



ESTIMATES

Status of Women Canada

Performance Report

For the period ending
March 31, 1999

Canada

Improved Reporting to Parliament Pilot Document

The Estimates of the Government of Canada are structured in several parts. Beginning with an overview of total government spending in Part I, the documents become increasingly more specific. Part II outlines spending according to departments, agencies and programs and contains the proposed wording of the conditions governing spending which Parliament will be asked to approve.

The *Report on Plans and Priorities* provides additional detail on each department and its programs primarily in terms of more strategically oriented planning and results information with a focus on outcomes.

The *Departmental Performance Report* provides a focus on results-based accountability by reporting on accomplishments achieved against the performance expectations and results commitments as set out in the spring *Report on Plans and Priorities*.

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Foreword

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

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

This year, the Fall Performance Package is comprised of 82 Departmental Performance Reports and the government's report *Managing for Results - Volumes 1 and 2*.

This *Departmental Performance Report*, covering the period ending March 31, 1999, provides a focus on results-based accountability by reporting on accomplishments achieved against the performance expectations and results commitments as set out in the department's pilot *Report on Plans and Priorities* for 1998-99. The key result commitments for all departments and agencies are also included in Volume 2 of *Managing for Results*.

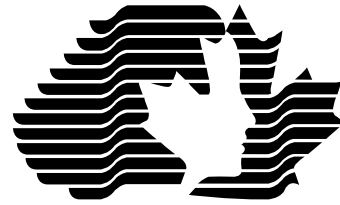
Results-based management emphasizes specifying expected program results, developing meaningful indicators to demonstrate performance, perfecting the capacity to generate information and reporting on achievements in a balanced manner. Accounting and managing for results involve sustained work across government.

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

This report is accessible electronically from the Treasury Board Secretariat Internet site:
<http://www.tbs-sct.gc.ca/tb/key.html>

Comments or questions can be directed to the TBS Internet site or to:

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**Status of Women
Canada**
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Departmental Performance Report

for the Period ending March 31, 1999

A handwritten signature in black ink, appearing to read 'Hedy Fry', is positioned above a horizontal line. The signature is fluid and cursive.

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

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Section I: Message from the Secretary of State (Status of Women)

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I am pleased to present the Departmental Performance Report for Status of Women Canada, for the period ending March 31, 1999. The mission of Status of Women Canada is to promote gender equality. This core objective grows out of the conviction that in Canada, every human being has the right to a full and productive life.

Status of Women Canada has a central role in ensuring that the Government of Canada fulfils its obligation to gender equality. To bring a gender perspective to government priorities, Status of Women Canada maintains a uniquely dynamic and synergistic relationship with other federal departments. In keeping with our commitment toward engaging civil society, we also enjoy valued and productive partnerships with organizations in the voluntary and private sectors, as well as in provincial/territorial and international fora. Indeed, in 1998-99, Canada attained the number-one position internationally on the United Nations (UN) Gender Development Index. Yet even in Canada, women have not yet achieved full equality; there is still much work to do.

The following highlights Status of Women Canada's contribution in advancing gender equality:

- In 1995, the Government of Canada adopted a five-year action plan to advance women's equality in Canada, with the overarching objective of gender-based analysis (GBA) policy. It requested that federal departments and agencies include a gender analysis in their development of policies and programs. For example, some federal departments are undertaking the development of gender-sensitive tools and processes. While incremental progress has been achieved, much work remains if we are to ensure the systematic application of GBA. To assist departments in this area, Status of Women Canada has placed more emphasis on accelerating GBA implementation across government.
- Status of Women Canada remains committed to improving women's economic autonomy and well-being, those who comprise 51 per cent of its human-resources potential. We have two areas of focus: unpaid caregiving work, which largely takes place in the home and community; and paid work, including the trend toward a knowledge-based economy and society (KBES), characterized by new forms of work and rapid technological innovation.

Building on our work on gender equality indicators, a critical mass of policy research dealing with the issue of unpaid work and outcomes of our funding program, Status of Women Canada is planning to continue to encourage policies that recognize family responsibilities in dealing with caregiving issues.

- Violence against women and children remains one of our priority concerns. Status of Women Canada has also fostered partnerships between governments, stakeholders and non-governmental organizations to co-ordinate initiatives that address violence against women and children. This collaborative work has been supported by pertinent research and community-based programs funded by Status of Women Canada. Our work here has included

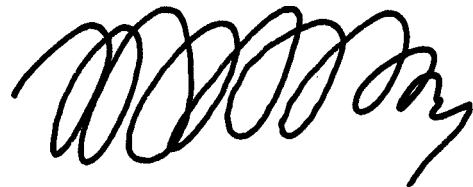
such initiatives as assisting in the development of community prevention strategies, tools and models, identifying gaps in research in these areas, and increasing public awareness of issues such as violence against the girl-child, sexual exploitation of children, and trafficking in women and girls.

- In the area of advancing women's human rights, Status of Women Canada has participated in the UN negotiations to produce a new international human rights instrument for women. In March 1999, the UN Commission on the Status of Women adopted the Optional Protocol to the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW).

Status of Women Canada played a pivotal role in including the recognition of gender in the work of Asia-Pacific Economic Co-operation (APEC) economies. This was further explored at the first ministerial-level meeting on women in a multilateral trade-related organization, which culminated in the development of a framework for the integration of women in APEC to be endorsed by APEC Leaders.

To achieve true equality, however, it is not enough to include the gender dimension in our policy analysis. By combining GBA, gender equality indicators, research and the involvement of women's organizations, our approach goes beyond acknowledging that policies have a different effect on men and women. It gives us the information we need to design policy options that build on the realities of the lives of both women and men.

While we take pride in our accomplishments, we take seriously our future responsibilities. Every step forward marks progress on a long journey. The year 2000 will mark our renewed efforts in advancing the full and equal rights of women everywhere. It is the mission that Status of Women Canada looks forward to fulfilling into the new millennium, when women take their full and equal place in society.



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

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Section II: Departmental Overview

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A. Mandate, Vision and Mission

Legal Mandate:

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

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

Vision:

Our vision is to play a key role in fulfilling the Government of Canada’s commitment to building a society that is inclusive and respectful of all Canadians, by promoting gender equality, and the inclusion and participation of the full diversity of women and girls in Canada.

Mission:

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

Canada’s approach to advancing gender equality is based upon a recognition that gender is a factor in our social, economic, cultural and political systems - that women’s unequal status has its genesis in and is perpetuated by systemic causes. The concept of gender equality recognizes that treating women and men identically will not ensure equality in our outcomes because women and men experience different social relations and living situations. It further recognizes that race, ethnicity, disability, sexual orientation, indigenous status and income also affect women’s situations.

It is this concept of equality that is embedded in the *Canadian Charter of Rights and Freedoms*, and supported by *Setting the Stage for the Next Century: The Federal Plan for Gender Equality*.

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B. Operating Environment

SWC's critical role is to ensure that the federal government lives up to its obligations to gender equality by promoting and co-ordinating federal action among departments. It does this through policy research, analysis and development; intergovernmental and international collaboration; funding; technical assistance; information; and communications and consultations.

SWC is challenged to effect change as gender equality issues cross all government departments. The department operates in an increasingly complex, multi-jurisdictional policy environment and must react to new and changing issues on the government's economic, legal and social agenda. For example, SWC is currently participating with Human Resources Development Canada (HRDC) and Finance in a federal-provincial/territorial working group on credit-splitting in the Canada Pension Plan. The group is examining potential modifications which could improve the economic situation of older women. While SWC can and does influence those departments, it seldom possesses the direct organizational authority to implement policy or lead in its development.

An area where SWC is proactive is through the co-ordination of joint projects with Statistics Canada and other departments to improve and provide gender statistics. In particular, recently developed gender equality indicators are providing benchmarks to measure progress in advancing women's economic equality, and a stimulus for effective policy analysis and development.

