



Status of Women Canada

Performance Report

For the period ending
March 31, 2001

Canada

Improved Reporting to Parliament Pilot Document

Each year, the government prepares Estimates in support of its request to Parliament for authority to spend public monies. This request is formalized through the tabling of appropriation bills in Parliament.

The Estimates 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*.

The Estimates, along with the Minister of Finance's Budget, reflect the government's annual budget planning and resource allocation priorities. In combination with the subsequent reporting of financial results in the Public Accounts and of accomplishments achieved in Departmental Performance Reports, this material helps Parliament hold the government to account for the allocation and management of funds.

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Foreword

In the spring of 2000 the President of the Treasury Board tabled in Parliament the document “Results for Canadians: A Management Framework for the Government of Canada”. This document sets a clear agenda for improving and modernising management practices in federal departments and agencies.

Four key management commitments form the basis for this vision of how the Government will deliver their services and benefits to Canadians in the new millennium. In this vision, departments and agencies recognise that they exist to serve Canadians and that a “citizen focus” shapes all activities, programs and services. This vision commits the government of Canada to manage its business by the highest public service values. Responsible spending means spending wisely on the things that matter to Canadians. And finally, this vision sets a clear focus on results – the impact and effects of programs.

Departmental performance reports play a key role in the cycle of planning, monitoring, evaluating, and reporting of results through ministers to Parliament and citizens. Earlier this year, departments and agencies were encouraged to prepare their reports following certain principles. Based on these principles, an effective report provides a coherent and balanced picture of performance that is brief and to the point. It focuses on results – benefits to Canadians – not on activities. It sets the department’s performance in context and associates performance with earlier commitments, explaining any changes. Supporting the need for responsible spending, it clearly links resources to results. Finally the report is credible because it substantiates the performance information with appropriate methodologies and relevant data.

In performance reports, departments strive to respond to the ongoing and evolving information needs of parliamentarians and Canadians. The input of parliamentarians and other readers can do much to improve these reports over time. The reader is encouraged to assess the performance of the organization according to the principles outlined above, and provide comments to the department or agency that will help it in the next cycle of planning and reporting.

This report is accessible electronically from the Treasury Board of Canada Secretariat Internet site:

<http://www.tbs-sct.gc.ca/rma/dpr/dpre.asp>

Comments or questions can be directed to this Internet site or to:

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Status of Women Canada

Departmental Performance Report

for the Period ending March 31, 2001

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,
can be consulted at any time on the Status of Women Canada Web site at
<http://www.swc-cfc.gc.ca> under *Publications*.

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

I am pleased to present the *Departmental Performance Report* for Status of Women Canada for the period ending March 31, 2001.

The Government of Canada has made a commitment to ensuring the inclusion of every Canadian as we face the challenges and opportunities of the future. At Status of Women Canada, we strive to fulfil this priority as we pursue our mission to promote gender equality, and the full participation of women in the economic, social, cultural and political life of the country.

As a nation, we need to tap the full range of knowledge, skills and creativity of all Canada's citizens — women and men, in all of their diversity. That is how we enhance our innovation, skills and productivity here at home. That is how we compete better in a global economy. That is how we maximize our economic and social benefits. That is how we achieve a safe, secure and cohesive society.

Achieving gender equality in the 21st century is a goal that will benefit women, their families, their children and all Canadians. For example, women still assume the majority of unpaid work, caring for children and other dependants. In the paid workforce, the wage gap between women and men persists.

The correlation between women's poverty, and their vulnerability to systemic discrimination and violence is but one example of the need for an integrated and collaborative approach to advancing gender equality. In many instances, our accomplishments are due to partnerships that have been established at the federal level, as well as with provinces/territories, communities, other nations, and the private and voluntary sectors.

During this reporting period, Status of Women Canada has worked to influence gender-equitable policy development in several areas. Examples of our contributions have led to expanded parental benefits, reduced eligibility requirements for maternity and parental benefits, and increased immigration and refugee protection. Status of Women Canada also influenced the inclusion of a new trafficking offence in Bill C-11, *An Act respecting immigration to Canada and the granting of refugee protection to persons who are displaced, persecuted or in danger*.

Human trafficking is a rising threat to human security and the safety of our communities. Trafficking in persons is but one by-product of the pervasive problem of violence against women and children, which is one of my Department's priority issues.

Internationally, Status of Women Canada was responsible for Canada's leading role at Beijing +5, the United Nations General Assembly Special Session *Women 2000: Gender Equality, Development and Peace for the 21st Century*, held in June 2000. Canada made contributions to the outcomes document in several key areas, including the barriers that indigenous women face.

Here at home, Status of Women Canada's Gender-Based Analysis Directorate has made steady progress since its inception in 1999. During this reporting period, the Gender-Based Analysis Directorate held a resource fair, conducted a pilot project and developed two training courses — all of which are contributing to the integration of gender perspectives in program and policy development in selected Government of Canada departments.

Finally, Status of Women Canada is committed to a way of doing business that is results-based and accountable to Canadians. I am pleased to report that Status of Women Canada's Women's Program, which provides financial and technical assistance to equality-seeking organizations across the country, developed a results-based Management Accountability Framework and a risks-based Audit Framework, which Treasury Board approved in 2001.

