



Status of Women Canada

Performance Report

For the period ending
March 31, 2000

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 the *Part III of the Estimates* document for each department or agency into two separate documents: a *Report on Plans and Priorities* tabled in the spring and a *Departmental Performance Report* tabled in the fall.

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.

The Fall Performance Package is comprised of 83 Departmental Performance Reports and the President's annual report, *Managing for Results 2000*.

This *Departmental Performance Report*, covering the period ending March 31, 2000 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 *Report on Plans and Priorities* for 1999-00 tabled in Parliament in the spring of 1999.

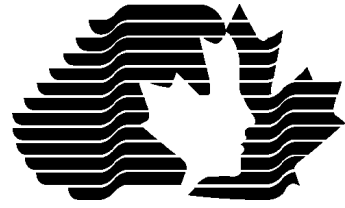
Results-based management emphasizes specifying expected program results, developing meaningful indicators to demonstrate performance, perfecting the capacity to generate information and reporting on achievements in a balanced manner. Accounting and managing for results involve sustained work across government.

The government continues to refine its management systems and performance framework. 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/rma/dpr/dpre.asp>

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, 2000

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

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This performance report, as well as the other public reports/fact sheets referred in it,
can be consulted at any time on the Status of Women Canada Web site at
<http://www.swc-cfc.gc.ca> under *Publications*.

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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 *1999-2000 Departmental Performance Report* for Status of Women Canada (SWC).

As we enter the 21st century, the Government of Canada has articulated its vision for the future. This vision is embodied in “the Canadian way”, an enduring approach that defines the very character of our nation. It is an approach that recognizes the synergy between social and economic well-being. It is an approach that is committed to prosperity; strong values of caring and compassion; an equitable sharing of the benefits of economic growth; a respect for diversity; and a partnership between citizens and state. The priorities of Canadian women are at the very heart of these principles that contribute so fundamentally to our quality of life. At Status of Women Canada, we strive to fulfill these priorities, for the benefit of not only Canadian women, but all Canadians.

Women are contributing to Canada’s economic well-being like never before. But realities such as poverty and women’s disproportionate share of unpaid, dependent care are keeping many women from reaching their full potential. Reducing these and other barriers will be pivotal to Canada’s success in the future.

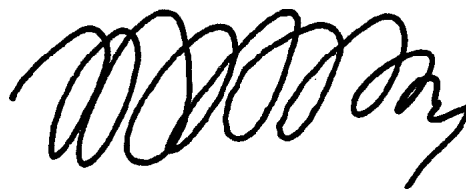
Canada is seen around the world as a leader in advancing gender equality. For the fourth year in a row, Canada is number one internationally on the UN Gender Development Index. Canada fell four places to eighth in the Gender Empowerment Measure, which measures women’s share of earned income, and access to economic and political participation and decision-making. Clearly, there is still work to be done.

A brief overview of SWC’s efforts to advance gender equality this year is presented below:

- SWC’s Consultation on Gender Equality, held in December 1999, engaged stakeholders in the development of policies of the Government of Canada. The consultation resulted in a better understanding by civil society of the policy process and their recommendations on policy directions for the future. In response to two of those recommendations, SWC held subsequent roundtable discussions on key issues of concern to Aboriginal women, and on data collection regarding homelessness, outcomes of which will inform the ongoing debate on policy directions for these two critical areas.
- SWC continued to make an important contribution to effective and responsive policies for Canadians. For example, SWC’s policy research and analysis of unpaid work issues informed the Finance Sub-Committee’s report of the impacts of the tax and transfer system on families with dependent children, and contributed to the government’s initiative to expand parental benefits. Work is continuing in this area and on key issues such as non-standard work and trafficking to inform the development of policy in these areas from a gender perspective.

- Internationally, much of SWC's efforts were concentrated on preparing for the United Nations (UN) General Assembly Special Session *Women 2000: Gender Equality, Development and Peace for the 21st Century*. Also known as *Beijing+5*, the Special Session was held to review and assess progress achieved in implementing commitments made in Beijing at the 1995 World Conference on Women. *Beijing+5* presented Canada with a tremendous opportunity to contribute to the Government of Canada's commitment to the global advancement of peace, human security and human rights. It also enabled civil society to review Canada and the world's progress on gender equality, and contribute to a global plan for future directions. Similarly, non-governmental organizations (NGOs) were involved in several other gender-focused meetings this year, including La Francophonie, the UN Commission on the Status of Women, the Commonwealth and the Organization of American States, where Canada was invited to make formal presentations, exchange information and provide guidance, based on our expertise in advancing gender equality.
- To address the challenge of ensuring consistent and systematic application of gender-based analysis (GBA) throughout all government policy development and implementation, SWC established a directorate in 1999 specifically charged with increasing the knowledge and skills of government officials to accelerate the use of GBA across departments.
- Finally, I would like to express my support for the initiatives underway to strengthen SWC's strategic planning and evaluation framework, and result-based management. The department's first step of involving all staff in defining its corporate direction has already contributed to a way of doing business that optimizes the use of expertise and resources to the benefit of all stakeholders, in an environment ever-mindful of due diligence and accountability for public funds.

SWC is proud of its accomplishments over the past year as much for the efforts that they are built upon, as for the results they will contribute to in reports to come. Increased globalization, demographic shifts, such as an aging and increasingly diverse population, a decreasing birth rate, changing family structures, all in an increasingly technological world, will require new responses from the Government of Canada. In its synergistic relationship with other federal departments; its valued and productive partnerships with civil society in the voluntary and private sectors, as well as in provincial/territorial and international fora; and its forward-thinking, independent research, Status of Women Canada is well positioned to inform the policy choices that will secure Canada's future.



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

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Section II: Departmental Performance

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This departmental performance report (DPR) focuses on key initiatives undertaken by Status of Women Canada (SWC) that have achieved results for Canadians over the 1999-2000 fiscal year. Therefore, the DPR will not address progress made by those initiatives that are expected to culminate in future periods. Our contributions are indented from the text, and issues of interest underlined, to facilitate ease of reference. We hope that the information presented conveys SWC's contributions and challenges over this period, however, we invite comments and questions via the attached Reader Feedback Form.