Achieving gender equality requires action from a broad range of stakeholders, including other federal departments and levels of government; women's and other equality-seeking organizations; educational and social service institutions; and the private sector. Each operates within its respective mandate and has its own information needs, accountability structures, and lines of communication with the general public. Given these complex, and sometimes competing circumstances, fostering collaboration among these stakeholders can be challenging.

The department continues to play a vital role, through the technical and financial assistance it provides at national, regional and local levels, in promoting links among key stakeholders working on women's equality issues. For example, SWC, in partnership with representatives of targeted sectors, is developing a strategy to increase public awareness of the commercial sexual exploitation of children.

The demand for services such as assistance to other departments on gender-based analysis (GBA)⁽¹⁾, policy advice and analysis, information services to the public and government, financial and technical assistance to stakeholders, consultation, as well as international obligations, has increased substantially. Additional demand on our grants budget has also increased, as other sources of financial support for advocacy work have decreased.

Women and women's organizations have felt consistently challenged in their efforts to participate in the government's policy processes and in turn have created additional pressures on the department to facilitate improved access. As their attempts to impact on policy through domestic

⁽¹⁾ Please see Annex I for the definition of GBA.

processes fail to succeed, they are turning to international organizations and human rights instruments as a means to advance gender equality in Canada. Providing appropriate information on a wide range of issues and advice on the policy process, institutional change and community development strategies requires an increasingly high degree of skill, as well as a breadth of knowledge among staff in each national and regional office.

Strategic Priorities

SWC has identified three priority areas based on the Government of Canada's overall agenda; commitments made in *Setting the Stage for the Next Century: The Federal Plan for Gender Equality*; the *Platform for Action* adopted at the Fourth United Nations World Conference on Women (1995, Beijing); and key concerns identified by Canadian women. These priorities are: improving women's economic autonomy; eliminating systemic violence against women and children; and advancing women's human rights.

Within these broad priorities, certain issues were selected for attention over the period 1998-99 to 2000-01. These issues have been chosen for their strategic importance to advancing gender equality, their timeliness, and/or because SWC is situated to make a unique contribution and/or play a key role in achieving progress in a particular area. These issues, under their corresponding priority area, are:

- **improving women's economic autonomy:** unpaid work/non-market work (dependant care); paid work and employment in the context of the knowledge-based economy; and social policy reform;
- **eliminating systemic violence against women and children:** women's personal security; the girl child; and the globalization of violence against women; and
- **advancing women's human rights:** internationally; and in the context of changing personal relationships.

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C. Departmental Organization

SWC's one business line is synonymous with its mission to promote gender equality.

Business Line

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

Three service lines and their related corporate objectives flow from this business line/mission:

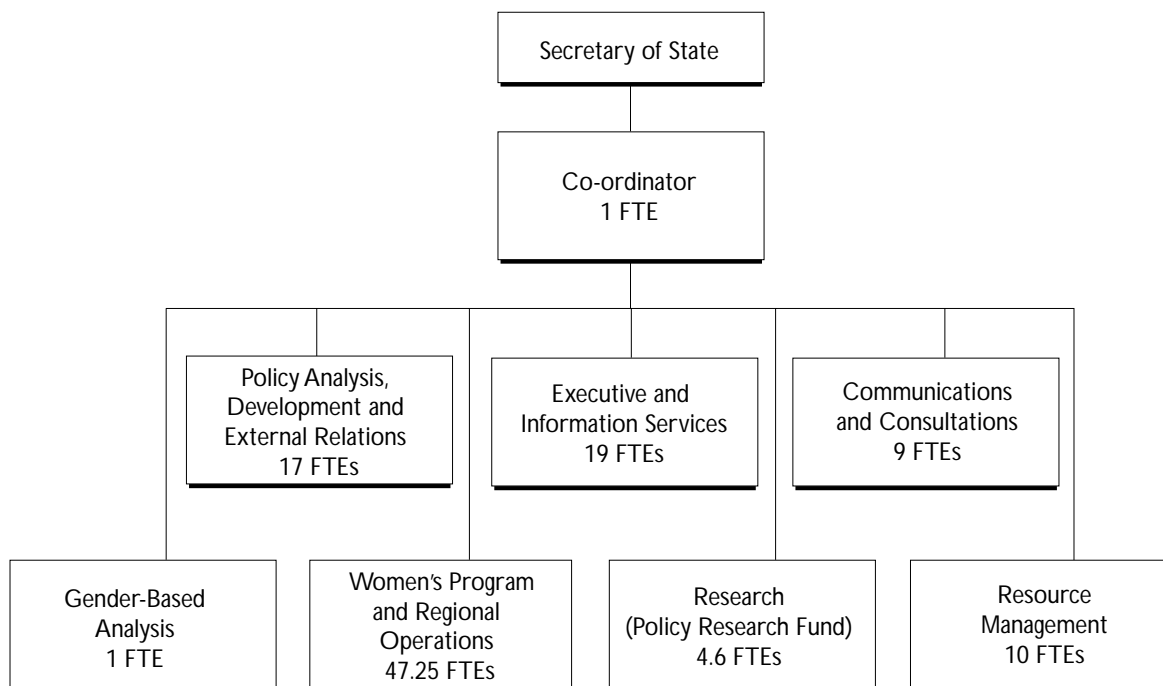
Equitable Public Policy: To promote and contribute to strengthened and more equitable public policy through policies, research, legislation, programs and services that take into account gender implications, the diversity of women's perspectives and the reality of their lives.

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

Departmental Effectiveness: To ensure a service-oriented, results-based and efficient SWC.

For information regarding the allocation of human and financial resources to these service lines, refer to Table 2 on page 29.

**SWC
Organizational Chart
108.85 FTEs***



The following are further changes to SWC's organizational chart, in comparison to the 1998-99 Report on Plans and Priorities (RPP):

- Executive Secretariat/Library and Record Management Services is now referred as Executive and Information Services Directorate;
- External Relations and Communications is changed to Communications and Consultations Directorate.
With that change, the functions of ministerial correspondence and translation services have been transferred to the Executive and Information Services Directorate. As well, the F-P/T and the international components are now forming part of the Policy Analysis, Development and External Relations Directorate (previously referred as the Policy, Analysis and Development Directorate).

During the reporting period, the Gender-Based Analysis Directorate was created to accelerate gender-based analysis implementation across the federal government by 2002.

* FTE = full-time equivalent. Resources from all directorates contribute and/or support SWC's business line and its related service lines.

Organization and Program Delivery

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

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

The *Policy Analysis, Development and External Relations Directorate* reviews and conducts gender analysis of existing and proposed federal government policies, legislation, programs and initiatives. It develops recommendations and strategies and works in cooperation with other federal departments to promote gender equality. It undertakes developmental activities to address policy gaps on issues of concern to women. It also collaborates with provincial and territorial governments, international organizations and other governments on policy-related activities.

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

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

The *Women's Program and Regional Operations Directorate* provides financial and technical assistance to women's and other voluntary organizations at the community, regional and national levels to advance equality for women. SWC has a direct link to communities and stakeholders across Canada through 27 regionally based program officers.

