-governmental organizations are taken into consideration, and developing and maintaining networks and alliances within the international organizations.

Our government continues to support the principles of equality, respect for diversity and fairness for all. There is a need for the federal government to advocate for women's equality. A country's strength lies in its ability to harness all of its human resources, so that women and men can play an equal role in their country's social, economic, cultural and political life, and contribute together to its evolution.

The Honourable Hedy Fry, PC, MP
Secretary of State (Status of Women)

II. Plans and Priorities

A. Summary of Key Plans, Priorities and Results Expectations

Status of Women Canada promotes the equality of women, so that women can take their rightful and equal place in the economic, social, cultural and political life of the country. The agency has chosen to focus its plans and strategies on the priority areas below. These are based on the government’s overall agenda, the federal commitments in the “Beijing Declaration and Platform for Action” and “The Federal Plan for Gender Equality, as well as the key concerns identified by Canadian women.

- women's economic autonomy and well-being,
- systemic violence against women and the girl child,
- women's human rights, with priority for doubly disadvantaged women.

Summary of Status of Women Canada Results Commitments

Note: The Summary of Results Commitments is a format recommended by Treasury Board to display departmental commitments to Canadians and key results expected.

To provide Canadians with:	to be demonstrated by:
Strengthened and more equitable public policy	
Public policies, legislation, programs and services that take into account gender implications and the diversity of women's perspectives.	<ul style="list-style-type: none"> ➤ Use of gender-based analysis at the planning and subsequent stages of policy, legislation and program development by federal departments and agencies by the year 2002. ➤ Horizontal coordination and integration of government efforts for the advancement of women. ➤ Gender-based analysis integrated into specific joint federal/provincial/territorial policies and projects ➤ Enhanced public policy decisions as a result of research studies and publications on gender equity. ➤ Active participation and input of women's groups and other equality-seeking organizations in the domestic and international public policy process, including the development of policies, programs and services. ➤ Collaboration with other countries and international organizations, to promote a gender perspective internationally

To provide Canadians with:	to be demonstrated by:
Informed and effective stakeholders working actively for women’s equality	
A broader range of stakeholders (governmental, non-governmental, private sector and the public) who can effectively contribute to achieving women's equality.	<ul style="list-style-type: none"> ➤ Development of effective alliances and partnerships, both between Status of Women Canada and stakeholders, and among stakeholders. ➤ Access by stakeholders to accurate, relevant and useful information on gender equity. ➤ Women's organizations better equipped with skills, abilities and tools.

B. Departmental Overview

1. Roles and Responsibilities

The mandate of Status of Women Canada is to "coordinate policy with respect to the status of women and administer related programs." This was set out in Order-in-Council 1976-779 and the Appropriation Action 1976-77.

The goal of Status of Women Canada:

Status of Women Canada promotes the equality of women, so that women can take their rightful and equal place in the economic, social, cultural and political life of the country.

The primary responsibilities of the agency are to:

- use the tools and information at its disposal to ensure that legislation, policies and programs advance women's equality throughout the federal government;
- conduct gender-based analysis* of legislation, policies and programs, and recommend changes to ensure that government decisions are of benefit to all Canadians, men and women equally;
- promote the implementation of gender-based policy analysis throughout the federal government;
- promote and monitor the progress of the status of women throughout the country;