These and many more accomplishments highlighted in this Report illustrate the contribution of Status of Women Canada toward ensuring that we draw on the potential of all Canadians. They are a testament to how we contribute to the safety and cohesion of our communities; how we reduce systemic barriers that prevent Canadians from contributing; how we increase the opportunity for Canadians to shape their communities and their country; and how we strengthen Canada's collective voice in an increasingly global world.

Significant challenges remain to finding an effective balance of policies that facilitate women's and men's labour force participation and productivity over the long term; that provide for illness, disability and advanced age; and that support families — especially those with children, who are our future.

I welcome feedback on the Report to help us build on our accomplishments and continue to advance gender equality effectively, efficiently and for the benefit of all Canadians.

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

Section II: Context

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.

2.1 Operating Context

Gender equality is a key factor underlying Canada's economic growth and international competitiveness. Gender equality is also a Canadian value. It has legal foundations in the *Canadian Human Rights Act*, the *Canadian Charter of Rights and Freedoms*, and is guaranteed in provincial and territorial human rights laws. Over the last four decades, there have been gains in women's participation in the political, economic, cultural and social life of Canada. Great strides, however, are yet to be made.

As we move into the 21st century, many challenges and opportunities exist for contributing to and shaping public policy to make it fairer, more equitable and more responsive to all Canadians. This Report provides an overview of the emerging short- and long-term issues related to gender equality in a changing policy environment.

In Canada, the political, economic, social and cultural milieu is rapidly changing. Globalization and technological advances have generated profound changes in the economy and the world of work. Combined with demographic shifts, these trends pose new economic and social challenges to policy makers.

2.2 The Population Landscape

Over the next decade, it is estimated that Canada's population will grow at less than one percent a year — lower than the rate of growth between 1970 and 1990. Low fertility rates, combined with a longer life expectancy, have led to the "aging" of Canada's population. Canada's Aboriginal population, on the other hand, is generally younger. Such factors will influence how public policies affect specific groups of women.

Immigration has been a traditional source of population growth. Since the 1960s, the array of countries that are Canada's source of immigrants has become more diverse.

Another salient characteristic of the population landscape is an increasing diversity in family structures. The proportion of dual-earner families, childless families and lone-parent families has grown considerably, with women heading the vast majority of lone-parent families.

2.3 The Canadian Economy in an Innovative and Competitive Global Market

Technological advances in communications and transportation have been catalysts for global economic integration and increased opportunities in non-traditional work. New technologies in information processing and robotics have increased productivity. Competition in the international market has become more intense, as trade and investment barriers are being reduced and eliminated. Along with most industrialized countries, Canada has taken economic and fiscal measures to smooth its transition to becoming a knowledge-based economy that is more open and connected to its citizens.

2.4 The Changing World of Work

In an era of advanced technology, the most visible effects of globalization have been in the area of paid work. There has been a shift away from traditional full-time jobs with regular working hours, to more flexible, insecure, non-standard work arrangements. The "flexibilization" of the work force has included a rise in part-time, short-term and contract work, and an upsurge in self-employment. Home-based work is becoming more prevalent, facilitated by advances in communications technology.

A constant variable is unpaid work, such as dependent care, food preparation and other household work. Unpaid work, the bulk of which women perform, is essential to all societies. Women's participation in the paid labour force interacts with unpaid work in ways that restrict their choices much more than men's, and leaves many women at an economic disadvantage.

2.5 Governance Under Renewal

Increasing globalization and advanced technology, as well as strategies to eliminate the deficit, such as public service downsizing, privatization and deregulation, have changed the role of governments in the economy and society. Several factors combine to place great pressures on voluntary organizations — the loss of a number of federal funding programs, devolution, provincial and municipal social service cutbacks, and the growing complexity of the policy context.

There has been a shift away from the direct funding of non-profit agencies to the indirect subsidization of registered charities through the tax system. This shift has implications for equality-seeking organizations, including women's groups.

2.6 The Challenges Ahead

Equality, fairness, caring about the vulnerable and sharing of resources are long-held Canadian values — values which have underpinned both the economic and social fabric our country has woven over the decades. Economic imbalances, inequality and insecurity, however, remain with us today. There are real concerns about managing economic and social change in a way that would promote fairness, equality and social security — key elements of a strategy to realize the full human-resource potential of women and men with diverse circumstances — in order to contribute to sustainable economic development and social cohesion.

Beyond the general trends and similarities that exist among women, there are considerable differences. To address barriers and gaps in the current environment, it is increasingly important to recognize women's diversity. There is a complex interplay of gender and other factors, such as race, ethnicity, sexual orientation, various family arrangements and labour market changes.

There is a high correlation between women's lack of economic autonomy, and vulnerability to exploitation and violence. Wage and earnings gaps, low occupational status, an inadequate child-care system, poor housing and violence against women are factors that affect women's economic autonomy. Due to a lack of economic choices, women often stay in abusive relationships. In turn, the insecurity and lack of self-esteem that this generates in women keeps them from asserting their rights and taking their rightful place in society. Further, violence against women and children has economic costs, in the form of lost productivity, and the financial costs associated with social, medical, legal and police services.