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

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

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Chart of Key Results Commitments

Business Line

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

To provide Canadians with:	To be demonstrated by:	Achievement reported in:
<p>A) Strengthened and more equitable public policy through policies, research, legislation, programs and services that take into account gender implications, the diversity of women's perspectives and the reality of their lives.</p>	<ol style="list-style-type: none"> 1. Gender-Based Analysis integrated into the policy, legislation and program development process by federal departments and agencies by the year 2002. 2. Co-ordinated federal government action for the advancement of women. 3. Gender equality principles incorporated into federal-provincial/territorial policies and initiatives in areas of strategic importance to women. 4. Active participation of, and incorporation of input from, women's and other equality-seeking organizations in the domestic and international public policy process. 5. Adoption by multilateral organizations of agreements, instruments and policies which advance the status of women. 	<ol style="list-style-type: none"> 1. DPR* Section III, Key Result 1, p. 12, 14, 16, 17, 18 2. DPR Section III, Key Result 2, p. 19, 20, 22, 23 3. DPR Section II, p. 4, Key Result 3, Section III, p. 22 4. DPR Section III, Key Result 4, p. 12, 14, 15, 19, 22, 23, 24, 25 5. DPR Section III., Key Result 5, p. 12, 19, 23, 24

To provide Canadians with:	To be demonstrated by:	Achievement reported in:
	6. Enhanced knowledge base for public policy issues and their impact on women.	6. DPR Section III, Key Result 6, p. 12, 14, 15, 18, 19, 20, 22, 23, 24
B) A broader range of informed and effective stakeholders working actively for gender equality, including organizations and institutions in the public, private and non-profit sectors.	7. Access to and use of enhanced knowledge base on gender equality issues by stakeholders. 8. Public awareness and action on gender equality in various communities and on specific issues. 9. Participation of women in decision-making in key institutions, and incorporation of gender implications and the diversity of women's perspectives in the policies and programs of these institutions.	7. DPR Section III, Key Result 7, p. 12, 13, 15, 20, 22 8. DPR Section II, p. 4, Key Result 9, Section III, p. 15, 18, 19, 21 9. DPR Section III, Key Result 9, p. 17, 21, 22, 24, 25
C) Departmental Effectiveness	10. To ensure a service-oriented, results-based and efficient Status of Women Canada.	10. DPR Section III, Key Result 10, p. 11, 13, 15, 16

* DPR: Departmental Performance Report

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Section III: Departmental Performance

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This section reports at the business and service line levels. It provides an overview of expectations and results, and outlines the challenges SWC faces in promoting gender equality. Four performance stories highlight our accomplishments in 1998-99 with respect to our strategic priorities, and provide expectations and challenges in this context. As these accomplishments involve elements from all service lines, the stories are presented at the business line level.

Business Line

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

Planned Spending	\$17,030,000
Total Authorities	\$17,624,370
1998-99 Actuals	\$17,624,087

(Refer to Section IV for further financial information.)

A. Overview of Expectations and Results

SWC expected to promote incremental positive change based on its strategic priorities. No major policy reviews in these priority areas were expected to conclude during this period. Indeed, most of our work was designed to lay the groundwork for potential policy and program change in the future. In each of these areas, SWC aimed to develop its capacity and Canadian women's organizations to influence public policy to advance gender equality.

During this period, the department also intended to develop performance indicators and measures which would be used to report progress in support of its business in upcoming years. Incremental progress was achieved, but given the need for further refinement of the Planning, Reporting and Accountability Structure (PRAS) developed in 1997, much work remains. The process to modify the PRAS will be undertaken in the 1999-2000 period, and the department will ensure where possible, that related performance indicators and measures are identified simultaneously. This major endeavour is expected to strengthen the department's operational and strategic planning capabilities, and consequently, its reporting abilities.

Work was undertaken in both the research, and the grants and contributions programs to develop evaluation frameworks, which would measure usefulness and impacts. This input will be reviewed with a sample of the department's stakeholders, and then integrated within the new departmental evaluation framework for maximum consistency and clarity in reporting.

Throughout 1998-99, SWC encouraged and facilitated gender-based analysis in interdepartmental examinations of ageing, the National Children's Agenda, other family-related issues, rural development, and challenges to the labour market in the context of the knowledge-based economy. We also undertook gender-based analysis in follow-up activities to international conferences on population and development, and social development.

SWC's technical expertise, coupled with our sponsorship of a critical mass of policy research on unpaid work, and on gender and the knowledge-based economy/society, helped improve awareness of the interaction of market and non-market work, and the need for appropriate support for each. Our efforts in these areas should lead to better outcomes for individual Canadians, including children, and for Canada's productivity overall.

Our analysis and our work with women's organizations were among the influences that led to a number of HRDC-funded pilot projects to improve women's access to Employment Insurance benefits. The projects specifically address the differences in women's and men's labour force participation.

SWC played a pivotal role in fostering partnerships between departments and jurisdictions, as well as among other stakeholders and non-governmental organizations (NGOs), to co-ordinate policies and programs that address the issue of violence against women and children. This collaborative work, supported by pertinent research and SWC-funded community-based programs, has enabled the department to:

- contribute to the adoption of a new international human rights instrument;
- participate in the development of a Canadian position with respect to a United Nations (UN) protocol on trafficking in women and children;
- assist in the development of community prevention strategies, tools and models;
- identify gaps in research in these areas; and
- increase public awareness of issues such as violence prevention, violence against the girl-child, sexual exploitation of children, and trafficking in women and girls.

In 1997, during Canada's year as Chair of Asia Pacific Economic Co-operation (APEC), Canada successfully initiated the concept of a Ministerial Meeting on Women in APEC, which was held in the Philippines in October 1998 on the theme of Women in Economic Development and Co-operation in APEC. This was the first ministerial-level meeting on women in a multilateral trade-related organization. APEC Leaders endorsed the recommendations of the Ministerial Meeting, including the recognition of gender as a cross-cutting theme in APEC, and the development of a Framework for the Integration of Women in APEC.

We proceeded with the official opening to the public of the Florence Bird Memorial Library in March 1999. The library is a powerful instrument for research into gender equality and issues affecting women in Canada. Its primary role is to support the programs of SWC and to provide

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research material for policy development. Following the consolidation of federal gender equality programs⁽¹⁾ in 1995, one of the ways SWC chose to meet its new responsibilities was to make the library accessible to women's and other equality-seeking organizations, academics, other levels of government, and the general public. The department has developed service standards, which staff members are preparing to test with stakeholders.

SWC made preparedness for the Year 2000 a high priority and dedicated resources to ensure Year 2000-compliance. We have completed our Business Continuity Plan, which includes a contingency plan covering risk management, crisis response and a business resumption plan, should breakdowns occur as a result of Y2K failure. As well, SWC is pleased to report progress at 94 per cent (as of May 1999) of our wide mission critical applications (i.e. financial, pay, library, human resources and grants/contributions systems).

SWC was selected by the Canadian Human Rights Commission for a compliance audit under the *Employment Equity Act*. We were able to demonstrate, through our workforce analysis, that SWC is fully representative of all four designated groups in each occupational category. We were the only organization, as of July 13, 1998, deemed to be in compliance with the *Employment Equity Act*.

B. Challenges

One of the greatest challenges to SWC in fulfilling its mandate is to promote a greater understanding of the complexities of gender equality, particularly given the systemic nature of discrimination and the diversity of women's life experiences. While the UN Human Development Index (HDI) ranks Canada as the best place in the world to live, it uses very limited statistical data and stresses that no country has actually achieved gender equality.

Over the years, we have realized significant improvements in the overall status of Canadian women, but challenges remain. For example, progress has been limited in reducing violence against women, as well as poverty among children and female-led lone-parent households. Some issues, such as trafficking in women, gain public attention only as their profile increases, or as the situation becomes more acute. Moreover, while the well-being of some women has improved, many others remain disadvantaged. We must recognize that individual circumstances are subject to change through the course of each woman's life and no two women will benefit equally from government initiatives to promote gender equality.

In recent years, major social and economic shifts, the loss of a number of federal funding programs, devolution, social service cutbacks at the provincial and municipal levels, and the growing complexity of the policy context have combined to place enormous pressures on voluntary organizations. The impact of these major social and economic changes on women's voluntary organizations has been significant. As demand for their services grows, their financial

⁽¹⁾ The 1995 Budget announced the consolidation of the Women's Program (previously within Human Resources Development Canada) with SWC; and within the Program Review Exercise the closure of the Canadian Advisory Council on the Status of Women with the transfer of key functions to SWC.

resources shrink, resulting in additional pressures on SWC. Given our inability to fund direct services, this results in increased frustration for the affected groups and more work for staff in trying to direct them to other sources of funding.