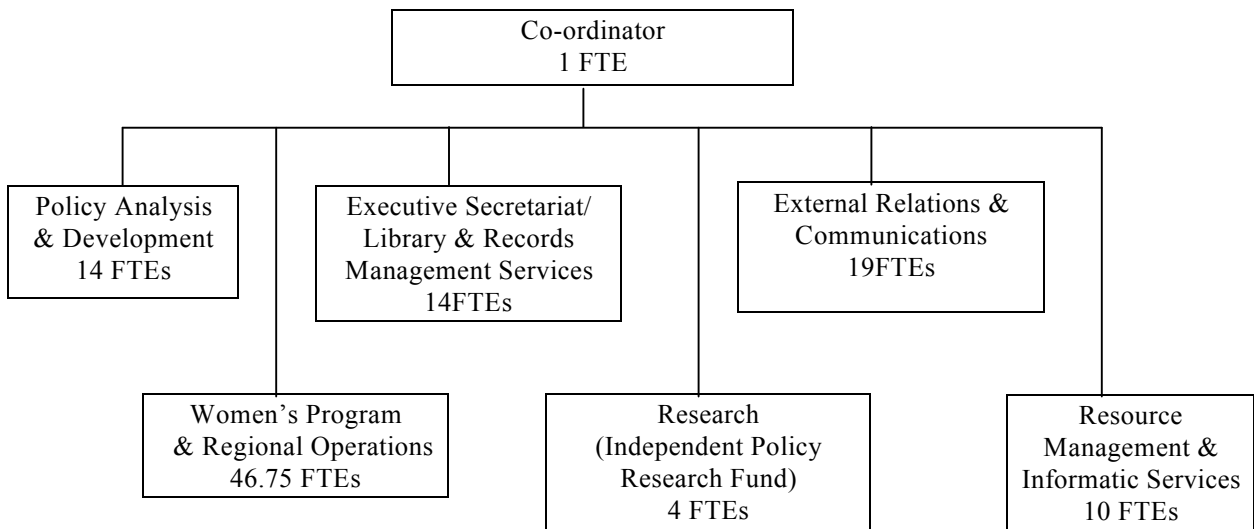
- fund policy research and integrate the research findings into the policy development process;
- provide financial and technical assistance to women's and other voluntary organizations at community, regional and national levels, to support actions which advance women's equality;
- collaborate with provincial and territorial governments, international organizations and other countries, women's organizations, and other stakeholders, to address women's equality issues

* For more information on gender-based analysis, see Appendix II.

2. Organization

Status of Women Canada is currently completing an Organizational Review which will clarify and streamline functions. This may result in changes to the interim organizational chart outlined below, and to the allocation of staff and responsibilities.

STATUS OF WOMEN CANADA (SWC FTE complement = 108.75)



The Coordinator of Status of Women Canada is the head of the agency, 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 Secretariat/Library and Records Management Directorate provides support to the Coordinator, ministerial liaison services, as well as library and

records management services to the agency. Library services will be publicly available in 1997-98.

The Policy Analysis and Development Directorate reviews and conducts gender analysis of existing and proposed federal government policies, legislation, programs and initiatives. It develops recommendations and strategies and works in cooperation with other federal departments to promote gender equality, and to build federal gender analysis capacity. It undertakes developmental activities to address policy gaps on issues of concern to women and provides substantive information and advice to other directorates on the policy-related aspects of international, federal-provincial/territorial, non-governmental and communications activities.

The Women's Program and Regional Operations Directorate provides financial and technical assistance to women's and other voluntary organizations at the community, regional and national levels, to advance women's equality. It also provides a direct link to communities and stakeholders across Canada through 27 regionally-based staff. They work extensively with women's and other community-based organizations, provincial and territorial governments, and other sectors, to collaborate on policies and programs, strengthen the effectiveness of other stakeholders in contributing to women's equality, and serve as a two-way conduit of valuable information between the "grassroots" and the government.

The External Relations and Communications Directorate collaborates with provincial and territorial governments, international organizations and other governments, women's and other non-governmental organizations, the media, the private sector, and academic institutions. It also delivers the full range of communications services, provides a focal point for consultation advice and planning, writes replies for all Ministerial correspondence, and coordinates departmental translation requirements.

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

The Resource Management Directorate is responsible for ensuring statutory accountability and for delivering services to the agency in the areas of financial and human resource management, informatics, telecommunications, security, materiel management and contract administration.

3. Corporate Objectives and Priorities

The overall corporate goal of the agency is highlighted above under Roles and Responsibilities. Under this goal, the agency will pursue the following two corporate objectives over the next three years.

Status of Women Canada will provide Canadians with:

- 1) Strengthened and more equitable public policy, through public policies, legislation, programs and services which take into account gender implications and the diversity of women's perspectives;
- 2) A broader range of informed and effective stakeholders working actively for women's equality.

While pursuing these objectives, Status of Women Canada will also implement a series of internal improvements to ensure an efficient, cost-effective and results-oriented agency.