Global economic changes and Canada's shifting demographic landscape will profoundly affect the policy environment in the 21st century. For decades to come, increasing trade liberalization, global migration, an aging population and rapid technological advances will set the tone for many longstanding issues related to gender equality.

Internal challenges and pressures over the 2000-01 reporting period included the continued effects of an increase in international activity, as reported last year. Another major challenge was the unforeseen relocation of SWC's headquarter offices. This was not part of last year's plan, and therefore required the co-operation and effort of all employees. There was a large increase in demand for information, including a 40-per-cent increase in orders for publications (a 45-per-cent increase in orders placed through the SWC Web site), an 80-per-cent increase in the volume of publications distributed, and a further 85-per-cent increase over last year's total requests under the Access to Information Program, which resulted in a 200-per-cent increase in time spent processing, given the complexity and size of the requests.

Business line: To promote equality of women in all spheres of Canadian life.

Chart of Key Results Commitments

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, the diversity of women’s perspectives and the reality of their lives.</p>	<ol style="list-style-type: none"> 1. Gender-based analysis, which federal departments and agencies integrate into their policy, legislation and program development processes 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. The active participation of, and the incorporation of input from, women’s and other equality-seeking organizations in the domestic and international public policy process. 5. Multilateral organizations adopting agreements, instruments and policies that advance the status of women. 6. Enhanced knowledge-base for public policy issues and their impact on women.
<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>	<ol style="list-style-type: none"> 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. The participation of women in decision-making in key institutions, and the incorporation of gender implications and the diversity of women’s perspectives in the policies and programs of these institutions.
<p>Departmental Effectiveness A service-oriented, results-based and efficient SWC.</p>	<ol style="list-style-type: none"> 10. Efficient, client-centred service delivery.

Section III: Departmental Performance

This Performance Report focuses on key initiatives undertaken by Status of Women Canada (SWC) that demonstrate the Department's progress towards the achievement of results for Canadians over the 2000-01 fiscal year.

Relative to other federal government departments, SWC's size is small, but its mandate — to champion gender mainstreaming, “co-ordinate policy with respect to the status of women and administer related programs” — is vast.

Much of our work is dependent on partnerships within government at the federal, provincial-territorial and international levels, with a variety of non-governmental organizations (NGOs), and with representatives from the private and academic sectors.

Given the range of issues that affect gender equality, the number of departments responsible for these issues, and the “culture change” to the policy-development environment that gender mainstreaming represents, SWC has been challenged to achieve visible and measurable outcomes.

As a reflection of our commitment to this approach to doing business, over the last year, SWC has placed a strong emphasis on its department-wide strategic planning process, to maximize results and achieve greater accountability to Canadians.

In 1999-2000, SWC began a review of its corporate strategic planning and accountability processes, as well as an evaluation of the challenges and opportunities facing the organization. This was an initial step toward developing its Strategic Plan. All employees provided input into this process. The approval to develop the Agenda for Gender Equality (AGE) was obtained during this reporting period. The AGE will become an integral part of SWC's strategic plan.

The Agenda builds upon the foundation of the *1995 Setting the Stage for the Next Century: The Federal Plan for Gender Equality*. SWC has been given the lead to develop an AGE, to guide the Government of Canada's future work on gender equality. As promoted in the government's Speech from the Throne in January 2001, results to be achieved under the Agenda should address persisting imbalances in specific priority areas, expand opportunities, and measurably improve the quality of life of Canadian women and their families.

The AGE provides the opportunity for SWC to continue to work in partnership with selected departments on targeted issues considered critical to advancing women's equality. This strategy will help accelerate the “engendering” of policy and program development, meaning that the realities of women and men are visibly reflected in government processes. It includes the enhanced development of gender-based analysis tools, training and other supports, including pilot projects, and performance and evaluation frameworks, to demonstrate how gender-based

analysis (GBA) can be introduced in a systematic fashion and effectively contribute to better policy outcomes.

Increased financial support to SWC is part of the Agenda and, in addition to GBA initiatives, will be used to support women's organizations and Canadians in participating in the development of public policy to assist the Government of Canada in meeting its gender equality objectives. Funds have also been allocated to continue to meet Canada's international commitments and sustain Canada's status as a global leader on equality issues. We believe that this will assist us all in setting priorities and using our limited resources more strategically.

As its strategic plan has evolved since the last reporting period, SWC has reported its key accomplishments under selected results expectations contained in its legal framework, with linkages to its 2000-01 Report on Plans and Priorities.

We hope that the information presented conveys SWC's contributions and challenges over this period. We invite comments and questions, however, via the attached Reader Feedback Form.

3.1 Strengthened and More Equitable Public Policy

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.

(in millions of dollars)

Planned Spending	\$ 7.7
<i>Total Authorities</i>	\$ 7.9

1999-2000 Actuals	\$ 7.6
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(Refer to the Financial Performance information provided in the Annex for further financial information.)

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 provided the lead and the vision for the implementation of the GBA policy as part of the Government of Canada's commitment, both domestically and internationally, to advance gender equality. SWC works collaboratively with departments and other interested parties, helping them strengthen their policy and program development capacity. In 1999, SWC

devised a six-component implementation strategy to ensure the systematic and efficient application of gender-based analysis across government.