2.1 Societal Context

The business line objective of SWC is **to promote equality of women in all spheres of Canadian life**, given the socio-economic context provided in SWC's 1999-2000 *Report on Plans and Priorities* (RP&P), pages 9-12, 16-17, and 24-25. For more recent and complete contextual information, the reader can refer to the fact sheets that were prepared for Canada's participation at the *Beijing+5* United Nations (UN) General Assembly Special Session entitled *Women 2000: Gender Equality, Development and Peace for the Twenty-First Century*, held in June 2000. The fact sheets can be found on SWC's Web site at <http://www.swc-cfc.gc.ca/beijing5/information>.

The 1999-2000 period was particularly busy on the international front, as Canada prepared its report for *Beijing+5*, a review and assessment of the commitments made in 1995 at the Fourth UN World Conference on Women. This reporting obligation presented Canada, and SWC as the coordinating body, with tremendous opportunities to involve civil society in assessing progress made by Canada, in maximizing negotiations with international actors, and by advancing our objectives for future initiatives.

In the millennium year, an unprecedented number of other international fora focused on gender equality. Some, such as La Francophonie and the Organization of American States, held their first ever women's ministerial meetings, while others, such the Commonwealth and the Asia-Pacific Economic Co-operation foras, also met to advance their gender equality objectives. Given Canada's profile as an international leader in promoting gender equality and human rights, particular SWC expertise was sought in formal presentations, information exchanges and in providing guidance at related meetings.

While Canada is proud of its global reputation as a leader in promoting gender equality, we must be mindful of the Canadian public's growing interest in, and awareness of, Canada's international commitments and their application domestically.

Domestic issues in 1999-2000 focused on custody and access of children in cases of separation and divorce, extension of parental benefits, homelessness, pay equity settlements for some current and former public servants and a number of other urgent issues having an impact on women. Changes to the *Divorce Act*, consideration of unpaid work and childcare / eldercare, and healthcare are just a few examples of key issues on the horizon with a strong gender equality component.

In December of 1999, SWC organized a consultation with over 150 participants from women's and other equality-seeking organizations and civil society from across the country as well as elected and non-elected government officials. The consultation was the first held by SWC since 1996 to cover a wide scope of policy issues related to gender equality.

Although SWC has continued to have smaller issue-specific consultations since 1996, this national consultation was designed to seek the views of a diversity of women on a number of significant and wide-ranging policy issues. Discussions among non-government participants, government officials and Ministers focused on initiatives emerging from the Speech from the Throne (including those related to children and to parental benefits), on priorities for women in Canada as identified by non-governmental organizations and on upcoming international meetings.

1999-2000 Strategic Areas

Based on the Government of Canada's overall agenda and on key documents, including *The Federal Plan for Gender Equality*, and the *Beijing Declaration and Platform for Action*, there are three priorities which have guided SWC's activities since 1997: improving women's economic autonomy; eliminating systemic violence against women and children; and advancing women's human rights.

To support such priorities, SWC's efforts for 1999-2000 focused on the following strategic areas:

Unpaid Work / Dependant Care
Paid Work and Employment
Social Policy Reform
Systemic Violence against Women and Children

Achievements on such areas are reported under the relevant result expectations below.

Partnerships

A large part of SWC's mandate is horizontal, i.e. it requires the involvement of other federal departments. Therefore, noticeable progress on our business line objective depends on collaborative efforts and strategic partnerships. In addition, SWC has taken a decentralized social development approach to its funding program delivery, which further supports collective action and long-term institutional change; SWC also facilitates coalition building among organizations and assists them in getting access to other sources of funding and resources.

SWC is pleased to report that there are a growing number of partnerships. The snapshot we provide under specific planned results throughout this report reflect the diversity of women's and equality-seeking organizations, of representatives from the private and academic sectors, and of governmental partners (refer to the 1999-2000 RP&P for the entire list) working together with SWC to achieve common goals.

Significant Internal Pressures

As indicated in earlier public documents, SWC planned to upgrade its corporate strategic processes in order to become more efficient. Therefore, a more participatory and systematic planning, reporting and evaluation process was developed before the new planning cycle began. In its fifth year as a consolidated organization, SWC also recognized that there was a need to review its corporate direction, and that such a review should involve all employees in order to promote a sense of ownership among staff. Building departmental consensus on SWC's direction, while reviewing the internal issues raised by staff in the 1999 Public Service Employee Survey required an important investment but also provided many synergies. A more detailed report can be found under Section 4.3 entitled *Departmental Effectiveness*.

2.2 1999-2000 Chart of Key Results Commitments and Performance Results Expectations

The 1997 Chart of key Results Commitments is the baseline for the 1999-2000 departmental performance review process. In this DPR, SWC is reporting on the key planned results listed in the column to the right.

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To provide Canadians with:	To be demonstrated by:
<p>Strengthened and more equitable public policy through policies, research, legislation, programs and services that take into account gender implications and the diversity of women’s perspectives and the reality of their lives</p>	<ul style="list-style-type: none"> ○ Gender-Based Analysis integrated into the policy, legislation and program development process by federal departments and agencies by the year 2002 (starting on page 7) ○ Coordinated federal government action for the advancement of women (page 8) ○ Gender equality principles incorporated into federal/ provincial/ territorial policies and initiatives in areas of strategic importance to women (starting on page 8) ○ Active participation of, and incorporation of input from, women’s and other equality-seeking organizations in the domestic and international public policy process (starting on page 10) ○ Adoption by multilateral organizations of agreements, instruments and policies which advance the status of women (starting on page 14) ○ Enhanced knowledge-base for public policy issues and their impact on women (starting on page 15)
<p>A broader range of informed and effective stakeholders working actively for gender equality, including organizations and institutions in the public, private and non-profit sectors.</p>	<ul style="list-style-type: none"> ○ Access to and use of enhanced knowledge-base on gender equality issues by stakeholders (page 17) ○ Public awareness and action on gender equality in various communities and on specific issues (starting on page 17)



2.2.1. Strengthened and more equitable public policy

(millions of dollars)	
Planned Spending	\$ 6.8
<i>Total Authorities</i>	\$ 7.8

1999-2000 Actuals	\$ 7.9
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(Refer to Section III for further financial information)

Performance Accomplishments

Result Expectation: Gender-based analysis integrated into the policy, legislation and program development process by federal departments and agencies by the year 2002.