Given the need to maximize the limited resources of the agency for the most effective impact, Status of Women Canada has selected the following priorities. These are based on the government's overall agenda, the federal commitments in the Beijing Declaration and Platform for Action and in The Federal Plan for Gender Equality, and on key concerns identified by Canadian women.

The priorities of Status of Women Canada are:

- women's economic autonomy and well-being,
- systemic violence against women and the girl child,
- women's human rights, with priority for doubly disadvantaged women.

4. Resource Plans and Financial Tables

Status of Women Canada
Office of the Co-ordinator

(Millions)	Planned Expenditures 1996-97*	Planned Expenditures 1997-98	Planned Expenditures 1998-99	Planned Expenditures 1999-00
Gross Planned Expenditures	16.7	17.4	16.8	16.8
Less Revenue to the Vote	-	-	-	-
Net Planned Expenditures	16.7	17.4	16.8	16.8
Less Revenue to the Consolidated Revenue Fund	-	-	-	-
Plus Cost of Services Provided by other Departments	.9	.9		
Net Cost of the Department	17.6	18.3	16.8	16.8

* Based on the In-Year Update

Gross Planned Expenditures by Business Line for the Planning Period

(Millions) Business Line ¹	Planned Expenditures* 1996-97	Planned Expenditures 1997-98	Planned 1998-99	Planned 1999-00
Status of Women Canada Office of the Coordinator	16.7	17.4	16.8	16.8
Gross Planned Expenditures ²	16.7	17.4	16.8	16.8

* Based on the In-Year Update

¹ The OPF description, shown in this report as the business line for Status of Women Canada, will be developed in its upcoming PRAS fall report.

² Includes budgetary and non-budgetary expenditures.

Planned Expenditure Detail by Business Line for 1997-98

(\$millions) Business Line	Budgetary					Statutory Items ¹	Non-Budgetary Loans Investments and Advances	Gross Planned Expenditures	Less: Revenue Credited to the Vote	Net Planned Expenditures
	FTE	Operating	Capital	Grants and Contributions	Gross Voted					
Executive Secretariat ² / Library & Records Management	15	.9			.9			.9		.9
Policy	14	.9			.9			.9		.9
External Relations and Communications	19	1.4			1.4			1.4		1.4
Women's Program Funding & Assistance	46.7 5	2.7		8.5	11.2			11.2		11.2
Research	4	1.2			1.2			1.2		1.2
Resource Management ³ , Informatics & Telecommunications Services	10	1.8			1.8			1.8		1.8
Total Planned Expenditures	108. 75	8.9		8.5	17.4			17.4		17.4

¹ Does not include non-budgetary items or contributions to employee benefit plans which are allocated to Resource Management's operating expenditures.

² Executive Secretariat includes the Co-ordinator's office and Minister's office partial salary for the exempt staff and operating expenses.

³ Resource Management includes \$.9 million for contributions to employee benefit plans.

C. Plans and Priorities

Status of Women Canada promotes equality for women, so that women can take their rightful and equal place in the economic, social, cultural and political life of the country.

1. Operating Context

a) Status of women: Although progress in achieving equality has been made in some areas, there are still significant discrepancies between the status of women and men, notably in the three areas identified by Status of Women Canada as priorities:

i) Economic autonomy:

- In 1995, women earned on average 73 cents for each dollar earned by men. Men working full-time for the full year had average earnings of \$40,610; whereas women's full time, full year earnings averaged \$29,700¹.
- Women have a significantly greater risk of poverty than men. In 1994, the poverty rate (as defined by the Statistics Canada's Low Income Cut-off (LICO) for women 18 years and older was 18 per cent versus 13 per cent for their male counterparts².
- In 1994, 57 per cent of lone parent mothers under 65 with children lived at or below the LICO.³
- Women suffer the economic consequences of their roles as child bearers and primary care givers. Children often bear the brunt of women's poverty.
- The conflicting demands of unpaid and paid work responsibilities create a considerable drain on many women.

Government policies and legislation have a role in improving women's economic autonomy. Transfers from government and individuals to women, e.g., through pensions and child/spousal support, are essential to women's economic autonomy.

ii) Systemic violence against women and the girl child : This violence takes many forms, including domestic violence, systemic and societal violence, and the commercial exploitation of women and children (notably the girl child).