The changes in funding relationships between levels of government have resulted in increased awareness of the need for policy research that acknowledges women's varying situations and interests, and provides greater comparability and accountability for gender equality across Canada and between countries. There is often a shortage or lack of information to draw upon (for instance, sex-disaggregated statistics or gender-sensitive measurement tools). Moreover, as our work is often cross-disciplinary in nature, we require analysis and synthesis of information from many sources.

The sectors and constituencies that play a key role in achieving gender equality are extremely diverse in their perspectives, as well as in their levels of knowledge, effort and resources. This presents a further challenge to the systematic implementation of GBA. These stakeholders include: other federal departments and agencies; parliamentarians; provincial/territorial governments; women's organizations and other equality-seeking organizations; the private sector; educational institutions; labour organizations, and other key institutions and sectors in society.

Equitable Public Policy

SWC's work to bring about more equitable public policy includes a number of challenges in setting and meeting expectations identified in the *Report on Plans and Priorities*.

Our ability to support consistent GBA application and co-ordination is affected by the degree of co-operation amongst departments and by each department's GBA capacity, knowledge base on gender equality issues, and competing priorities. We must act strategically to determine where we can have the most influence. With respect to our work with other levels of government, our effectiveness depends on finding common ground across jurisdictional responsibilities and priorities. On the international front, our experience, expertise and negotiating skill enable Canada to be influential, but we cannot control the international agenda.

A major challenge in ensuring input from women and women's organizations in the policy process is to make maximum use of our limited resources. For example, while face-to-face consultations are important, they are not always possible due to costs and time constraints. Other methods for gathering input include analysis of reports from non-governmental conferences and meetings; academic and community-based action research; Internet exchanges; ongoing liaison by staff in our national and regional offices; and correspondence from the public. We also work to include women's organizations in consultations and hearings conducted by other government departments.

Enhancing the knowledge base for public policy issues is one of the most important elements of SWC's work, given that decision-making power usually lies with other departments. We cover many issues and assemble information from a range of sources to form a comprehensive framework that addresses the full reality of women's lives. With limited resources, we must

balance support in four key research areas — academic research, community-based research among women’s organizations, targeted internal research, and statistics and indicators development.

Our greatest challenge, however, remains in communicating new ideas and concepts in a meaningful way to a variety of audiences. We increasingly seek to address and challenge those who hold stereotypical and discriminatory views of women. Many of the things we take for granted today, such as women’s right to vote or to remain in a job and keep their income after marriage, took many years to achieve. While we have made substantial progress, equality has not yet been achieved and the hurdles that remain are often more subtle and complex.

Informed and Effective Stakeholders

Access to knowledge about gender equality issues is crucial to an informed debate and to the formulation of appropriate policy remedies to inequality. Opportunities for women’s organizations to participate in the policy-making process are constrained by the realities of women’s lives. While their participation in the labour force is increasing, women continue to earn less than men do and still perform the majority of unpaid work. Thus, the time they have available for women’s advocacy or charitable organizations and activities is limited, as is their capacity to donate funds. The department’s role and challenge is to inform, engage and support stakeholders in a way which builds on past alliances, while enabling ever-more effective participation in the policy-making process, to ensure a wider impact and further progress towards equality. The department continues to explore ways to reach as diverse a population base as possible.

Analysis of issues requires close collaboration with women’s organizations that have a highly specialized expertise and contacts in a given area. In this respect, organizations and institutions that are well-positioned to examine particular issues from their sometimes unique perspectives are increasingly contacting SWC seeking resources. For example, only a very few individuals within NGOs have sufficient access to women trafficked into Canada to conduct research on their experiences.

The restructuring of social programs and service delivery and reductions in the grants budgets of other funders have also presented challenges. Restructuring has affected the capacity of government and institutional stakeholders to respond to measures that would increase gender equality within their policies, programs and decision-making structures. It has also increased the instances in which equality-seeking organizations must intervene to protect measures put in place to ensure gender equality. At the same time, cutbacks have limited the ability of those organizations to document the effects of restructuring and to advocate for equality.

Departmental Effectiveness

Past years have seen numerous transitions at SWC. These included the integration of two significant programs to its structure, the opening of regional and local offices, the establishment of the Policy Research Fund and a major redirection of the Women’s Program. Program Review cuts implemented in 1998-99, coupled with a substantial increase in demand for departmental services, forced SWC to delay certain initiatives (i.e., Gender-Based Analysis and the five-year

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review of progress on implementation of the Beijing *Platform for Action*) and to reconfigure functions to cope with these demands.

In spite of these significant changes to its infrastructure and the additional pressures from stakeholders requiring assistance to adjust themselves to the new processes, the department was actively involved in and reported on major horizontal initiatives, without support/service interruptions. SWC recognizes the professionalism and commitment demonstrated by its employees without whom these changes could have been less transparent.

As the next period will see the department embarking on a review of its PRAS, it will dedicate the resources needed to support this initiative — an initiative which will enable clearer reporting to Canadians, and meet the government’s goal of result-based management.

C. Performance Stories

Integrating Gender-Based Analysis

In 1995, the Government of Canada adopted a five-year action plan to advance women’s equality in Canada. *Setting the Stage for the Next Century: The Federal Plan for Gender Equality’s* overarching objective is the Gender-Based Analysis (GBA) policy. The policy requests that federal departments and agencies include an analysis of the impact on women in their development of policies and programs.

With each successive year, SWC initiates activities to implement the GBA policy and assists the Government of Canada to improve its policy design to effectively reflect the realities of both women and men. By supporting departments’ efforts in building their GBA capacity, SWC expects that each department will eventually assume its full share of responsibility in making GBA a standard function of a systematic, integrative, and evidence-based approach to policy development. We also expect that by adopting this approach, the government will move closer to fulfilling its commitments to gender equality.

By adopting a systematic approach that recognizes similarities and differences between women and men and gives equal value to their experiences, realities and aspirations, the Government of Canada can contribute to an improved quality of life for all Canadians. Longer-term impacts should include:

- a more comprehensive development of Canada’s full human resource potential in a competitive global market;
- a reduction in child poverty through women’s increased labour force participation and an improved economic situation overall through access to higher education, training and increased earnings; and
- diminished long-term costs borne by the health care, social services, educational and criminal justice systems as a result of the decrease in systemic violence against women and children.

Implementing the GBA policy in a systematic fashion has been a challenge for all involved parties. Government institutions have made incremental progress toward changing their modes of operation in policy and program development to address the systemic nature of discrimination against women, as put forth in the *Canadian Charter of Rights*. The Charter promotes the notion of gender equality as equality of results or outcomes. The concept of gender equality recognizes that treating women and men identically will not ensure equality in our outcomes because women and men experience different social relations and living situations.

Besides varying perceptions of gender equality, differing levels of effort and resources invested by departments or other constituencies have also challenged SWC's work to ensure the systematic application of GBA. Further difficulties are occasionally encountered when assessing departmental initiatives to determine whether gender differences were taken into consideration, or policies were designed or modified to address gender inequality.

Some progress has been made to reflect the different gender patterns in various policies and programs. For example, in 1998-99, a Parliamentary Committee reviewing reforms to tax policies acknowledged gender differences. SWC has played an active role in the Canadian Rural Partnership (CRP) regional teams led by Agriculture Canada. Gender issues were incorporated into the CRP's regional action plans and consultations. SWC's policy research has succeeded in contributing a gender analysis to the public policy debate in areas such as child custody and access. Furthermore, some departments are taking the initiative to develop gender-sensitive tools and processes tailored to their own needs, such as Justice, Health Canada, HRDC, and Indian and Northern Affairs. In March 1999, CIDA released an updated version of its policy on gender equality. This results-based approach is a key objective of its development co-operation program and is governed by a set of principles and practical tools such as GBA. Efforts are ongoing to ensure consistency of quality and approach to GBA, within and across departments.