Since 1995, SWC has been the catalyst and responsible department in a horizontal fashion, across federal government departments, of gender-based analysis (GBA), a systematic approach formally articulated and adopted as a Canadian gender mainstreaming policy to integrate a gender perspective in all policies and programs. A large variance in departments' capacity levels has impeded the systematic application of GBA in government policy development and implementation. To address this challenge, SWC established a directorate in 1999 with a mandate to increase the knowledge and skills of government officials, and to accelerate the use of GBA by federal departments: Part of the approach was to put in place the first steps to a training plan and package. One component was tested with five departments: SWC has not seen the results of such training yet but will be following-up in 2000-01.

Other SWC Directorates, including regional offices, also became actively involved in the approach through training and awareness-raising initiatives designed to promote the concept at community and provincial levels. Efforts to promote a greater gender focus were also successful in some policy research networks and working groups as well as in international fora (see page 14 for more details).

A major challenge persists in being able to demonstrate, in concrete terms, how gender differences are taken into consideration in government policy making to reflect the needs and perspectives of all Canadians. Within the next three years, SWC is endeavoring to undertake an assessment of the practice and validity of GBA, in order to determine its contribution to the government's overall performance in achieving gender equality results.

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Result Expectation: Coordinated federal government action for the advancement of women.

As further detailed below, Canada's preparation for *Beijing +5*, the UN General Assembly Special Session, was a key priority for SWC in this reporting period as it responded directly to the government-wide priority of Canada's place in the world as a leader in the area of human rights while advancing its leadership position on gender equality.

- The creation of the *Beijing+5* Secretariat at SWC (from Summer 1999 to Fall 2000) enabled the development of a cross-government, cohesive and corporate federal approach to effectively promote Canadian objectives at *Beijing+5*. Specific achievements realized in preparation for *Beijing+5* are presented under the relevant result expectations (please refer to pages 11 and 14).

Domestically, our active leadership/involvement in interdepartmental groups was key to advancing issues of importance to women on the public policy agenda. As an example:

- SWC coordinated the input from members of the federal Interdepartmental Working Group on trafficking in women as an international Protocol to Combat Trafficking in Women was being negotiated by the Government of Canada as part of a UN Convention on Transnational Organized Crime. The group's input also had a direct impact on federal legislation to address trafficking, details of which can be found under the next result expectation.

Result Expectation: Gender equality principles incorporated into federal/provincial/territorial policies and initiatives in areas of strategic importance to women

Status of Women Canada has been consistently building knowledge and understanding of the social and economic value of dependent care and its implications for women's economic autonomy and security. As identified in the previous DPR and in the 1999-2000 RP&P, our long-term view has focused on improving policy support for dependent care. This year, we are pleased to report a number of achievements in this regard.

¹ Presentation prepared for the Sub Committee of the House of Commons Standing committee on Finance studying the tax and transfer system as it applies to families with dependent children. Status of Women Canada, April 20, 1999.

SWC contributed to a number of policy changes that will improve the economic situation of women and their families, most notably with regard to parental benefits. In the February 2000 Budget, the government announced a doubling of the length of the benefit period, greater accessibility and the removal of the additional waiting period for fathers who wish to claim such benefits. These changes will provide many new mothers in Canada with greater economic security, will foster better early childhood development and will support the greater involvement of fathers in their children's care. The changes also contribute to the government-wide priority of children.

- SWC contributed to this result in several ways. It enabled researchers and women's and equality-seeking organizations to build their capacity to make policy recommendations on unpaid work/dependant care. SWC also made a pivotal presentation to the Finance Sub-committee studying the impacts of the tax and transfer system on families with dependent children¹. The presentation set out a holistic framework for understanding the links between paid and unpaid work/dependant care, the importance of gender equality to family well-being, and the interaction between the tax and transfer system, and other policy areas that affect families. It was based on the findings of SWC policy research and analysis on the domestic situation, much of it using data sources from Statistics Canada on unpaid work (data which few countries in the world possess). The presentation also provided comparisons of government supports and outcomes in other countries, to identify potential positive directions for Canada, especially in areas of federal responsibility. It identified a variety of improvements to maternity and parental benefits that could be used, along with tax measures to achieve more effective support for families with children.

SWC also helped ensure that a diversity of women, with varying perspectives and experiences, participated in Committee hearings. Further details of SWC support for policy research and public initiatives are reported under the following key result commitments.

Other policy advances that reflect SWC's contribution include efforts to improve the effectiveness of the Canada Pension Plan's provision for credit splitting upon marital breakdown:

- Within the Federal/Provincial Review of such plan, agreements were reached as the result of partnerships among human resources, finance and status of women departments/ministries to explore the opportunities for a pilot project.

SWC re-affirmed the Speech from the Throne commitments of safer communities and Canada's place in the world by contributing to a number of policy initiatives and changes designed to protect trafficking victims from human rights abuses (including physical, sexual and economic exploitation). As an example:

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- The Interdepartmental Working Group on trafficking, co-chaired by SWC, was instrumental in facilitating the inclusion of a new offence for human trafficking in the Immigration and Refugee Protection Act which was introduced to Parliament on April 6, 2000.

The review of the Canadian Human Rights Act required immediate gender analysis of that legislation:

- SWC reacted quickly by initiating policy research and then publishing *Women and the Canadian Human Rights Act: A Collection of Policy Research Reports*. This timely initiative made an essential contribution to the dialogue between non-government and government organizations. In its final report, *Promoting Equality: A New Vision 2000*, the Canadian Human Rights Act Review Panel made extensive references to the SWC document, particularly in the social and economic rights section.

Result Expectation: Active participation of, and incorporation of input from, women’s and other equality-seeking organizations in the domestic and international public policy process.

In keeping with the government-wide priority of engaging Canadians, a key goal of SWC in 1999-2000 was to hear the views of a diversity of women on a range of issues important to them, and to bring their perspectives to bear on the public policy agenda.