¹ Statistics Canada, The Daily, Highlights from Earnings of Men and Women in 1995, (Ottawa, Statistics Canada, January 27, 1997) p.2, Catalogue No. 13-217-XPB.

² A Report of the National Council of Welfare, Poverty Profile 1994, (Ottawa: Minister of Supply and Services Canada, Spring 1996) p.81, Catalogue No. 0-662-24343-9.

³ Ibid., p. 17.

- In 1993, Statistics Canada's Violence Against Women Survey found that 51 per cent of women in Canada reported having experienced male violence, as defined under the Criminal Code.
- This survey also indicated that three in 10 currently or previously married women have experienced at least one incident of physical or sexual violence at the hands of a marital partner.
- Two recent studies have estimated that the annual costs in Canada of sexual assault, abuse in intimate relationships, and child sexual assault of girls is between \$1.4⁴ and \$4.2 billion⁵.

iii) Human rights: Despite the existence of the Canadian Charter of Rights and Freedoms and other laws prohibiting discrimination, many women still experience infringements of their human rights. In addition, many women face additional barriers because of their racial or ethnic background, sexual orientation, age or disability.

- Twenty-one per cent of immigrant women have low-incomes (i.e., live at or below Statistics Canada's LICO) versus 16 per cent Canadian born women⁶.
- b) The horizontal policy mandate of Status of Women Canada: Many departments handle aspects of policies and program which impact on women. For this reason, Status of Women Canada emphasizes interdepartmental coordination in promoting women's equality. The agency provides leadership on some policy areas, actively contributes to high-priority policies led by other departments, and maintains a continuous "watching brief" on the government policy and program agenda. Often the results of these activities cannot be measured as the work of one department, but reflect a synthesis of many departmental perspectives
- c) Many issues on the federal government's agenda require federal-provincial/territorial cooperation. Constitutional responsibility for many areas of critical importance to women, such as education, health and social services, are under provincial jurisdiction. Recent changes to federal funding in these areas, through the introduction of the Canada Health and Social Transfer, will have an impact on women. As well, shared constitutional responsibility for other important areas, such as marriage and family law, necessitate close federal-provincial/territorial cooperation which must take into account women's needs and perspectives. As discussed later, Status of Women Canada actively promotes gender-based analysis at provincial/territorial levels and undertakes joint initiatives.

⁴ Tanis Day, *The Health Related Costs of Violence Against Women in Canada: The Tip of the Iceberg*, (London, Ontario: distr. University of Western Ontario, Family Violence Centre, 1995)

⁵ Centre for Research on Violence Against Women and Children, *Selected Estimates of the Costs of Violence Against Women*, (London, Ontario: Centre for Research on Violence Against Women and Children, 1995)

⁶ Statistics Canada, *Women in Canada, Third Edition* (Ottawa, Statistics Canada, 1995) p.131 Catalogue No. 89-503E.

- d) The Federal Plan for Gender Equality, released in 1995, was developed by 24 federal departments and agencies under the leadership of Status of Women Canada, and provides a framework that will guide future federal initiatives toward equality between women and men in Canada. It details over 300 government commitments to promote women's status in such areas as economic autonomy, health, culture, employment, protection from violence, and participation in decision-making. Status of Women Canada maintains a key role in monitoring the implementation of these commitments.
- e) Public expectations: Women's and other organizations monitored Canada's participation and commitments at the Fourth UN World Conference on Women (Beijing, 1995) and are following the pace of implementation of those commitments – including The Federal Plan for Gender Equality – with great interest. Consultations were organized during 1996 by Status of Women Canada, and hosted by the Secretary of State (Status of Women), with a wide range of women's and other organizations. These consultations, together with numerous briefs, letters and presentations to the Secretary of State, indicate a high level of interest in women's equality. Organizations who have expressed their concerns represent a range of sectors, perspectives and regions. Status of Women Canada will maintain and strengthen its partnership with women's groups and other non-governmental organizations through ongoing consultations and working groups.

2. Change Management Issues

Several key changes are being implemented within Status of Women Canada to ensure it becomes a more streamlined, cost-effective and results-oriented agency. Some of these are major initiatives which will improve the way in which the agency carries out its responsibilities. This may lead to adjustments, which will be reflected in future Reports on Plans and Priorities.