In 1999-2000, SWC will continue to bring further improvements to the practice of GBA across departments with the following actions:

- establishment of a new directorate to accelerate GBA implementation across government;
 - enhanced accountability processes;
 - development of formal training packages;
 - expansion of data collection, indicators and analytical methods; and
 - continued promotion and information sharing on the practice of GBA.
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Improving Women's Economic Autonomy

In 1998-99, SWC's efforts to improve women's economic autonomy and well-being focused on two areas. The first is non-market work, especially the care of children and other dependants. This work is done for the household and community, rather than for pay in the marketplace. Although often called "unpaid" work, compensation is available, for example through parental benefits or elder care tax credits. As such, the term "unpaid work" is now increasingly referred to as dependant caregiving.

Women's share of non-market work remains almost as high as in the 1960s, even though their share of paid employment in the market economy has increased dramatically. The effect on women's economic autonomy is still pronounced. Women's overall share of total income⁽²⁾ in Canada, although gradually increasing, is still only about 60 per cent of men's.

The second area concerns changes to the labour market, such as the trend toward a knowledge-based economy and society (KBES) with new forms of work and rapid technological innovation. Because women have different educational, occupational and earning patterns than men, these changes affect them in different ways that must be researched and addressed to ensure individual success and a strong Canadian economy.

Dependant Care: SWC achieved significant results with a number of aspects of its dependant care priority. We made several influential presentations on the economic gender equality indicators, described in the 1997-98 report, which put a spotlight on the links between paid and unpaid work, and in particular on the high workloads of mothers of pre-school children. These presentations have resulted in an expanded network with individuals and institutions beyond SWC's more established partnerships. We have also received expressions of interest from other countries and international organizations.

In the fall of 1999, we will release a new publication that provides an overview of the situation of women and men in Canada, including their dependant care, household work and employment patterns. Working with Statistics Canada, we have designed a document that responds to requests from women's and other social policy organizations for accessible information on key gender issues.

Another notable accomplishment during this period was the development of a critical mass of policy research dealing with the issue of unpaid work. SWC provided financial support to several studies that examined unpaid work and macroeconomics, home care, the treatment of women as mothers and workers in the tax system, and women and poverty, among other topics.

This research will significantly improve awareness of the inextricable link between unpaid work and fiscal and trade policies, for example, and of the ways in which women's unpaid work

⁽²⁾ Total income means all money income received by an individual during the year from all regular sources, such as wages, salaries, farm and non-farm self-employment, investments, net-rental income, child and spousal support payments, employment insurance, private and public pensions, and government transfers, including benefits for children, seniors and persons with disabilities, workers compensation and social assistance.

impacts on their economic autonomy. Because these studies further expand our knowledge base and provide concrete policy alternatives, they will assist in informing future policy direction in key areas such as the National Children’s Agenda or home care.

In 1998-99, one of SWC’s major expectations was to promote examination of a range of dependant care issues and policy areas to assist the government in its response to a complaint made to the UN alleging that Canada discriminates against women who do non-market work, especially those raising children. We anticipated a need for this type of overview and agreed that SWC was best placed to ensure the response was comprehensive.

SWC played a key role among departments in developing the government’s response to the UN complaint. This response represents the first time in Canada, or elsewhere, that a range of policy areas were examined together from a gender perspective within a non-market, dependant care framework. It was a first step in identifying where the most important policy needs exist, as resources become available to provide additional support to families.

The response had two significant positive impacts. First, it led to a UN agreement that a compendium will be developed with similar information from all countries. Second, in Canada, following media and public attention, it resulted in the establishment of a House of Commons Finance Sub-Committee to examine the fairness of the tax/transfer system for families with dependent children: one-earner couples, dual earner couples and lone parents.

Our success in positioning the importance of this issue beyond the realm of taxation, however, was less than anticipated. Despite efforts to broaden the public debate on dependant care issues, the media continued to portray unpaid dependant care work as an isolated Canadian tax issue, and to pit families — and mothers — against each other. Clearly, the dialogue must continue.

SWC met its expectations to enable women’s organizations to better equip themselves to engage in public dialogue on this critical issue by providing funding for:

- a public information manual on unpaid work;
- a strategy to promote inclusion of questions on unpaid work in the 2001 Census, a practice introduced in 1996;
- the development of policy proposals to enhance support for dependant care work done by families, which included improvements to maternity, parental and adoption benefits, benefits for new mothers not covered by employment insurance, annual paid leave days for family responsibilities, and more flexible workplace arrangements; and
- the publication of the spring 1998 issue of *Canadian Women Studies* on “Women and Work,” which captures the complexities inherent in women’s work — paid and unpaid, public and private, unionized and non-unionized, for-profit and voluntary.

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Knowledge-Based Economy and Society: SWC's expectations in this area were to promote greater understanding of the gender dimensions of the changing labour market and the new economy, beginning with a focus on government. Although some of the key characteristics of the labour market of the KBES reflect the type of work in which women predominate, such as self-employment, as well as part-time and other non-standard occupations with low wages and few benefits, gender considerations have been largely ignored in public policy discussions in these areas.

Canada and other industrial nations are in a period of transformation, at the core of which is the rapid introduction of information and communications technologies and the growth of global competition. SWC collaborated with Industry Canada, HRDC and other federal departments on defining and eliminating barriers to women in non-traditional occupational sectors; assessing the productivity implications of women's paid work; looking at women's use of, and participation in, the information highway; ensuring women's appropriate access to technology; promoting skill development through lifelong learning; and encouraging policies that recognize family responsibilities.

SWC's contribution to the government's Policy Research Initiative (PRI) pilot project on the Knowledge-Based Economy and Society was a workshop on women and the KBES. The main objectives of the workshop were to identify and discuss the potential implications of the KBES for women; and to establish horizontal linkages on gender issues between relevant federal government departments, with a view to shaping directions for further policy research and development in this area. An important result was the establishment of better linkages between departments and academics for the purpose of shaping future policy direction from a gender perspective. The workshop proceedings and discussion paper are available to the public on SWC's Web site.

SWC further contributed to the knowledge base in this area by supporting policy research on the gender dimensions of KBES-related phenomena such as home-based participation in the new economy, access to technology, self-employed women and small and medium-sized enterprises (SMEs), and skills development.

SWC also participated in a session on women and the KBES at the Canada-European Union Conference on Transition to the Knowledge Society: Policies and Strategies for Individual Participation and Learning. The Conference, hosted by Human Resources Development Canada, contributed to the PRI's KBES pilot project. Panellists mapped out the differences between women and men in the areas of income, leisure, labour markets and education. Also identified as particular challenges for women were longer total work hours, higher age of retirement, occupational segregation and disproportionate share of non-market work. The growing number of self-employed women and their role as entrepreneurs promoting SMEs was also highlighted. The issues facing self-employed women in Canada are of growing importance particularly given that Canada has the highest share of self-employed women of all the member countries of the Organization for Economic Cooperation and Development.

SWC contributed expertise and funding to conduct research on issues confronting businesswomen exporting or planning to engage in global trade. This was done through the Trade Research

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Coalition (TRC), an alliance of government, academic and private sector experts with experience in the business community. The research report formed the basis for private and public sector consultations that led to policy initiatives presented at the first Canada-U.S. Businesswomen's Trade Summit held in March 1999.