- SWC held workshops, symposia and seminars on specific topics, and consulted in a variety of ways on key issues including unpaid work/dependant care, which contributed to enhanced parental benefits.
- SWC’s broad-based Consultation on Gender Equality, held in December 1999, was an important step in engaging stakeholders in the policy development process of the Government of Canada. It included sessions with Ministers, and workshops that provided participants with an opportunity for a more in-depth discussion on four themes informed by government-wide priorities, SWC priorities and issues identified by women as being important: health care, economic issues, violence against women and human rights. As a result, participants both gained a better understanding of the policy development process, and government representatives left with an enhanced appreciation for women’s policy priorities and the variety of challenges they face. This supported the federal government’s initiative of *Partnering with the Voluntary Sector for the Benefit of Canadians* which, among other goals, aims at increasing both the policy capacity of the voluntary sector and the contact between stakeholder organizations and departments.



While the consultation was considered by participants to be necessary, the process suffered from short time frames and constrained resources. It was recommended that, for the short- and mid-term, consultations should build on what was learned; provide more lead-time to participants and sufficient resources to prepare and to attend; be smaller; and focus on one or two issue areas at a time. Ensuring the representation of the diversity of women's realities and perspectives remains a challenge.

Acting on principal recommendations coming out of the 1999 Consultation, SWC followed-up immediately on two emerging areas identified by participants as priorities, confirming the direction provided in the 1999 Speech from the Throne:

- SWC held an Aboriginal Women's Roundtable on Gender Equality to explore models and principles for consultation with Aboriginal Women. This proved to be an historic step toward the involvement of the diversity of Aboriginal women (First Nations, Inuit, Métis, Status, Non-Status, On-reserve and Off-reserve) in the federal policy-making process.
- As a result of an SWC initiative on gender and homelessness which brought together six federal departments/secretariats, twelve provincial/territorial and one national Aboriginal representative of Transition House Associations, the first five Transition Shelters engaged in a comprehensive national data collection pilot project on homeless shelter use. The information collected, including data on homeless women and children who are victims of domestic violence, will help build a gender-inclusive knowledge-base that will allow governments and others to better plan and evaluate policies and programs designed to reduce homelessness.

SWC provided for, and facilitated, the involvement and participation of women's organizations at the first-ever ministerial women conference of La Francophonie. SWC also facilitated the involvement of women's organizations in the First Meeting of Ministers Responsible for the Advancement of Women in the Organization of American States, and at the Sixth Meeting of Commonwealth Ministers Responsible for Women's Affairs.

SWC also provided financial and technical support for the effective participation of Canadian women's and other equality-seeking organizations at preparatory meetings held at the UN regional level, and the preparatory committee meetings for *Beijing+5*. Participation was facilitated by raising awareness of, establishing partnerships among, and through capacity building of, stakeholders.

The participation of these organizations, as members of official delegations and as independent observers:

- enabled the development of an informed group of Canadian non-governmental organizations (NGOs) with knowledge of Canada's international commitments to

advance gender equality, and of the international dynamics of related issues. With this knowledge, NGOs produced analysis documents, lobbied governments and monitored negotiations on the *Beijing+5* outcome document;

- provided the perspective of Canadian citizens and NGOs to Canada’s negotiating process;
- increased the cooperation and information sharing between government and non-governmental organizations; and
- significantly increased the community and foreign outreach of such knowledge through sharing of information, outcomes, and experiences.

In its efforts to build the capacity of Canadians to impact domestic public policy:

- SWC supported *Steps Toward a Credible and Inclusive Public Policy Process*, an assessment tool that identifies the necessary elements for community-based organizations and governments to effectively work together on public policy development, implementation and reform.

While building the capacity of stakeholders to engage in the policy making process, SWC has been working to establish and improve partnerships among governments, and the private and voluntary sectors (from the community to the national level), a key element to social policy reform and renewal. Examples of activities supported by SWC to this end are highlighted below:

- Focusing on the issue of unpaid work (more specifically, on balancing work with family requirements), L’Association féminine d’éducation et d’action sociale distributed an information kit to its network, held an awareness activity in over 170 different communities (which reached 5,000 women), held an awareness seminar with key stakeholders (provincial departments and unions), identified activities to raise awareness among businesses, and actively pursued this issue at international fora. In a public response to increasing requirements for unpaid caregiving in the healthcare system, the group also presented the Québec government with a Declaration supported by 50,000 names, and equipped their 430 local chapters with a guide to engage authorities in a dialogue to resolve related issues. As one result of increased public awareness, volunteers engaged throughout the province in support committees created to disseminate further healthcare information to beneficiaries and caregivers.

These activities contributed to the government-wide priorities of a dynamic economy, and health and quality care. They also addressed SWC’s priority of enhanced economic autonomy for women by raising awareness within the business community, unions and the healthcare sector of the importance of recognizing unpaid work in workplace policies.



- Before the 2000 federal Budget announcement of an extension of parental benefits, L'Université du Québec à Montréal/Relais-Femmes and Naissance-Renaissance published two reports related to the economic value of the perinatal period. Findings of the study can further provide both the provincial and the federal governments with information to evaluate new benefits and programs of assistance to Canadian families.
- The Womenspace Association played a key role in gaining recognition, within Industry Canada, of the issues and problems related to a lack of gender analysis in the development and implementation of programs that promote access to information and communications technologies. This information should result in programs designed to help more women participate in the knowledge-based economy, which will contribute to the government-wide priority of a dynamic economy (and the goals of its *Government On Line* initiative by 2004) and the SWC priority of enhancing women's economic autonomy.
- As a result of an initiative by the Calgary Justice Working Committee to promote institutional and policy change in the justice, law and social service systems, policies and protocols are being implemented to ensure greater co-ordination of services for victims of domestic violence and offenders. This initiative is part of a 4-year \$6 million pilot project supported by federal and provincial government ministries and the Calgary community. If successful, this partnership between the justice system and community agencies could become a model for other cities. This activity responds to the government-wide priority of safer communities and has led to program and policy change that will reduce violence against women and children, a priority of SWC.
- The Canadian Research Institute for Advancement of Women published a new policy research report, *The Changing Nature of Home Care and Its Impact on Women's Vulnerability to Poverty*, which enabled many community organizations and newly formed regional or local health authorities to better assess the impact of home care on women. Over 1,000 copies were requested by government and non-government policy stakeholders.