The purpose of the strategy is as follows: to support SWC's overall mandate of promoting gender equality; to provide a consolidated planning process for GBA in government-wide activities; and to provide horizontal elements for a broad vision of GBA practice across departments.

The goals of the strategy are as follows: to promote a common understanding of concepts and best practices; to promote the use of common tools and indicators; and to help the Government of Canada achieve better policy and program outcomes that support gender equality.

For the development of the Agenda for Gender Equality, funding was allocated in 2000 to support the following strategy components: training; tool development; pilot projects; research/information/education/promotion; evaluation/performance measurement and co-ordination.

The strategy is based on principles of: partnerships; leadership by example; shared responsibility; and accountability. By supporting departments' efforts in building their gender-based analysis capacity, Status of Women Canada 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 and program design. Without a coherent approach, there is a risk of heightened public criticism of the Government of Canada, potential legal challenges and growing inequality in opportunities for all Canadians, if policies are not carefully designed to meet the real needs of both women and men.

In the short-term, new learning tools need to be developed to build the GBA capacity in departments. In this reporting period, SWC placed most of its efforts in developing and testing training products aimed at intermediate policy analysts. Clients taking the courses will be gaining a solid understanding of how to integrate gender-based analysis from the initial to the final stages of policy and program development. The training will be made available to departments to customize for and provide to their officials. This was done with Citizenship and Immigration Canada (CIC), which was the result of a successfully negotiated collaborative pilot project on capacity-building. CIC is undertaking an on-going evaluation of the participants' learning curve.

SWC also undertook activities pertaining to information dissemination and educational activities to help promote knowledge among stakeholders, both inside and outside government, of the mechanisms, concepts and tools of gender-based analysis. Activities included the following: organizing a GBA Fair for public servants; supporting an electronic interactive dialogue project with women's organizations to help debunk myths about GBA; collaborating with a university Women's Studies program to create a course curriculum for upper-level undergraduate and graduate students, transferable to other universities across Canada; and responding to public inquiries received via the Internet.

The long-term anticipated result is for these various stakeholders to move from an "awareness" stage to practicing gender-based analysis in all of their activities. The GBA Fair was a resounding success. Participants reported using the information gained to sensitize other

colleagues about the difference GBA can make to policy development. Evaluations of the processes undertaken for the other projects and the knowledge that the students gained are forthcoming.

A major challenge persists in demonstrating in concrete terms how gender differences are taken into consideration in the design of policies and programs. International experience in GBA shows that for best results, it should be introduced gradually, in a select number of policy areas, instead of being undertaken on a broad scale. Such an approach would provide the opportunity to monitor results more closely and compile best practices. SWC has adopted this approach and is anticipating results over the long-term.

RESULT EXPECTATION: Co-ordinated federal government action for the advancement of women in three policy priority areas: economic autonomy; violence against women; and human rights.

To ensure that the realities of women and men are visibly reflected in government policy and program design, SWC has consistently contributed to the development of public policy to advance women's economic autonomy and security. Largely due to child-bearing and other dependent care responsibilities, the lifetime work and income patterns of women and men are different. As a result, we must pay attention to the relationship between paid and unpaid work, especially dependent care. Some examples follow.

During this reporting period, we worked in partnership with other policy actors in three areas of ongoing importance. In past *Departmental Performance Reports*, we indicated how SWC worked to influence policy so that it would better recognize and compensate the dependent care work that families do. In this reporting period, these efforts have culminated in the coming-into-effect of expanded parental benefits, and reduced eligibility requirements for maternity and parental benefits. This will increase the number of women and men who have access to the program. The substantial income replacement benefits provided to a woman who must leave her employment to care for her new-born or newly adopted child allow her to maintain economic autonomy, to concentrate on her child's care and development in the critical first year, to share parental leave and to plan for a return to employment, according to her family's best interests.

SWC partnered with Statistics Canada in a study to evaluate the policy relevance and validity of the innovative collection of data on unpaid work in the 1996 Census. The 2001 Census of Population included questions on unpaid work related to the care of children and the elderly. This is another example of the effectiveness of the department's work. The information gained through the Census will be instrumental in future public policy development.

We are also pleased to report that a pilot project has now been established as a result of continuing work with other federal departments, and with provincial and territorial governments on Canada Pension Plan credit-splitting provisions. The pilot project is exploring a new model with potential to better ensure that pension credits built up during marriage are equitably shared

when the marriage ends. This helps to recognize the large unpaid contributions that many women make to their family's well-being.

Our efforts to improve women's economic autonomy and security have also been advanced in international fora. At the Beijing+5, the United Nations (UN) General Assembly Special Session *Women 2000: Gender Equality, Development and Peace for the 21st Century*, there was a possibility that previous agreements would be weakened. Despite this obstacle, we were able to maintain and reinforce agreements that recognize women's disproportionate share of unpaid work as being a challenge to women's economic equality. The agreements call upon governments to develop public policies that enable women and men to better share responsibilities, and to meet their care and income needs. Recent domestic policy developments, such as those mentioned above, which added to our credibility and expertise, enhanced our ability to influence negotiations.