Overall, we have met our expectations in both priority areas under our objective to improve women's economic autonomy. However, increasing the impact of our work on the larger policy environment continues to be a difficult challenge. The issues are still not well understood and women's realities are a long way from being integrated into the mainstream of economic and social thinking and planning within government and the private sector. For example, we have just started to promote the application of what we have learned to an assessment of Canada's productivity performance. With Canada's fiscal situation in order, there will be more scope in the future to apply our knowledge base and analytical tools to actual policy development.

Eliminating Systemic Violence Against Women and Children

As set out in the Red Books I and II and the *Federal Plan for Gender Equality*, addressing violence against women remains one of the government's and SWC's top priorities. Like our other strategic priorities, the goal is long-term and not easily achievable nor readily measurable. SWC's interventions in this area are intended to encourage better collaboration among stakeholders, to develop and disseminate new information on the subject, to identify gaps in data and to promote more effective use of existing resources and services.

SWC's efforts to eliminate systemic violence against women and children during the 1998-99 fiscal year were undertaken in a particularly adverse social climate — one in which the seriousness of violence against women was often questioned or downplayed in the media. The extent of violence against men was raised as an issue that requires equal attention. Although spousal violence against men exists in our society and is a serious concern, in 1997, women were the victims in 88 per cent of all reported spousal violence incidents. In that same year, women were the victims in four out of every five spousal homicides. Violence of any kind in our society is unacceptable and therefore efforts to prevent other forms of family and societal violence are complemented by those designed to prevent systemic violence against women and children.

Personal Security of Women and Children: SWC produced the *Guide to Federal Government Programs and Services for Women 1999-2000* during this period. This guide contains brief descriptions of current initiatives designed to improve the status of women and children in Canada. A number of sections, including "Women, Children and Family Health" and "Families and the Law," address violence against women and children.

In 1998-99, over \$2 million was provided to women's and other equality-seeking organizations in support of 71 initiatives intended to lead to systemic changes and alternative, long-term prevention strategies to eliminate violence against women and girls. Funding in this area continued to enable women's organizations to develop prevention strategies and tools, to increase public understanding of violence against women and children, and to influence public policy.

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Initiatives funded by SWC have also led to the development and adoption of violence prevention policies and protocols, as well as to the implementation of violence prevention programs in local schools and school districts. Many of these initiatives encourage other players not only to develop policies and programs, but also to allocate resources to address the issue. While SWC will continue to support community-based initiatives, it became apparent in 1998 that considerable knowledge gaps, such as the effectiveness of strategies and interventions, remain. This impacts on the department's ability to assess the level of progress in eliminating violence against women and girls.

In introducing a new funding mechanism in 1998-99, SWC was able to provide multi-year funding to a number of violence prevention initiatives that require sustained effort over several years to achieve institutional change. Through SWC's involvement in the *Family Violence Initiative*, we established a partnership in 1997-98 with the Alliance of Five Research Centres on Violence by providing financial assistance to develop recommendations for a national strategy on violence prevention and the girl child. As a result of multi-year funding, the initiative is expected to make a significant contribution to building the knowledge base needed to effectively promote and contribute to more equitable policy.

The Alliance's work was instrumental to SWC and women's organizations in providing a comprehensive outline of the types and range of violence experienced by girls in Canada; the prevention and intervention programs and services in place; and the findings of current studies on violence against girls. Through this work, SWC increased awareness of other government departments of the impact of violence on young girls.

SWC contributed to the development of the National Crime Prevention Centre's *Framework for Addressing Personal Security Issues Concerning Women and Girls* by providing information on a variety of violence prevention efforts related to women and girls. Detailed information on the Alliance's Phase I research findings on violence prevention and the girl child was particularly relevant.

At the international level, pertinent research funded by SWC on women and girls' personal security was included in the resource manual and compendium entitled *Model Strategies and Practical Measures on the Elimination of Violence against Women in the Field of Crime Prevention and Criminal Justice*, which was tabled at the UN Crime Commission in Vienna in March 1999.

Much remains to be done to bring women's safety concerns to the attention of policy-makers and other relevant stakeholders. SWC will continue to support community-based and academic research that brings new knowledge into the public domain. We will also continue to make the results of this research available to an ever-broader range of stakeholders.

Given that the provinces and territories are responsible for administering justice and providing social, health and welfare services, it is a challenge to provide women across Canada with a relatively cohesive approach to violence issues — issues such as support for victims of

life-threatening relationships, for example. Through our participation in the Federal-Provincial/Territorial Forum of Ministers Responsible for the Status of Women, SWC collaborated on the *Joint Declaration on the Prevention of Violence Against Women*, released in December 1998.

As outlined in the 1997 Speech from the Throne and acted upon in the development of the National Children's Agenda, children are a national priority. Among many other initiatives related to the issue of violence and children, SWC provided support to Kid Friendly Society of B.C. to develop a pilot for the national Stolen Innocence Campaign: A National Education Campaign Against the Commercial Sexual Exploitation of Children. A national steering committee under the leadership of the Secretary of State (Status of Women), with representatives from targeted sectors, is developing a strategy to increase public awareness, educate the Canadian travel and tourism industries, and improve sharing of information and resources.

Globalization of Violence Against Women and Children: In addition to addressing the personal security of women and children, SWC is also challenged by the "globalization of violence against women and children." This may be seen as arising from the interrelationship between the migration of persons, violence against women and children, and the need to advance women's human rights globally.

The federal government made national commitments to address organized crime in the *Red Book II* and in the 1997 Speech from the Throne. As a member of the G-8, Canada is committed internationally to address various organized crime activities such as trafficking in drugs, firearms and in persons.

SWC is co-chair of the working group responsible for co-ordinating the development of a Canadian policy on trafficking in women and children. The group provides direction to the team negotiating with the UN on the development of a Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children (to the UN Convention on Organized Crime). SWC works to ensure that the expertise gained by NGOs specializing in trafficking in women is made available to participants of the working group.

SWC continues to promote cohesion between Canada's domestic and international policy regarding the trafficking in women. While many of the issues arising from these efforts are being approached from a law enforcement perspective, SWC is faced with the challenge of ensuring that they are also understood to be related to systemic violence against women and children.

Unfortunately, there is very limited concrete information on the nature and extent of trafficking in women in Canada, and little analysis of the implications for municipal, provincial and federal governments. With this in mind, SWC issued a call for policy research proposals to consider women and girls trafficked into Canada from other countries, trafficked within Canadian borders, trafficked for the purposes of sexual exploitation and economic exploitation, including prostitution, mail order and forced marriage, or domestic work, and trafficked women or girls forced to live or work in slavery-like conditions.

SWC has also been actively addressing the issue of violence against live-in caregivers. A two-day national consultation and research workshop was held in March 1999 with representatives from

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domestic workers' organizations from across Canada. The consultation included the development of a research framework and analysis on abuse and violence experienced by live-in caregivers, gathering of anecdotal evidence and case samples, and discussion of policy implications and recommendations for community research, education and development.

This research consultation was part of a project on Violence and Abuse Against Live-In Caregivers in the Workplace, and was jointly funded by Citizenship and Immigration Canada, and SWC. We anticipate that the final report, which will seek to provide an overview of current knowledge and research gaps on this issue, will be released in the fall of 1999.

We will continue to work with women's organizations and other partners to assess progress on reducing violence against women and children, identify obstacles, and determine steps to be taken at both the national and international levels.

Advancing Women's Human Rights

One key objective in this area was to advance, to the extent possible, difficult UN negotiations to produce a new international human rights instrument for women.

In March 1999, this instrument, the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), was adopted by the UN Commission on the Status of Women (CSW). SWC worked with the Department of Justice and the Department of Foreign Affairs and International Trade (DFAIT) to enable Canada to play a significant role in ensuring a strong Optional Protocol.