In addition to influencing domestic and foreign policy, the efforts and partnerships highlighted above have contributed significantly not only to SWC priorities, but to the government-wide priorities of health and quality care, a dynamic economy, children, stronger communities, the relationship with Canada's Aboriginal peoples and Canada's place in the world.



Result Expectation: Adoption by multilateral organizations of agreements, instruments and policies which advance the status of women

Conscious of the importance of international cooperation in dealing with the impacts of globalization on human rights and on the quality of life within national boundaries, SWC continues to promote a common understanding of gender-based analysis concepts and best practices within a number of international fora. Such initiatives contribute significantly to advancing Canada’s place in the world and to strengthening multilateral institutions.

Due, in part, to SWC’s leadership and commitment in this area, new mandates and plans of action have been developed and adopted by these organizations for the promotion of gender equality and the integration of gender perspectives in policy development. Examples include:

- the Luxemburg Declaration which was adopted in February 2000 at the first women conference of La Francophonie. As a member of the working group established to develop and draft the Declaration, SWC successfully proposed the inclusion of gender-sensitive language on human rights;
- the Framework for the Integration of Women in the Asia-Pacific Economic Cooperation (APEC), in which SWC was instrumental in initiating and drafting, was endorsed by APEC Leaders in September 1999, and the formation of the Ad-Hoc Advisory Group on Gender Integration in October 1999 to provide gender advice and expertise to APEC fora on implementation of the Framework.

At *Beijing+5* preparatory committee meetings, Canada was able to build key partnerships with other governments on strategic policy objectives to be advanced at the UN Special Session. For example:

- SWC expertise contributed significantly to important agreements at the UN regional meeting of the Economic Commission for Europe, of which Canada is a member. These included measures to eliminate trafficking in women and girls as well as an agreement that unpaid work should be taken into account in income labour market and social security policies.

The support of other states is essential for advancing Canada’s gender equality objectives at the international level. Canada’s experience, expertise, and negotiating skill are certainly influential in these fora, however we cannot control the international agenda and therefore cannot guarantee our target outcomes.



Result Expectation: Enhanced knowledge base for public policy issues and their impact on women

Increased globalization, demographic shifts, such as an aging and changing family structures, in an increasingly technological world, will require new responses from the Government of Canada. Because women make up 51 percent of the population, and because systemic discrimination still holds back many women from reaching their full potential, efforts to advance gender equality in public policy will be critical to Canada's economic and social well-being, now and in the future. In its role as a center of knowledge and expertise on gender equality in key areas of importance to Canadians and the Government of Canada, SWC:

- published and disseminated several policy research reports in 1999-2000 (refer to Annex B);
- produced, in partnership with Statistics Canada, a booklet² providing data on women and men in Canada, including statistics on paid and unpaid work; Over 1,500 copies of this free booklet were distributed in five months;
- worked with Industry Canada and other government departments to build the knowledge base on issues facing self-employed women in Canada. These efforts built on SWC's latest contribution in the area of businesswomen and trade.

Violence against women and children remains a problem in Canada and is a serious challenge to achieving the government-wide priority of stronger (and safer) communities. Examples of SWC achievements related to enhancing the knowledge base on systemic violence against women and children through funding and working in partnership include:

- A plain language document targeted to policy makers and service providers on how alternative dispute resolution (ADR) practices can be more sensitive to gender realities, including women's safety concerns was published by the Provincial Association Against Family Violence in Newfoundland. Input was provided by the Unified Family Court, Victim Services, Youth Division, Health and Community Services, Community Mediation Services, the Royal Canadian Mounted Police, and others;
- A high risk assessment guide developed, printed and presented by the Manitoba Association of Women and the Law (MAWL) which is being used by professionals,

² Women and Men in Canada: A Statistical Glance, Status of Women Canada, 1999

including doctors, lawyers and social workers, in identifying high risk situations in domestic violence. The University of Manitoba's Faculty of Law supported this initiative and incorporated the assessment guide into their law courses. Youth groups and women's advocacy organizations were also introduced to the guide;

and in particular with the Alliance of Five Research Centres on Violence:

- A preliminary identification of legislation and policies impacting on immigrant and refugee girls by the Feminist Research, Education, Development and Action (FREDA) Centre, from which recommendations to prevent violence in the lives of immigrant and refugee girls will be formulated in consultation with community partners;
- A legal examination of the detention of girls as victims of prostitution and a Canada-wide scan of programs and policies that deal with children and youth involved in prostitution by the Research and Education for Solutions to Violence and Abuse (RESOLVE) Tri Provincial Network on Family Violence Research which will provide policy makers with information from which effective policy solutions to the pervasive problem of child sexual exploitation can be formulated.

Through hosting a workshop on *Balancing Human Rights and Criminal Justice Issues* at an international Conference of the Metropolis project (an international research cooperative studying the effects of international migration on cities):

- SWC facilitated the exchange of, and enhanced the existing knowledge on, experiences on combating trafficking by various countries. Options for the development of related policy frameworks were also discussed.

2.2.2 A broader range of informed and effective stakeholders

(millions of dollars)	
Planned Spending	\$ 9.0
<i>Total Authorities</i>	<i>\$11.1</i>
1999-2000 Actuals	\$10.4

(Refer to Section III for further financial information)



Performance Accomplishments

Result expectation: Access to, and use of, enhanced knowledge-base on gender equality issues by stakeholders

As mentioned in our last two RP&Ps, SWC expected a substantial increase in public interest as a consequence of both its international activities and strategies to increase awareness. To facilitate the use of its knowledge and expertise, SWC opened two reference access points to the public: the Florence Bird Memorial Library housed at SWC headquarters in Ottawa, and a new section on our Web site highlighting work and information related to *Beijing+5*.

- As a consequence, the SWC Web site attracted a significant growth in traffic this year, its third year of operation. There has been a 45 percent increase in the number of Web pages consulted and a 24 percent increase in downloads of our publications. Library reference requests increased by 40 percent. There was an increase of 25 percent in the demand for our francophone publications. While the number of documents disseminated (close to 50,000) increased by 4 percent, international requests for our publications have more than tripled (421 requests versus 129 in 1998).
- The new and updated contents of the SWC Web site attracted a variety of stakeholders interested in more extensive information in the form of policy research papers, updates on *Beijing+5* and promotional materials on commemorative events to raise awareness on gender equality issues such as violence.
- Formal access to information requests increased by 115 percent over the last two years. In 1999-2000, all requests were replied to on time.