These initiatives, together with their expected impact, are outlined below:

- **Ensuring Diversity:** Status of Women Canada will ensure its workforce reflects the diversity of women in Canada, through the implementation of its commitment to employment equity.
- **The Organizational Review** will fine-tune the organizational structure, streamline and improve the cost-effectiveness of the agency and focus the resources of the agency more effectively on its key objectives and strategies. Continued consolidation of the new responsibilities of the agency will complete the integration of all aspects of the Women's Program, the Independent Policy Research Fund, and other related new responsibilities of Status of Women Canada.
- **A new Planning, Reporting and Accountability Structure** will help refine business and service lines and strengthen the related reporting and accountability structures.

- The new framework for the Women's Program will refocus the Program's funding guidelines, and the provision of technical assistance to women's groups.
- Evaluation frameworks for the Women's Program and the Independent Policy Research Fund will establish performance indicators for the Program and the Fund and link these to the performance reporting framework being developed for the agency as a whole.
- The development of service standards for services and products will facilitate objective measurement of client satisfaction and guide efforts to continuously improve service delivery and product development.

3. Objectives, Results Expectations, Key Plans and Strategies

Status of Women Canada has two corporate objectives which guide all plans and strategies. Each of these objectives is outlined below, together with results expectations and key strategies to be used to achieve the anticipated results.

Specific performance measures are not provided at this time, as Status of Women Canada is in the process of developing a Planning, Reporting and Accountability Structure, and the related performance measurement strategy. Performance measures for the results expectations in this Report will be provided in the agency's fall 1997 Performance Report, as well as in future Reports on Plans and Priorities.

a) Objective 1: Strengthened and More Equitable Public Policy

To provide Canadians with strengthened and more equitable public policy, through public policies, legislation, programs and services which take into account gender implications and the diversity of women's perspectives.

Results Expectations, Key Plans and Strategies

Status of Women Canada anticipates achieving the following outcomes under this objective. In some cases, results are noted for a time frame that extends slightly beyond the 1999/2000 planning period. Key strategies and plans are noted under each result area.

In each of these areas, particular efforts and attention will be devoted to the agency's three priorities: women's economic autonomy, systemic violence against women and the girl child, and women's human rights, with priority for doubly disadvantaged women.

- ❑ Result Expectation 1 : Use of gender-based analysis at the planning and subsequent stages in government policy and program analysis and development, by the year 2002.

Specific outcomes include:

- a) use of gender-based analysis tools and training by federal departments and agencies by 2002;
- b) development of sectoral, gender-based analysis tools and procedures by other federal departments and agencies;
- c) senior level support for gender-based analysis across the federal government;
- d) gender-based analysis used in the development and implementation of specific programs by other departments and agencies, as a result of interdepartmental collaboration facilitated by Status of Women Canada (Note: policy development normally precedes program development. The differential impact of programs on women must be considered at the program development stage, as well as at the policy development stage);
- e) availability and utilization of sex-disaggregated data in policy analysis and development;
- f) gender considerations integrated into key policy areas, especially those related to the Status of Women Canada priorities, such as
 - economic and social policies that recognize and value women's unpaid work contributions throughout adult life, including retirement
 - gender considerations integrated into domestic and international macro-economic policy;
 - policies addressing discrimination against lesbians, immigrant women, and visible minority women;
 - national principles to guide social policy reform and renewal which include equality, fairness and accessibility.

Key plans and strategies include

- provide gender-based analysis and advice for both policy and program development to other departments and agencies, and to the Secretary of State (Status of Women);

- continue the development and implementation of gender-based analysis training, in collaboration with the Canadian Centre for Management Development and Training and Development Canada;
 - continue to encourage the use of the Gender-Based Analysis: A guide for policy-making in all departments and agencies, and providing advice on its implementation;
 - promote the concept of gender-based analysis, and its benefits and advantages for public policy at senior levels of the government;
 - develop economic and social equality indicators for key policy areas, as a means of assessing progress in achieving women's equality, and to help evaluate the effectiveness of policy intervention. (This project is being undertaken in collaboration with provincial and territorial governments, as identified below.)
- ☐ Result Expectation 2: Horizontal coordination and integration of government efforts for the advancement of women.