SWC's contribution to eliminating violence against women focused on the issue of trafficking. Trafficking is a human-rights abuse resulting in the physical, sexual or economic exploitation of women, with devastating effects on the lives of the women who are its victims. While exact figures are difficult to determine, the UN estimates that four million persons worldwide are trafficked each year.

Trafficking involves some form of deception, coercion or force to exploit the trafficked persons after their arrival in a country. International studies have indicated that trafficking victims suffer extreme physical and mental abuse, including rape, torture, starvation, imprisonment, death threats and physical brutality. Trafficking in persons might include situations of legal entry into Canada. Even though the numbers of women trafficked in Canada cannot be confirmed at this point, the risk to the safety and well-being of those women is extremely serious.

As part of expanding its knowledge-base of information in this area, SWC initiated ground-breaking research (two research reports published and two soon to be released). SWC has also led an interdepartmental project that documented the state of federal policy and co-hosted a Policy Roundtable on trafficking, involving NGOs, academics and policy-makers from a number of federal partners. The research underscored the lack of federal strategy to address trafficking in persons and the need for an intersectoral approach.

To respond to this gap, as co-chair of an inter-departmental committee on trafficking and human smuggling, SWC brought the recommendations of the research to the attention of the Committee. In addition, SWC played a key role in the process that led to the following:

- in December 2000, Canada signed the *UN Convention Against Transnational Organized Crime* and the *Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children*; and
- as a complement to the above, the development of a new trafficking offence in the *Immigration and Refugee Protection Act*, tabled in the House of Commons on February 21,

2001, as Bill C-11, *An Act respecting immigration to Canada and the granting of refugee protection to persons who are displaced, persecuted or in danger*.

Additional information is reported on page 14.

Last year, SWC noted its support for a plain-language document targeted at policy makers and service providers on how alternative dispute resolution practices can be more sensitive to gender realities, including women's safety. The initiative led to the inclusion of gender equality concerns in the training provided to members of Circles of Support, an offender support program organized by Pastoral Care and the Correctional Service of Canada. Analysis and materials from the document were also used in the Strategic Planning process of certain Provincial Court Systems. This will undoubtedly have a positive impact on community life.

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.

SWC supported the work of many NGOs to increase their access to the policy development process. SWC facilitates interaction and information sharing among stakeholders, and plays a key role in identifying opportunities for timely and effective input into the policy development process. Examples of this work are as follows:

- Working for Women of Saskatoon Inc. conducted a study to determine the impact of social policy on the unpaid caregiving work of women on social assistance who have pre-school children. The study used the concepts of time poverty and financial poverty to assess the impact of both onerous policies, as well as supports, such as bus passes, good landlords and accessible childcare. Findings and policy-related recommendations have been presented to the provincial government and at several conferences.
- As a result of support provided to the Womenspace Association, highlighted in last year's Performance Report, the Association has gained representation on key federal government information and communications technology committees. As a member of Industry Canada's VolNet Advisory Committee and Chair of VolNet Advisory Committee's Program Delivery Committee, Womenspace is able to provide input on issues of access and content that affect women's potential use of federal government information and communications technology initiatives.
- SWC highlighted its support for *L'Association féminine d'éducation et d'action sociale* and its work to raise awareness of unpaid caregiving in the healthcare system. The group submitted a Declaration on this issue, supported by 52,000 signatures, to the provincial government. The Government of Quebec committed a significant portion of new monies to improve home care.

- In keeping with the government-wide priority of connecting Canadians, SWC undertook a pilot electronic roundtable. The roundtable was held in the spirit of citizen engagement to seek input from women's and other equality-seeking organizations, and it concerned a UN document to be negotiated at the June 2000 United National General Assembly Special Session in New York. Through the support that SWC provided, NGOs were also able to participate at the Special Session, both as members of the official delegation and as independent observers. This increased women's access to international policy development.

Examples of the Department's efforts to foster partnerships with key stakeholders for targeted institutional change in selected strategic policy areas are as follows:

- Last year, SWC highlighted its support for Saskatoon Communities for Children, an organization whose efforts to prevent the sexual exploitation of children resulted in the establishment of a provincial all-party Special Committee to Prevent Abuse and Exploitation Through the Sex Trade. This funding partnership has continued in 2000, with the recommendations of the all-party Special Committee resulting in the introduction of groundbreaking legislation, including 49 sweeping recommendations, to end the sexual exploitation of children.
- SWC was also instrumental in supporting initiatives that advanced the human rights of Aboriginal women. For example, Aboriginal women have expressed growing concerns that they should be able to determine their own identity, and that the *Indian Act* should not dictate it. An initiative that SWC funded on these issues in Nova Scotia assisted Aboriginal women in influencing the public policy process through a government and Aboriginal forum addressing self-government issues.

RESULT EXPECTATION: Multilateral organizations adopt agreements, instruments and policies that advance the status of women.

To advance Canadian gender objectives and experience in international fora, SWC led the government's preparation and participation in Beijing +5, the UN General Assembly Special Session *Women 2000*, held in June 2000. Canada played a key role in securing the adoption of a political declaration and outcome document.