Result Expectation: Public awareness and action on gender equality in various communities and on specific issues

- To mark the tenth anniversary of the École Polytechnique tragedy, SWC organized a Ceremony of Roses on Parliament Hill for 1999's National Day of Remembrance and Action against Violence against Women. The ceremony involved leaders and participants from the federal political parties represented in the House of Commons. For the first time, SWC also promoted the observance of a national minute of silence, in conjunction with the ceremony. The ceremony received unprecedented national and regional, broadcast and print media coverage in addition to support from many other legislatures, and thus promoted greater public awareness of the ongoing and systemic

issue of violence against women and how society, as a whole, must work together to end the violence.

- For the first time in the history of the Governor General's Awards in Commemoration of the Persons Case, the Awards presentation ceremony was held outside of Ottawa, in Calgary, to coincide with the unveiling of a monument dedicated to the Famous Five — women who, 70 years ago, challenged the Government of Canada to appoint women to the Canadian Senate. The ceremony provided the opportunity for more Canadians to see and participate in one of SWC's key activities to recognize efforts to advance women's equality.

In keeping with SWC's commitment to provide greater information to stakeholders, and to focus strategically on mainstream audiences beyond women's and other equality-seeking groups:

- SWC published and disseminated over 5,000 copies of a user-friendly Directory of Federal Government Programs and Services for Women.

SWC's regional offices are key in maintaining contact between the federal government and its communities, and in facilitating the exchange of information. Some of the key efforts supported by SWC's financial and technical assistance to raise public awareness and encourage action on gender equality issues are highlighted below:

- Canadian women's organizations are key players in the organization of the World March of Women 2000. Initiated and led by the Fédération des femmes du Québec, the March aims to draw international attention to the issues of poverty and violence against women. This world-wide undertaking will culminate in the presentation of recommendations on these issues to the UN in October 2000.
- A funding partnership with Saskatoon Communities for Children led to significant results and community mobilization to target the sexual exploitation of girls. Besides establishing a safe house for children at risk, the group obtained a resolution by the Saskatoon City Council encouraging the provincial government to pursue tougher legislation aimed at perpetrators; a proclamation for *Stop the Sexual Exploitation of Children and Youth Awareness Week*, March 6 to 12, 2000; and the establishment of a provincial all party Special Committee to Prevent Abuse and Exploitation Through the Sex Trade.

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Section III: Financial Performance

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3.1 Financial Performance Overview

In 1999-2000, SWC's initial budget (i.e. Planned Spending³) was \$17.1 million. This amount included grants as well as costs in support of the work of seven directorates and regional operations. The total budget available for use (i.e. Total Authorities⁴) was \$21.2 million, which represents an increase of \$4.1 million over the initial budget. Its breakdown follows:

- \$0.7 million primarily drawn from the 1998-99 eligible operating budget carry forward and from an amount to assist the department in partially addressing workload pressures (Supplementary Estimates "A");
- \$3.2 million, including \$0.2 million for Employee Benefit Plan, for SWC's role in Canada's preparation for, and participation to, *Beijing+5*, the United Nations General Assembly Special Session in June 2000. (Supplementary Estimates "B"); and
- \$0.2 million compensation for collective agreements.

The 1999-2000 Total Actual Spending amount was \$20.9 million. The planned operating budget balance between Total Authorities and Spending amount, \$.3 million, will be carried forward to assist SWC in meeting its operational requirements in the year 2000-01 (such as Canada's participation at *Beijing+5*).

In 1999-2000, the SWC Grant Vote was \$8.2 million. There was no variance between the Grant Actual Spending amount, Planned Spending amount nor Total Authorities amount. The financial tables appearing on the following pages provide further 1999-2000 financial information.

³ Planned Spending reflects figures as reported in SWC's 1999-2000 Report on Plans and Priorities.

⁴ Total Authorities (include 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 1999-2000.

3.2 Financial Summary Tables

3.2.1 Summary of Voted Appropriations

(\$ millions)		1999-2000		
		Planned Spending ⁽¹⁾	Total Authorities ⁽²⁾	Actual
Status of Women Canada Office of the Co-ordinator				
130	Operating expenditures	7.8	11.7	11.4
135	Grants	8.3	8.3	8.3
(S)	Contributions to employee benefit plans	1.0	1.2	1.2
Total Department		17.1	21.2	20.9

⁽¹⁾ Figures for 1999-2000 are as those reported in SWC's 1999-2000 RP&P.

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

3.2.2 Comparison of Total Planned Spending to Actual Spending*

(millions)									
Business Line/ Key Result Commitments ⁽¹⁾	FTEs ⁽²⁾	Operating	Capital	Voted Grants and Contributions	Gross Voted Expenditures	Subtotal: Statutory Grants and Contributions	Total Gross Expenditures	Less: Responsible Revenues ⁽³⁾	Total Net Expenditures
Promoting Gender Equality									
1. Equitable Public Policy	41.35	3.9	—	2.9	6.8	—	6.8	—	6.8
	<i>45.15</i>	<i>4.9</i>	—	<i>2.9</i>	<i>7.8</i>	—	<i>7.8</i>	—	<i>7.8</i>
	44.15	5.0	—	2.9	7.9	—	7.9	—	7.9
2. Informed and Effective Stakeholders	53.5	3.6	—	5.4	9.0	—	9.0	—	9.0
	<i>58.7</i>	<i>5.7</i>	—	<i>5.4</i>	<i>11.1</i>	—	<i>11.1</i>	—	<i>11.1</i>
	57.7	5.0	—	5.4	10.4	—	10.4	—	10.4
3. Departmental Effectiveness	16	1.3	—	—	1.3	—	1.3	—	1.3
	<i>19</i>	<i>2.3</i>	—	—	<i>2.3</i>	—	<i>2.3</i>	—	<i>2.3</i>
	19	2.6	—	—	2.6	—	2.6	—	2.6
Total Planned	110.85	8.8	—	8.3	17.1	—	17.1	—	17.1
Total Authorities	<i>122.85</i>	<i>12.9</i>	—	<i>8.3</i>	<i>21.2</i>	—	<i>21.2</i>	—	<i>21.2</i>
Total Actuals	120.85	12.9	—	8.3	20.9	—	20.9	—	20.9
Other Expenditures									
Cost of services provided by other departments ⁽⁴⁾									1.4
Total Authorities									<i>1.4</i>
Total Actuals									1.4
Net Cost of the Program									
Total Authorities									18.5
Total Actuals									22.3

* Refer to the Financial Performance Overview for explanation of variance.