Specific outcomes include:

- a) implementation by federal departments of their commitments in The Federal Plan for Gender Equality,
- b) more comprehensive research and analysis of policy issues affecting women through interdepartmental collaboration, than previously brought to bear on similar issues by single departments or agencies.

Key plans and strategies include:

- monitor and track the implementation of The Federal Plan for Gender Equality, and identify gaps, additional opportunities or needs related to the actions in the Plan.
- promote gender-based analysis frameworks in interdepartmental work in key policy areas. Status of Women Canada will build and maintain networks with officials in other departments, participate in or initiate interdepartmental meetings, provide relevant data and analyses from various sources, and invite other departments to participate in round tables, expert meetings, symposia and other policy-related events hosted by Status of Women Canada.
- participate in the development of the federal government's policy research agenda, coordinated through the Privy Council Office. This exercise involves most federal departments and agencies and will produce a multi-year work plan. Gender is among the four horizontal research areas which will guide the work plan.

- encourage other departments to consult, where appropriate, with women's organizations and other equality-seeking groups who have relevant policy expertise.

□ Result Expectation 3 : Gender-based analysis integrated into specific joint federal-provincial/territorial policies and projects.

Specific outcomes include:

- a) coordinated federal-provincial/territorial efforts to ensure gender-based analysis is used in policy and program development across Canada;
- b) coordinated identification of key strategies for action.

Key plans and strategies include:

- The Secretary of State (Status of Women) will work within the forum of federal, provincial and territorial Ministers Responsible for the Status of Women to identify key strategic issues for action;
- Status of Women Canada will continue working with senior officials in provincial/territorial status of women bureaux and agencies to share best practices, and to develop strategic advice and joint approaches to gender-based policies.
- Status of Women Canada and its provincial/territorial counterparts will undertake specific joint efforts to develop or apply gender-based policies in federal-provincial/territorial areas of responsibility (e.g, the development of social and economic equality indicators mentioned above).

□ Result Expectation 4 : Enhanced public policy decisions as a result of Status of Women Canada research studies and publications on gender equality.

Specific outcomes:

- a) government policy makers have access to quality gender-based research;
- b) women's groups have solid research to inform their contribution to the public policy process;
- c) Status of Women Canada's policy analysis capability is enhanced, as is its ability to advise the Secretary of State (Status of Women) and other departments and agencies.

Key plans and strategies:

- fund independent policy research on current and emerging policy issues. The specific policy research topics will be identified through the Independent Policy Research Fund on an ongoing basis. There are research projects currently underway, the majority of which will be published in 1997/98. Research issues already identified, and for which research is underway, include women's access to justice and the impact and implications of the Canada Health and Social Transfer (CHST) for women's equality.
 - disseminate policy research results to a wide range of stakeholders, including the Canadian public, to help inform their input to the public policy process.
- Result Expectation 5: Active participation and input of women's groups and other equality-seeking organizations in the domestic and international public policy process, including the development of policies, programs and services.

Specific outcomes include:

- a) effective participation by women's and other equality-seeking organizations in the international public policy process, including involvement in the analyses and outcomes of gender and human rights activities of key international fora;
- b) increased collaboration and consultation by federal departments and agencies with women's organizations during the development of policies and programs
- c) action research, which assesses the impact on women's equality of existing government policies or programs undertaken by women's groups and other equality-seeking organizations;
- d) development of policy and/or program alternatives by women's organizations.

Key plans and strategies:

- provide technical and funding support for action strategies by women's organizations, to help these organizations develop analyses and recommendations on public policy issues and participate in various aspects of the public policy process;
- work interdepartmentally to improve access to federal funds, other than those delivered by the Women's Program, by women's organizations;
- assist women's organizations to understand the governmental policy process and to access appropriate avenues of input;
- work with NGOs to help them understand and use international documents and instruments to advance domestic policy, to participate in the development of Canadian

positions in international fora, and to monitor the implementation of Canada's international commitments;

- sponsor policy forums for discussions and interchange among stakeholders on key public policy issues (e.g. similar to the 1996 policy forum on Canada Pension Plan reform). Future initiatives are expected to include a forum on the policy implications of unpaid work, which will build upon previous efforts examining unpaid work measurement and valuation issues.
- ☐ Result Expectation 6: Collaboration with other countries and international organizations, to promote a gender perspective internationally.