Specifically, the document reaffirms that violence against women and girls constitutes a violation of their human rights. Canada's support contributed to the addition of new elements and commitments dealing with issues such as crimes committed in the name of honour and passion, racially and ethnically motivated crimes, acid attacks and marital rape. Canada's involvement also resulted in the adoption of detailed references to action against trafficking in women and girls that went beyond the 1995 Platform for Action.

SWC was also instrumental in securing the adoption of Canadian-led proposals addressing the needs of Aboriginal women in relation to decision-making, capacity-building, research,

education and training, and violence. These commitments have contributed to an international consensus on strategies to advance the status of Aboriginal women around the world.

As a result of SWC's leadership, Canada adopted an approach that integrated the human rights of trafficking victims with the need to criminalize trafficking. This integrated approach is evidenced in the final text of the *UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children*, supplementing the *UN Convention against Transnational Organized Crime*, which the UN General Assembly adopted in November 2000.

SWC was also actively involved in advancing Canadian foreign policy objectives on gender equality in various other international fora. Spearheaded by SWC, Canada played a leading role in drafting, negotiating and securing the hemispheric adoption of the *Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality*. The Program is a forward-looking and comprehensive program to guide governments of the hemisphere to further advance gender equality and women's human rights in their domestic and regional policies and programs.

Internationally, Canada has also been successful in promoting the integration of a gender perspective into the activities, policies and programs of various international fora. For example, the Department's efforts were instrumental in the adoption of a gender mainstreaming approach within the Organization for Economic Co-operation and Development (OECD), and a position was created to promote this practice. SWC was also responsible for Canada's contribution to the OECD Conference on "Gender Mainstreaming: Competitiveness and Growth" (Paris, November 23-24, 2000), which successfully reaffirmed the OECD's commitment and the importance of incorporating a gender perspective into the policy process.

3.2 A Broader Range of Informed and Effective Stakeholders

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

(in millions of dollars)	
Planned Spending	\$ 10.3
<i>Total Authorities</i>	<i>\$ 10.6</i>
1999-2000 Actuals	\$ 10.8

(Refer to the Financial Performance information provided in the Annex for further financial information.)

RESULTS EXPECTATIONS: Enhanced knowledge-base for public policy issues and their impact on women. Access to and use of enhanced knowledge-base on gender equality issues by stakeholders.

Efforts in this area were concentrated on generating informed public dialogue, enhancing the knowledge, skills and capacity of other departments to conduct GBA (refer to pages 8-9) and increasing the participation of Aboriginal women in the public policy dialogue. Examples are as follows:

Further work was done concerning SWC's commitment to develop gender equality indicators, in collaboration with Statistics Canada, to update the *Economic Gender Equality Indicators* Federal, Provincial and Territorial Status of Women Ministers first published in 1997. To increase awareness, Statistics Canada published the updated version in *Canadian Social Trends*, a periodical with a vastly larger readership than we would be able to reach. These indicators are useful in demonstrating the progress made, such as the positive impact that the personal income tax system, child benefits and pensions can have on gender equality. In light of the interest that the Gender Equality Indicators generated, SWC obtained the support of the Forum of the Federal, Provincial and Territorial Status of Women Ministers to develop indicators on violence against women. As well, SWC collaborated with Statistics Canada to produce *Women in Canada 2000: A Gender-based Statistical Report*, the fourth edition of one of the statistical agency's best-selling publications.

SWC's financial and technical support has allowed the *Fédération des femmes du Québec* to carry out a world-wide public awareness campaign on violence against women and poverty. The World March of Women 2000 united over 6,000 groups in 159 countries on these two issues. A variety of activities took place locally, nationally and internationally to attract public attention as well as to sensitize people to the root causes of violence and poverty, with solutions that can be

put forward to their governments. SWC's efforts within the federal government facilitated meetings between the World March Committee and Cabinet Ministers, as well as with the Prime Minister.

Within the government, there is an increasing recognition of the importance of policy research as a pre-requisite for good policy and planning. The accelerated pace of societal change makes research necessary to document trends and policy needs. The increasing diversity of the Canadian population provides further need for increased knowledge on which to base policies and programs. SWC contributed to the knowledge-base on women's realities and gender equality issues by publishing 14 reports in policy research related to its three priority areas: economic autonomy; violence against women; and human rights. These, as well as other publications and fact sheets, are available for download on SWC's Web site.

As part of the Department's focus on trafficking, two of the research reports on trafficking in Canada were released at the International Metropolis Conference in November 2000, where we hosted a workshop for community and academic researchers and policy makers. Metropolis is an international co-operative research project, which Canada initiated, designed to stimulate research on the effects of international migration on cities. These two studies have received considerable media attention, and SWC continues to receive requests for them from policy makers, NGOs and media, both nationally and internationally.

In the area of human rights, the Department focused its efforts on Aboriginal women. It worked collaboratively on an outreach initiative to promote gender-based research by Aboriginal researchers. A meeting of Aboriginal and non-Aboriginal researchers and key federal government partners, entitled *Exploring Gender-Based Research by Aboriginal Researchers*, was held to share experiences, identify a research agenda and consider collaborative actions that could support the research agenda. This first meeting provided networking opportunities and dialogue on the importance of the gender analysis of policies high on the government's agenda. Further opportunities to increase Aboriginal women's participation in policy development will be the focus in the Department's future work.