⁽¹⁾ Total Planned, Total Authorities and Actual Expenditures are presented for each key result commitment in consideration of SWC's Planning, Reporting and Accountability Structure ; resources may overlap to more than one key result commitment.

⁽²⁾ Refer to organizational Chart for Planned FTEs. Actual FTE count represent 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 \$1.4 million is based on the 1999-2000 Planned Expenditures amount as presented in SWC's 1999-2000 RP&P.

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

3.2.3 Historical Comparison of Total Planned Spending to Actual Spending

(\$ millions)	1999-2000				
	Actual 1997-98 ⁽¹⁾	Actual 1998-99 ⁽¹⁾	Planned Spending ⁽²⁾	Total Authorities ⁽²⁾	Actual
Business Line					
Promoting Gender Equality	17.3	17.6	17.1	21.2	20.9
Total	17.3	17.6	17.1	21.2	20.9

⁽¹⁾ The financial difference between the actual amounts reported in 1998-99 in comparison to 1997-98, is mainly attributable to Status of Women Canada's 1997-98 eligible carry forward to 1998-99 and for compensation for collective bargaining.

⁽²⁾ Figures for 1999-2000 Planned Spending are as reported in SWC's 1999-2000 RP&P. Total 1999-2000 Authorities are Main Estimates plus Supplementary Estimates plus other Authorities (refer to Financial Performance Overview for details).

3.2.4 Transfer Payments by Business Line

(\$ millions)	1999-2000				
	Actual 1997-98	Actual 1998-99 ⁽¹⁾	Planned Spending ⁽²⁾	Total Authorities	Actual
Grants Program					
Promoting Gender Equality	8.4	8.3	8.3	8.3	8.3
Total Transfer Payments	8.4	8.3	8.3	8.3	8.3

⁽¹⁾ In 1998-99, SWC's Grant Vote reflects the reduction of \$.16 million as a result of Program Review II.

⁽²⁾ Figure for 1999-2000 Planned Spending is as reported in SWC's 1999-2000 RP&P.

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Section IV: Departmental Overview

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

Vision:

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

Mission:

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

The Government of Canada’s approach to advancing gender equality is based upon a recognition that the diversity of women needs to be taken into account in our social, economic, cultural and political systems — that women’s unequal status has its genesis in and is perpetuated by systemic causes. The concept of gender equality recognizes that treating women and men identically will not necessarily ensure equality of outcomes, and it involves both women and men as partners in the quest for fairness and in the benefits of

equality. It further recognizes that race, ethnicity, disability, age, sexual orientation, indigenous status and income also affect women's status.

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

4.2 Departmental Organization

Business Line Description

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

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

The *Policy Analysis, Development and External Relations Directorate* reviews and conducts gender analysis of existing and proposed federal government policies, 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 *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. This Directorate is the focal point for external communications and for consultations advice and planning. It undertakes the preparation of speeches and conducts media relations. It also carries out media analysis, responds to queries from the public, produces publications and provides advice and promotional materials for special events.

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

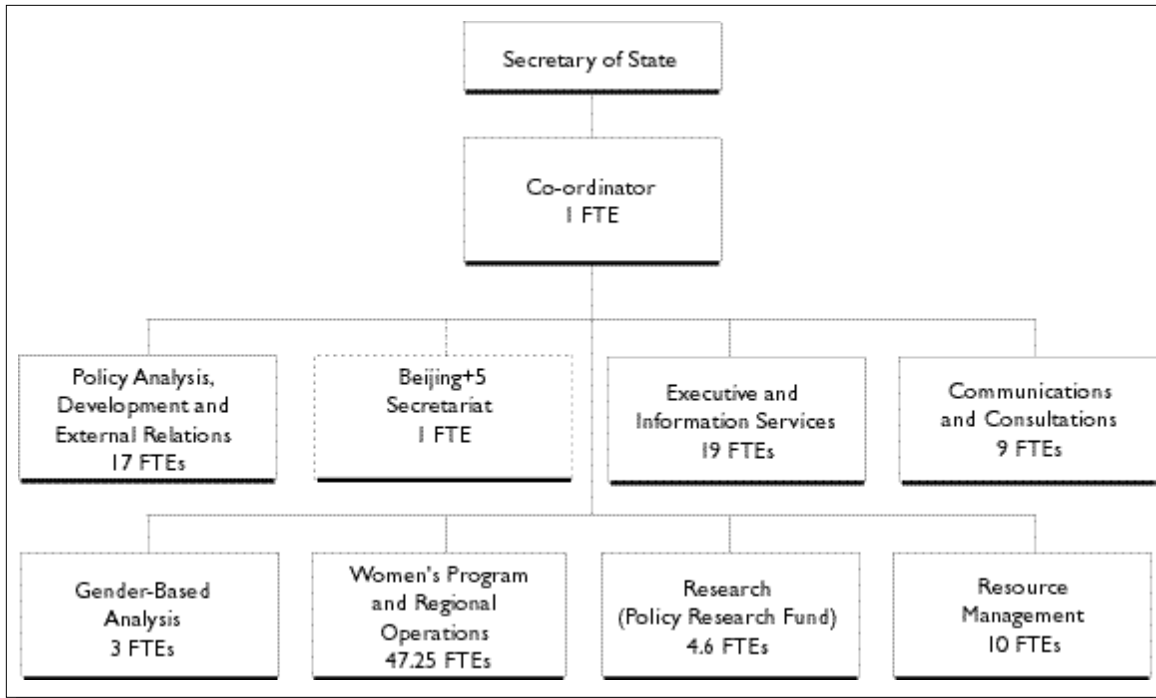
The *Women's Program and Regional Operations Directorate* provides financial and technical assistance to women's and other voluntary organizations at the community, regional and national levels to advance equality for women. SWC has a direct link to communities and stakeholders across Canada through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

The *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 as well as domestic and international research organizations on policy research initiatives and projects.