Specific outcomes include:

- a) integration of gender-based analysis in international discussions on trade liberalization and globalization in a variety of international fora (e.g. Asian Pacific Economic Cooperation (APEC) and the Organization for Economic Cooperation and Development (OECD), and a reflection of this analysis in related documents, agreements and instruments;
- b) integration of a gender perspective by the APEC forum into all aspects of its work and machinery;
- c) access to and participation in international gender-based research for Canada and other countries.

Key plans and strategies include:

Strategies in this results area will be undertaken in the context of Canada's existing international obligations on gender, notably the Platform for Action (from the Fourth UN World Conference on Women, Beijing), the Strategic Plan of Action of the CIM (Inter-American Commission of Women), and the Commonwealth Plan of Action on Gender and Development. Key plans and strategies include:

- integrate gender considerations into key international fora and multilateral organizations, with an emphasis on those related to Status of Women Canada's three priority areas. This includes particular emphasis on the opportunities for women arising from trade liberalization. Status of Women Canada will help develop Canadian positions, based on research and strategic analysis by working extensively with colleagues in other departments, developing networks and alliances with such international fora as the APEC and OECD, and ensuring that the expertise of relevant Canadian NGOs is brought to bear on the analysis of these international issues. It will also assist in the implementation of multilateral action plans for the advancement of women, by sharing knowledge of and experience with gender-based analysis.

- participate, as a partner, in the international Metropolis project. Metropolis is a six-year international project, led by Canada, aimed at promoting interdisciplinary research on the effects of immigration on urban centres. Status of Women Canada will contribute \$185,000 over seven years to the Metropolis project because of its potential to contribute to a better understanding of immigration issues from a gender perspective. Knowledge acquired from the Metropolis project will assist Canadian policy-makers in developing and implementing gender-sensitive policies related to immigration and settlement issues.

b) Objective 2: Informed and Effective Stakeholders Working Actively for Women's Equality

To provide Canadians with a broader range of informed and effective stakeholders working actively for women's equality. (Stakeholders include organizations and institutions in the public, private and non-profit sectors)

Results Expectations, Key Plans and Strategies

Status of Women Canada anticipates achieving the following outcomes under this objective. In each of these areas, particular efforts and attention will be devoted to the agency's three priorities: women's economic autonomy, systemic violence against women and the girl child, and women's human rights with priority for doubly disadvantaged women.

- ☐ Result Expectation 1 : Development of effective alliances and partnerships, both between Status of Women Canada and stakeholders, and among stakeholders.

Specific outcomes include:

- a) Status of Women Canada is better able to act as a conduit between government and women's organizations;
- b) Stakeholders are able to increase effectiveness by creating alliances and partnerships with each other.

Key plans and strategies include:

- establish a consultation function within Status of Women Canada, and hold regular consultations and/or discussions with national and regional women's organizations, other groups and individuals committed to equality for women and private-sector institutions;

- assist women's groups to work with each other, various levels of government and other stakeholders to meet their objectives.
- Result Expectation 2: Access for stakeholders to accurate, relevant and useful information on gender equity.

Specific outcomes include:

- a) Access for stakeholders to policy-related research to help them contribute to the policy development process;
- b) Access for stakeholders to library holdings and other data on women's equality issues;
- c) Access for stakeholders to electronically retrievable information and data.

Key plans and strategies:

- provide stakeholders with access to independent, gender-based policy research on current public policy issues. As mentioned earlier, Status of Women Canada will fund independent, gender-based policy research. This research will provide stakeholders with information on priority areas of concern to women, and with analyses of effective strategies for achieving progress. This strategy includes the commissioning of research, dissemination of the research results, and acting as clearinghouse for other relevant research undertaken by others.
- provide stakeholders with access to information and data through:
 - i) public access to the agency's library, which includes the consolidated collections of Status of Women Canada, the former Canadian Advisory Council on the Status of Women, and the Women's Program;
 - ii) possible linkages with other libraries which have significant holdings on status of women issues;
 - iii) the introduction of a 1-800 line to improve access for public inquiries;
 - iv) access to information through a Status of Women Canada Home Page on the World Wide Web, which will provide an entry point for user access to the agency's information resources and holdings, and will connect users, via hyperlinks, to related Internet sites;
 - v) continued targeting of the agency's communications resources to improve and expand the reach and impact of its publications (e.g. Perspectives), and of its communications tools (e.g. Status of Women Canada Information Kit).