To ensure that all research reports are made widely available, SWC distributes each one to a diverse range of groups and individuals. They are also available on request. Once released, the research reports are used by the authors in workshops, lectures and interviews with the media; as material for university courses; for lobbying purposes, for general consciousness-raising activities; and for policy-making by provincial and federal departments.

Each month, there are approximately 3,000 hits to the Research publications Web page on the SWC Web site. Requests for the reports via SWC's Web site have more than doubled, from 58,604 in 1999 to over 140,000 in 2000. A university library representative wrote: "We find your reports very useful and heavily used by our patrons." A representative of a provincial women's ministry wrote that the research projects "provide valuable analytical tools for the development of public policy aimed at furthering women's economic equality." All sections of SWC's Web site receive steady traffic. Each month, 50,000 hits are made to our Web site, with the pages consulted including those on publications, key commemorative dates and other information services within SWC.

3.3 Departmental Effectiveness

A service-oriented, results-based and efficient SWC

(in millions of dollars)	
Planned Spending	\$ 1.6
<i>Total Authorities</i>	<i>\$ 1.8</i>
1999-2000 Actuals	\$ 1.8

(Refer to the Financial Performance information provided in the Annex for further financial information.)

RESULT EXPECTATION: to ensure a service-oriented, results-based and efficient Status of Women Canada.

In keeping with previous commitments to review SWC's corporate planning, reporting and accountability structure, the Department established a more participatory planning process, and the evolving strategic plan is elaborated in the 2001-2002 Report on Plans and Priorities. The Department also completed a draft corporate evaluation framework, including corporate performance indicators, which are being validated and tested. Due to emerging priorities, the in-depth environmental analysis was not undertaken.

In this reporting period, SWC's Women's Program completed and submitted to the Treasury Board Secretariat (TBS) its Results-based Management Accountability Framework and Risk-based Audit Framework. These frameworks will allow SWC's grants and contributions program to produce performance information on how the program is making a difference, and serve as guidelines for grants and contributions management and due diligence.

SWC is one of 21 federal government departments that implemented the Financial Information Strategy during 2000-2001. The many significant benefits expected to ensue from the Financial Information Strategy over the long term include improved analysis, better information for planning and decision-making, and timely reports.

In implementing the Department's information technology strategic plan, major information technology infrastructures have been put in place to significantly improve internal operations from a more technical/operational perspective during this reporting period. This was undertaken in consideration of the move of SWC's headquarter office to a new location.

A major review of its information management/information technology infrastructure has concluded that in order to achieve greater integration of its regional offices, to improve corporate

management of information, and meet the requirements of the Government On-line Initiative, the Department will begin to establish its business rules and develop recommendations for a Knowledge Information Management System.

In addition, workshops were conducted with all Directorates to raise awareness of information management principles, and to increase knowledge of handling corporate information and the importance of safeguarding corporate memory. Evaluation of these workshops demonstrated that the Department was successful in consistent interpretation of corporate management of information, as well as an increased understanding of staff accountability.

In response to the Public Service Employee Survey, a Task Force on Work Environment was established, and it provided its report and recommendations in the summer of 2000. Senior management reviewed it and identified priorities for action in three overarching areas: strategic planning process; human resources activities, including harassment and discrimination; and internal communications. Work is continuing to address the recommendations of the report. Some short-term issues have been addressed, while others are more complex and will take longer to implement.

Annex: Financial Information

Financial Performance Overview

For 2000-01, SWC's initial budget (i.e., Planned Spending¹) was set at \$19.6 million. It was revised to a total budget available for use (i.e., Total Authorities²) of \$20.3 million, representing a minor net increase of \$0.7 million (i.e., \$0.4 million resulting from the 1999-2000 eligible Operating budget carry forward and the remainder related to compensation for collective agreements).

The total budget available for use included a Grant budget, an Operating budget in support of the work of seven directorates and 16 regional offices, and an amount of \$2.0 million in 2000-01³ for the development of an Agenda for Gender Equality (AGE).

SWC's 2000-01 Actual Spending amount totaled \$20.2 million. The resulting variance of \$0.1 million (i.e., between the Total Authorities and Actual Spending) will be carried forward in 2001-02.

For 2000-01, the SWC Grant Vote was initially set at \$8.3 million. In light of the AGE funding,³ this budget was increased to \$9.3 million. This Grant Vote budget was entirely used in 2000-2001.

The financial tables appearing on the following pages provide further 2000-01 financial information.

Financial Summary Tables

The following financial tables apply to SWC:

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

¹ Planned Spending reflects figures as reported in SWC's 2000-2001 Report on Plans and Priorities (RP&P).

² Total Authorities (include Main Estimates, Supplementary Estimates and other Authorities) reflect figures reported in SWC's Public Accounts for 2000-2001.