This protocol establishes a formal complaint mechanism for women who feel their rights under CEDAW have been violated and who have been unable to obtain a remedy through human rights mechanisms in their own countries. While every major human rights instrument prohibits discrimination on the basis of sex, CEDAW spells out the specific obligations of governments to address the structural nature of gender discrimination in national laws and policies. The protocol will be particularly important for women in countries with relatively weak democratic and human rights structures in place.

These are some of our accomplishments as we move closer to the June 2000 Special Session of the United Nations General Assembly: Gender Equality Development and Peace. Referred to as "Beijing plus 5", the session will examine progress since the Fourth United Nations World Conference on Women in Beijing in 1995 and consider further strategies to implement international commitments to gender equality in the new millennium.

SWC's expectation to support the participation of NGOs at the international level was met and had a significant impact. NGO involvement during the preparation and negotiating process for the Optional Protocol and the CSW was instrumental in bringing about success in several areas. A new Canadian NGO selection process initiated by SWC at the request of women's organizations, and developed in co-operation with DFAIT, resulted in more effective NGO and government

participation. NGO members of the official delegation were selected well in advance to allow ample time for preparation and liaison with government negotiators. SWC also funded several NGOs to participate in their own capacity in “Beijing plus 5” preparations.

SWC helped fund two key NGO meetings and worked with the organizations to support constructive dialogue between government and non-government participants. One was a two-day conference specifically on CEDAW and the other was a general preparatory meeting for the key items on the CSW agenda — health, institutional mechanisms for the advancement of women and “Beijing plus 5.”

While there was progress in relations with NGOs, much work remains. We recognize, however, that a more structured consultation mechanism would help to advance our service lines on more equitable public policy and more informed stakeholders. Budget limitations continue to be a key constraint.

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Section IV: Financial Performance
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Overview

In 1998-99, SWC's total budget (i.e. Planned Spending ⁽¹⁾) is \$17,030,000. This amount includes grants as well as costs in support of the work of six directorates and regional operations. This Planned Spending amount reflects the Program Review II total reductions of \$497,000 which came into effect in this reporting period. Also, it includes the 1998-99 adjustment increase of \$204,000 in the contributions to Employee Benefits Plans account.

In 1998-99, the Women's Program Grant Vote is \$8,250,000. This includes an additional \$1,250,000 over five years, which began in 1997-98 as part of the federal government's *Family Violence Initiative*, representing \$250,000 in 1998-99. The Grant Vote also reflects the reduction of \$160,000 as a result of Program Review II.

The financial variance, in 1998-99, of \$594,087 between the Total Planned Spending and Total Authorities reflects SWC's Supplementary Estimates "B" for the 1996-97 eligible carry-forward of \$340,087, Supplementary Estimates "C" of \$200,000 for partial compensation for collective agreements and a related amount of \$54,000 in contributions to Employee Benefits Plans. There is no significant variance between this year's Actual Amount and Total Authorities.

The following financial tables apply to SWC:

1. Summary of Voted Appropriations;
2. Comparison of Total Planned versus Actual Spending;
3. Historical Comparison of Total Planned versus Actual Spending; and
4. Transfer Payments.

⁽¹⁾ Planned Spending reflects figures as reported in SWC's 1998-99 Report on Plans and Priorities. Actual Spending and Total Authorities (including Main Estimates, Supplementary Estimates and other Authorities such as spending of proceeds from the disposal of Crown assets) reflect figures reported in SWC's Public Accounts for 1998-99.

Table 1

Summary of Voted Appropriations

A. Authorities for 1998-99

Financial Requirements by Authority (millions of dollars)

Vote	1998-99		
	Planned Spending ⁽¹⁾	Total Authorities ⁽²⁾	Actual
Status of Women Canada Office of the Co-ordinator			
135 Operating expenditures	7.7	8.2	8.2
140 Grants	8.3	8.3	8.3
(S) Contributions to employee benefit plans	1.0	1.1	1.1
Total Department	17.0	17.6	17.6

⁽¹⁾ Figures for 1998-99 are as those reported in SWC's 1998-99 RPP.

⁽²⁾ Total Authorities are Main Estimates plus Supplementary Estimates plus other Authorities (refer to Financial Performance Overview for details).

Table 2
Comparison of Total Planned versus Actual Spending

Departmental Planned versus Actual Spending by Business Line/Service Lines⁽¹⁾ (millions of dollars)

Business Line/ Service Lines	FTEs⁽²⁾	Operating	Capital	Voted Grants and Contributions	Subtotal: Gross Voted Expenditures	Statutory Grants and Contributions	Total Gross Expenditures	Less: Responsible Revenues⁽³⁾	Total Net Expenditures
Promoting Gender Equality									
1. Equitable Public Policy	37	3.4	—	2.9	6.3	—	6.3	—	6.3
	<i>40.6</i>	<i>4.0</i>	—	<i>2.9</i>	<i>6.9</i>	—	<i>6.9</i>	—	<i>6.9</i>
	40.6	4.0	—	2.9	6.9	—	6.9	—	6.9
2. Informed and Effective Stakeholders	49.25	3.5	—	5.4	8.9	—	8.9	—	8.9
	<i>52.25</i>	<i>3.8</i>	—	<i>5.4</i>	<i>9.2</i>	—	<i>9.2</i>	—	<i>9.2</i>
	52.25	3.8	—	5.4	9.2	—	9.2	—	9.2
3. Departmental Effectiveness	22.5	1.8	—	—	1.8	—	1.8	—	1.8
	<i>16</i>	<i>1.5</i>	—	—	<i>1.5</i>	—	<i>1.5</i>	—	<i>1.5</i>
	16	1.5	—	—	1.5	—	1.5	—	1.5
Total Planned	<i>108.75</i>	<i>8.7</i>	—	<i>8.3</i>	<i>17.0</i>	—	<i>17.0</i>	—	<i>17.0</i>
<i>Total Authorities</i>	<i>108.85</i>	<i>9.3</i>	—	<i>8.3</i>	<i>17.6</i>	—	<i>17.6</i>	—	<i>17.6</i>
Total Actuals	108.85	9.3	—	8.3	17.6	—	17.6	—	17.6
Other Expenditures									
Cost of services provided by other departments⁽⁴⁾									1.2
<i>Total Authorities</i>									<i>1.2</i>
Total Actuals									1.2
Net Cost of the Program									18.2
<i>Total Authorities</i>									<i>18.8</i>
Total Actuals									18.8

⁽¹⁾ Total Planned, Total Authorities and Actual Expenditures are presented for each service line in consideration of SWC's PRAS; resources may overlap to more than one service line.

⁽²⁾ FTEs represent actual FTE count for employees who worked the entire year and a prorated count for those who worked less than a year.

⁽³⁾ Responsible Revenues formerly called "Revenue Credited to the Vote" are to be reported. This is non-applicable for SWC.

⁽⁴⁾ The amount of \$1.2 million is based on the 1998-99 Planned Expenditures amount as presented in SWC's 1998-99 RPP.

Note: Normal font denotes Planned Spending; numbers in italics denote Total Authorities (Main and Supplementary Estimates); bolded numbers denote actual expenditures.

Table 3

Historical Comparison of Total Planned versus Actual Spending

Departmental Planned versus Actual Spending by Business Line (millions of dollars)

Business Line	Actual 1996-97	Actual 1997-98⁽¹⁾	1998-99		
			Planned Spending⁽²⁾	Total Authorities⁽²⁾	Actual
Promoting Gender Equality	17.1	17.3	17.0	17.6	17.6
Total	17.1	17.3	17.0	17.6	17.6

⁽¹⁾ The financial difference between the actual amounts reported in 1997-98 in comparison to 1996-97, is mainly attributable to the increase in SWC's 1997-98 Grant Vote by \$.25 million re: *Family Violence Initiative* (refer to Financial Performance Overview for details).

⁽²⁾ Figures for 1998-99 Planned Spending are as reported in SWC's 1998-99 RPP. Total 1998-99 Authorities are Main Estimates plus Supplementary Estimates plus other Authorities (refer to Financial Performance Overview for details).