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



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



*FTE =Full-Time Equivalent. Resources from all directorates contribute and/or support Status of Women Canada’s business line and its key result commitments.

The following are further changes to Status of Women’s organizational chart, in comparison to the 1999-2000 RP&P:

- The renamed *Policy Analysis, Development and External Relations Directorate* now includes the SWC federal-provincial/territorial and the international components;
- The External Relations and Communications Directorate was renamed to *Communications and Consultations* as it is the focal point for external communications, and for consultations advice and planning;
- The *Gender-based Analysis Directorate* was created to accelerate gender-based analysis implementation across the federal government by 2002; and
- The *Beijing+5 Secretariat* was established from Summer 1999 to Fall 2000 to enable the development of a cross-government, cohesive and corporate federal approach to effectively promote Canadian objectives at the UN General Assembly Special Session

entitled *Women 2000: Gender Equality, Development and Peace for the Twenty-First Century*.

4.3 Departmental Effectiveness

(millions of dollars)	
Planned Spending	\$ 1.3
<i>Total Authorities</i>	\$ 2.3

1999-2000 Actuals	\$ 2.6
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(Refer to Section III for further financial information)

Performance Accomplishments

Result Expectations:

- Review of strategic processes and departmental planning structure;
- Review of the evaluation framework for the funding program;
- Y2K Readiness

As mentioned in Section II of this performance report, SWC focused in 1999-2000 on revitalizing its strategic planning processes. The prime objective of the exercise was to improve efficiency and to develop evaluation frameworks against which performance could be measured.

- As a result of an all staff consultation, a new corporate planning, reporting and evaluation process was developed before the end of the fiscal year, therefore 2000-01 was identified as a natural transition period between the current and the new processes. Departmental consensus was reached on a revised, corporate Chart of Key Results Commitments, featured in the 2000-01 RP&P. Such consultation exercise improved internal communications and initiated a corporate approach throughout the organization.

SWC places great importance on the needs and concerns of stakeholders, partners and the Canadian public, therefore SWC will review its corporate direction (and consequently its departmental planning structure) in light of more in-depth environmental analyses and consultations.

- Following release of the results of the Federal Public Service Employee Survey (PSES) and as committed to in the 2000-01 RP&P, an internal Task Force was mandated in March 2000 by the Co-ordinator of SWC to develop an action plan on improving SWC's work environment. Through various means such as an anonymous

e-mail address and a Work Environment Input Form, the Task Force was able to clarify some of the PSES' results, ascertain issues which are of greatest concern to employees and collect suggestions for improvement. Its report, to be submitted in June 2000, will include an action plan for the department.

Overall, it is expected that all of these internal initiatives will bring about change in strategic processes, as well as information sharing and decision-making practices. Outputs should provide clearer direction for the mid-term and impact accountability structures throughout the organization.

Regarding an evaluation framework for its funding program:

- SWC began monitoring the impact of the new funding criteria and revised program objectives. As a result, a number of issues were identified, including the need for tools with which staff could ensure the consistent and effective delivery and management of the program. An internal working group has been struck to produce a manual on funding policies and procedures as a training tool.

SWC had made Year 2000 Readiness one of its highest priorities:

- Efforts resulted in a non-interruption of operations and a smooth transition to the new millenium. The department would like to extend its deepest appreciation of the efforts and leadership demonstrated by all players involved, particularly its Informatics and Telecommunications team

Section V: Other Information

Annex A: Status of Women Canada Contacts

1) Please visit the Status of Women Canada Web site at <http://www.swc-cfc.gc.ca> for additional reports/documents

2) Contact Persons:

○ For financial information, contact:

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or

Josiane Désilets
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Fax: (613) 943-0449
E-Mail: desiletsj@swc-cfc.gc.ca

○ For general enquiries:

Telephone: (613) 995-7835
Fax: (613) 957-3359

Annex B: Policy Research Fund 1999-2000 Publications

<i>Strategic Area</i>	<i>Report Titles /Authors</i>
Unpaid Work	<p><i>The Changing Nature of Home Care and its Impact on Women's Vulnerability to Poverty</i> By Marika Morris, Jane Robinson, Janet Simpson with Sherry Galey, Sandra Kirby, Lise Martin, Martha Muzychka for the Canadian Research Institute for the Advancement of Women</p>
Social Policy Reform	<p><i>Women and the Canadian Human Rights Act: A Collection of Policy Research Reports</i> By Donna Greschner and Mark Prescott, Martha Jackman and Bruce Porter, Shelagh Day and Gwen Brodsky, Sandy Welsh, Myrna Dawson and Elizabeth Griffiths</p> <p><i>Enabling Income: CPP Disability Benefits and Women with Disabilities</i> By Tanis Doe and Sally Kimpson</p> <p><i>If Gender Mattered: A Case Study of Inuit Women, Land Claims and the Voisey's Bay Nickel Project</i> By Linda Archibald and Mary Crnkovich</p> <p><i>The Dynamics of Women's Poverty in Canada</i> By Clarence Lochhead and Katherine Scott at the Canadian Council on Social Development</p>

Note:

A number of other Policy Research projects are underway. For updated information on publications, please refer to the SWC Web site.



Status of Women Canada

1999-2000 Departmental Performance Report (DPR) Reader Feedback Form

Thank you for taking the time to review our Performance Report!

Your comments will be valuable to us in the preparation of future public reports.

1. Is this your first exposure to SWC's Departmental Performance Report?

- No Yes

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

- No Yes

3. Would you recommend it to someone else?

- No Yes

Why?

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

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

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

- As background for the work of a Parliamentary Committee
 To increase your knowledge of Status of Women Canada's achievements
 To better understand the challenges faced by SWC
 To understand where efforts were concentrated
 To develop partnership plans with Status of Women Canada
 Other (Please explain):
-

Thanks again! Please fax to:

Josiane Désilets, SWC Strategic Planning, Evaluation and Reporting Initiative
(613) 943-0449