- vi) continue to build public awareness of women's contributions to society through participation in the organization and publicizing of commemorative events
(e.g. the Governor General's Awards in Commemoration of the Person's Case, Women's History Month, and International Women's Week.)

□ Result Expectation 3 : Women's organizations are better equipped with skills, abilities and tools.

Specific outcomes:

- a) women's organizations understand and participate in the public policy process;
- b) women's organizations have the tools to measure the impact of their work for women's equality.

Key plans and strategies:

- implement a new framework for the Women's Program. This framework will ensure that the Program's resources are targeted to activities which result in concrete, measurable outcomes, related to the agency's priority areas, including violence against women. As well, new funding guidelines will be developed, which will ensure greater equity of access to funding. The new framework will be effective in the 1997/98 fiscal year, while the funding guidelines will be implemented in 1998/99.
- continue to provide, through the Women's Program, professional and technical assistance to women's groups to improve their effectiveness. Examples of specific activities include adapting gender-based analysis tools for use by NGOs, as well as assisting women's organizations to gain access to other sources of funding and to measure the impact of their work to achieve women's equality.

III. Supplementary Information

APPENDICES OF SUPPLEMENTARY INFORMATION

1. Spending Authorities
2. Additional Financial Information
 - 2.1 Transfer Payments by Business Line/Activity
 - 2.2 Presentation by Standard Object

Appendix 1 - Department Spending Authorities

A. Summary of Authorities Contained in Part II of the 1997-98 Main Estimates		
Financial Requirements by Authority		
Vote (\$ millions)	Main Estimates 1997-98	Main Estimates 1996-97
Status of Women Office of the Co-ordinator		
140 Operating expenditures	8.0	7.7
145 Grants	8.2	8.2
(S) Contributions to employee benefit plans	.9	.7
Total Agency	17.1	16.6
Total Non-Budgetary	0	0
Total Agency	17.1	16.6

Appendix 2 - Additional Financial Information

2.1 Transfer Payments by Business Line/Activity

(\$millions)	Planned Expenditures 1996-97*	Planned Expenditures 1997-98	Planned ¹ 1998-99	Planned ¹ 1999-00
Grants and Contributions by Business Line/Activity				
Grants - Women's Program Funding and Assistance	8.2	8.5	8.5	8.5
Total Grants and Contributions	8.2	8.5	8.5	8.5

* Based on the In-Year Update

¹ Note that the 1998-99 and 1999-00 Program Review II cut of \$497K remains to be allocated to SWC's Total Planned.

Appendix 2 - Additional Financial Information

2.2 Presentation by Standard Object

(\$millions)	Planned Expenditures 1996-97*	Planned Expenditures 1997-98	Planned 1998-99 ¹	Planned 1999-00 ¹
Personnel				
Salaries and wages	4.7	5.3		
Contributions to employee benefit plans	.7	.9		
Other salary and wages				
Other personnel cost				
	5.4	6.2		
Goods and service				
Transportation and communications	.4	.4		
Information	.6	.6		
Professional and special service	.9	1.2		
Rentals	.1	.1		
Purchased repair and maintenance	0	.1		
Utilities, material and supplies	.1	.1		
Other subsidies and payments	.1	.1		
Capital - Minor	0	.1		
	3.1	2.7		
Total Operating	8.5	8.9		
Transfer payments				
Voted	8.2	8.5		
Statutory	-	-		
	8.2	8.5		
Gross expenditures	16.7	17.4	16.8	16.8
Less:				
Revenues credited to the Vote	-	-	-	-
Net budgetary expenditures (surplus)	-	-	-	-
Total	16.7	17.4	16.8	16.8

* Based on the In-Year Update

¹ For the purpose of this financial table, the Total Planned for 1998-99 and 1999-2000 is not detailed by Standard Object as the 1998-99 Program Review II cut of \$497K remains to be allocated.

Appendix III: What is Gender-Based Analysis?

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

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

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