Table 4

Transfer Payments

Transfer Payments by Business Line (\$ millions)

Business Line	Actual 1996-97	Actual 1997-98⁽¹⁾	1998-99		
			Planned Spending⁽²⁾	Total Authorities	Actual
Grants — Women’s Program Funding and Technical Assistance					
Promoting Gender Equality	8.2	8.4	8.3	8.3	8.3
Total Transfer Payments	8.2	8.4	8.3	8.3	8.3

⁽¹⁾ The Grant Vote is increased by an additional \$1.25 million over five years (\$.25 million yearly) which began in 1997-98, as part of the federal government’s *Family Violence Initiative*.

⁽²⁾ In 1998-99, SWC’s Grant Vote reflects the reduction of \$.16 million as a result of Program Review II. Figures for 1998-99 Planned Spending are as reported in SWC’s 1998-99 RPP.

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Section V: Other Information
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Annex I: Gender-Based Analysis (GBA)

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

Annex II: Policy Research Reports

Projects Funded by the Policy Research Fund April 1, 1998 - March 31, 1999

Published Policy Research Reports

Women's Access to Justice

- *Getting a Foot in the Door: Women, Civil Legal Aid and Access to Justice*
Lisa Addario and the National Association of Women and the Law

The Relationship between the Changing Role of the State, Women's Paid and Unpaid Work, and Women's Vulnerability to Poverty

- *Unpaid Work and Macroeconomics: New Discussions, New Tools for Action*
Isabella Bakker

Other Publications

- *Gender Equality Indicators: Public Concerns and Public Policies*
Leroy Stone, Zeynep Karman and Pamela Yaremko (editors)

Ongoing Policy Research Projects (Not Yet Published):

The Relationship between the Changing Role of the State, Women's Paid and Unpaid Work, and Women's Vulnerability to Poverty*

- *Policy Options to Improve Standards for Women Garment Workers in Canada and Internationally*
Maquila Solidarity Network (Canada)
Lynda Yanz, Bob Jeffcott, Deena Ladd, Joan Atlin
- *Policies, Work and Employability among Aboriginal Women: Towards a Better Harmonization of Needs, Resources and Programs*
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- *When Women Work at Home for Pay: The Canadian Legislative Framework*
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Relais-femmes
Louise Toupin and Nadine Goudreault
- ***Disability-related Support Arrangements, Policy Options and Implications for Women’s Equality***
The Roeher Institute
Marcia Rioux, Michael Bach, Melanie Panitch, Miriam Ticoll, Patricia Israel

| The Integration of Diversity into Policy Research, Development and Analysis*

- ***Integrating Diversity in Policy Research within a Globalizing and Decentralizing Federation***
Jill Vickers, L. Pauline Rankin
- ***Substance Use and Pregnancy: Conceiving Women in the Policy Making Process***
Marilyn Callahan, Barbara Field, Suzanne Jackson, Audrey Lundquist, and Deborah Rutman
- ***The impact of Sponsorship on the Equality Rights of Francophone Women in Ontario***
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Andrée Côté, Marie-Louise Côté, Michèle Kirisit
In collaboration with the members of the research team: Mlika Benson, Laola Demirdache, Marlyse Dumel, Geneviève Guindon and Marguerite Mbonimpa
- ***First Nations Women Speak about Diminishing Conflicts between their Cultural Context and their Educational/Work Context***
Carolyn Kenny, Haike Muller, Colleen Purdon, Marilyn Struthers
- ***Aboriginal Women’s Health Needs and Barriers in Nova Scotia and New Brunswick***
Kinape’skw Consulting
Philippa Pictou, Patricia Doyle-Bedwell, Terri Sabattis
- ***Employment Equity Policy in Canada: What Next for Effective Implementation and Greater Diversity?***
Abigail B. Bakan, Audrey Kobayashi

| Reducing Women’s Poverty: Policy Options, Directions and Frameworks*

- ***Building Capacity: Enhancing Women’s Economic Participation through Housing***
Canadian Housing and Renewal Association, Sharon Chisholm, Laura C. Johnson, Allison Ruddock, Leslie Stern
- ***Social Policy, Gender Inequality and Poverty***
Lorraine Davies, Julie Ann McMullin and William R. Avison

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- ***The Hidden Costs of Informal Eldercare: The National Policy Agenda and the Economic Status of Caregivers***
Janet Fast, Norah Keating, Jacqueline Eales
- ***The Changing Nature of Home Care and its Impact on Women's Vulnerability to Poverty***
Canadian Research Institute for the Advancement of Women - Lise Martin and Marika Morris
- ***The Relationship between Rights and Duty as it pertains to Women and the Welfare State in Canada and Quebec***
Sylvie Morel
- ***Reducing Women's Poverty: Policy Options, Directions and Frameworks***
E. Jane Pulkingham and Gordon W. Ternowetsky, Canadian Centre for Policy Alternatives - BC
- ***Reducing Poverty Among Older Women: The Potential of Retirement Incomes Policies***
Monica Townson
- ***The Dynamics of Women's Poverty in Canada***
Canadian Council on Social Development (CCSD) - Katherine Scott, Jean Kunz, Spyridoula Tsoukalas
- ***The Impact of Pay Equity Legislation on Non-Unionized Female Workers***
Conseil d'intervention pour l'accès des femmes au travail du Québec (CIAFT)
Thérèse Ste-Marie, Daina Green, Jeannine David-McNeil, and Nancy Roy

Factoring Diversity into Policy Analysis and Development: New Tools, Frameworks, Methods, and Applications*

- ***If Gender Mattered: A Case Study of Inuit Women, Land Claims and the Voisey's Bay Nickel Project***
Linda Archibald and Mary Crnkovich
- ***Enabling Income: Women with Disabilities and the CPP***
Tanis Doe and Sally Kimpson
- ***Gender and Diversity Issues in Risk and Classification Decision Making***
Kelly Hannah-Moffat and Margaret Shaw
- ***Urban Policy Options for Meeting the Housing Needs of Women Living in Poverty in Four Canadian Cities***
Marge Reitsma-Street, Josie Schofield, Brishkai Lund
Community Social Planning Council of Greater Victoria

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| The Intersection of Gender and Sexual Orientation: The Implications of Policy Changes for Women in Lesbian Relationships*

- *Legal Recognition of Same-Sex Couples: a Feminist Analysis of Needs, Models and their Major Social, Economic and Legal Impacts for Women in Lesbian Relationships*
Irène Demczuk, Michèle Caron, Ruth Rose, et la Coopérative Convergence
- *Alternative Visions of Lesbian Family: Gender, Sexuality, Race and the Benefit/Tax Unit*
Kathleen A. Lahey

| Trafficking in Women: The Canadian Dimension*

- *Canada: the New Frontier for Filipino Mail-Order Brides*
Philippine Women Centre, Cecilia Diocson, Luningning Alcuitas-Imperial

* Some of these papers are still in progress and not all titles are finalized.

Annex III: List of Acronyms and Abbreviations

APEC	Asia-Pacific Economic Co-operation
CRP	Canadian Rural Partnership
DFAIT	Department of Foreign Affairs and International Trade
DPR	Departmental Performance Report
FTE	Full-Time Equivalent
GBA	Gender-Based Analysis
HRDC	Human Resources Development of Canada
KBES	Knowledge-Based Economy and Society
NGO	Non-governmental Organization
PRAS	Planning, Reporting and Accountability Structure
PRI	Policy Research Initiative
RPP	Report on Plans and Priorities
SME	Small and Medium-sized Enterprises
SWC	Status of Women Canada

Annex IV: Contacts

1) List of Statutory and Departmental Reports

- *SWC Main Estimates: A Report on Plans and Priorities*
- *SWC Performance Report*

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

2) Contact Persons

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