³ AGE, in sum, represents a financial increase of \$2.0 million in 2000-2001, \$3.5 million in 2001-2002 and \$5.0 million in 2002-2003 and ongoing thereafter (including minor accommodation costs which will be transferred to Public Works and Government Services Canada). Allocation between votes (i.e., Operating Budget and Grants and Contributions) is set equally as confirmed in SWC's 2001-2002 RP&P. Refer to Departmental Performance, p. 7-8, for detailed information on AGE.

Summary of Voted Appropriations

(\$ millions)		2000-2001		
		Planned Spending ⁽¹⁾	Total Authorities ⁽²⁾	Actual
Status of Women Canada Office of the Co-ordinator				
125	Operating expenditures	9.3	9.8	9.7
130	Grants	9.3	9.3	9.3
(S)	Contributions to employee benefit plans	1.0	1.2	1.2
Total Department		19.6	20.3	20.2

¹ Figures for 2000-2001 are as those reported in SWC's 2000-2001 RP&P including the 2000-2001 adjustments to Planned Spending of \$2 million related to AGE funding. Allocation between votes (i.e., Operating Budget and Grants & Contributions) is set equally as confirmed in SWC's 2001-2002 RP&P.

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

Comparison of Total Planned Spending to Actual Spending*

(in millions of dollars)									
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	4.4	—	3.3	7.7	—	7.7	—	7.7
	<i>41.35</i>	<i>4.6</i>	—	<i>3.3</i>	<i>7.9</i>	—	<i>7.9</i>	—	<i>7.9</i>
	37.0	4.3	—	3.3	7.6	—	7.6	—	7.6
2. Informed and Effective Stakeholders	53.50	4.3	—	6.0	10.3	—	10.3	—	10.3
	<i>54.00</i>	<i>4.6</i>	—	<i>6.0</i>	<i>10.6</i>	—	<i>10.6</i>	—	<i>10.6</i>
	54.00	4.8	—	6.0	10.8	—	10.8	—	10.8
3. Departmental Effectiveness	16.00	1.6	—	—	1.6	—	1.6	—	1.6
	<i>16.50</i>	<i>1.8</i>	—	—	<i>1.8</i>	—	<i>1.8</i>	—	<i>1.8</i>
	16.50	1.8	—	—	1.8	—	1.8	—	1.8
Total Planned	110.85	10.3	—	9.3	19.6	—	19.6	—	19.6
<i>Total Authorities</i>	<i>111.85</i>	<i>11.0</i>	—	<i>9.3</i>	<i>20.3</i>	—	<i>20.3</i>	—	<i>20.3</i>
Total Actuals	107.50	10.9	—	9.3	20.2	—	20.2	—	20.2
Cost of services provided by other departments⁽⁴⁾									1.4
<i>Total Authorities</i>									<i>1.4</i>
Total Actuals									1.4
Net Cost of the Program									21.0
<i>Total Authorities</i>									<i>21.7</i>
Total Actuals									21.6

* 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. Planned expenditures include the \$2 million related to the AGE funding in 2000-01.

⁽²⁾ Refer to organizational Chart for Planned FTE's as reported in SWC's 2000-2001 P&P. Based on our records, 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 2000-2001 Planned Expenditures amount as presented in SWC's 2000-2001 RP&P.

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

Historical Comparison of Departmental Planned Spending versus Actual Spending

(in millions of dollars)	2000-2001				
	Actual 1998-99⁽¹⁾	Actual 1999-00⁽¹⁾	Planned Spending⁽²⁾	Total Authorities⁽²⁾	Actual
Promoting Gender Equality	17.6	20.9	19.6	20.3	20.2
Total	17.6	20.9	19.6	20.3	20.2

¹ The financial difference of \$3.3 million between the actual amounts reported in 1999-2000 in comparison to 1998-1999 is mainly attributable to expenditures in 1999-2000 related to SWC's role in Canada's preparation for and participation at Beijing +5, the United Nations General Assembly Special Session held in June 2000, for which SWC received \$3.2 million (1999-2000 Supplementary Estimates "B").

² Figures for 2000-2001 Planned Spending are as reported in SWC's 2000-2001 RP&P. Total 2000-2001 Authorities are Main Estimates plus Supplementary Estimates plus other Authorities. Refer to Financial Performance Overview for details.

Transfer Payments by Business Line

(in millions of dollars)	2000-2001				
	Actual 1998-99	Actual 1999-00	Planned Spending⁽¹⁾	Total Authorities⁽¹⁾	Actual
Promoting Gender Equality	8.3	8.3	9.3	9.3	9.3
Total	8.3	8.3	9.3	9.3	9.3

¹ Figures for 2000-2001 Planned Spending are as reported in SWC's 2000-2001 RP&P adjusted to reflect the 2000-2001 Planned Spending amount of \$1 million related to AGE funding. Total 2000-2001 Authorities are Main Estimates plus other Authorities. Refer to Financial Performance Overview for details.



Status of Women Canada

2000-2001 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 SWC's achievements
 To better understand the challenges faced by SWC
 To understand where efforts were concentrated
 To develop partnership plans with SWC
 Other (Please explain):
-

Thanks again! Please fax your completed Feedback Form to:
Donna McKeeby, Director, Executive and Information Services, Status of Women Canada
Fax no. (613) 943-0449