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**Status of Women  
Canada**  
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**1999-2000  
ESTIMATES**  
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***A Report on Plans and Priorities***

**Approved**

A handwritten signature in black ink, consisting of several loops and a long tail, positioned above a horizontal line.

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



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**Messages**  
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**A. Message from the Secretary of State (Status of Women)**

I am pleased to present the Status of Women Canada *Report on Plans and Priorities* for the 1999-2000 Estimates.

Status of Women Canada's mission is to promote gender equality and the full participation of all women in the economic, social, cultural and political life of the country. As we stand on the threshold of a new millennium, and as the challenges and opportunities of a new age draw near, never before has this mission been more profound. Indeed, without consideration of the concerns and contributions of half of the country's population, sustainable economic and social development in the 21<sup>st</sup> century are elusive goals.

The Government of Canada has an opportunity to respond effectively to a changing environment by guiding federal actions towards gender equality in a clear and comprehensive way. This *Report on Plans and Priorities* focuses on key areas that are strategically important to achieving this goal over the next three years. They have been identified as key because of a particular opportunity or need to act, and/or because Status of Women Canada can make a unique contribution or play a key role in achieving timely progress.

Since the 1960s, the participation of Canadian women in the paid workforce has almost doubled, yet their share of unpaid work such as caregiving and household duties has declined only marginally. Women's disproportionate responsibilities outside paid work are impeding their success and compromising their contribution to Canada's economic progress.

While Canada is recognized around the world as having taken critical steps towards ensuring that unpaid work is counted — most notably for including questions on unpaid work in the 1996 Census — further progress now depends on ensuring that it is valued, supported and more equitably shared. The policy implications of this information are not only key to women's economic autonomy, but to the development of strategies such as job creation and pensions that are critical to the well-being of today's families and society as a whole.

The emergence of the knowledge-based economy and society (KBES) presents tremendous opportunities for Canada, but it is not without its challenges. The rise in self-employment and non-standard work arrangements are changing the face of the labour market. While these new forms of employment have opened doors for women's increased participation in the workforce, they often consist of low-wage and non-unionized jobs with few or no benefits.

In the KBES, skilled human resources, particularly in the technical and scientific fields, are the key elements of growth. Unfortunately, women are significantly underrepresented in these areas throughout the country. The arrival of women in the business world over the last decade, however, has been exponential. Despite the fact that firms owned or operated by women are creating jobs at

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four times the rate of the average firm, women in micro-, small- and medium-sized businesses continue to face challenges to start-up, expansion and globalization of their operations.

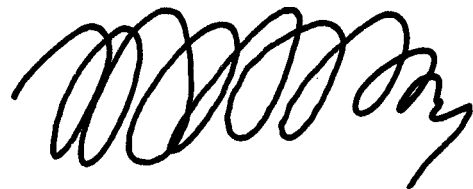
If Canada is to succeed in the KBES, it is the skills of our human resources, rather than material resources, that are the key source of competitive advantage. It is critical that a gender perspective be considered if we are to devise effective policy options that ensure that as many Canadian women and men as possible are participating, benefitting and contributing to the economy of the 21<sup>st</sup> century.

A gender perspective is equally critical to effectively meeting the challenges of the new century's social structures. Demographic shifts, such as an aging population and decreasing birth rate, as well as changing family structures and personal relationships, are just some of the harbingers of the social policy reform already underway. As predominant users and providers of health services, as primary providers of care, as contributors to the maintenance of a strong voluntary sector in their communities, women can and must have a pivotal role to play in the social policy renewal process, and the building of partnerships among governments in the social union.

Unfortunately, a new century does not necessarily herald a safer century. Statistics on violence against women and children have remained unacceptably high, creating a continued sense of fear and vulnerability in Canadian streets and in Canadian homes. The incorporation of gender-based analysis into the design of new and updated policies and legislation, and the achievement of tangible progress toward the goal of ending violence against women and children, both domestically and internationally, remains a priority.

From economic restructuring to the impact of new technologies, the increasingly complex challenges of the new millennium have already been felt. As we move into the next century, demographic, social, economic, technological and political change requires new responses by government. To successfully meet these challenges, Canada's public policy must continue to evolve so that the diversity of its human resource potential is fully realized.

Quite simply, achieving gender equality in the next century will not just improve the status of women — it will benefit all of society. Status of Women Canada will continue to work with its partners within and outside government — at the community, regional, national and international levels — to advance this timely goal and secure the foundation for our future as a nation.



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

## B. Management Representation Statement

### **Management Representation/Déclaration de la Direction Report on Plans and Priorities 1999-2000/ Un rapport sur les plans et les priorités 1999-2000**

I submit, for tabling in Parliament, the 1999-2000 Report on Plans and Priorities (RPP) for Status of Women Canada.

Je soumetts, en vue de son dépôt au Parlement, le Rapport sur les plans et les priorités de 1999-2000 de Condition féminine Canada.

To the best of my knowledge, the information:

À ma connaissance, les renseignements :

- Accurately portrays the department's mandate, plans, priorities, strategies and expected key results of the organization.
- Is consistent with the disclosure principles contained in the *Guidelines for Preparing a Report on Plans and Priorities (RPP)*.
- Is comprehensive and accurate.
- Is based on sound underlying departmental information and management systems.
- I am satisfied as to the quality assurance processes and procedures used for the RPP's production.

- décrivent fidèlement les mandat, plans, priorités, stratégies et résultats clés escomptés de l'organisation.
- sont conformes aux principes de divulgation de l'information énoncés dans les *Lignes directrices pour la préparation du Rapport sur les plans et les priorités (RPP)*.
- sont complets et exacts.
- sont fondés sur de bons systèmes d'information et de gestion sous-jacents.
- je suis satisfaite des méthodes et procédures d'assurance de la qualité qui ont été utilisées pour produire le RPP.

The Planning and Reporting Accountability Structure (PRAS) on which this document is based has been approved by Treasury Board Ministers and is the basis for accountability for the results achieved with the resources and authorities provided.

Les ministres du Conseil du Trésor ont approuvé la structure de planification, de rapport et de responsabilisation (SPRR) sur laquelle s'appuie le document et qui sert de fondement à la reddition de comptes sur les résultats obtenus au moyen des ressources et des pouvoirs fournis.

Name/Nom: \_\_\_\_\_

Date: \_\_\_\_\_

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## Section II: Departmental Overview

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### A. Mandate, Roles and Responsibilities

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**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)

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**Mission:**

Status of Women Canada promotes gender equality and the full participation of all women in the economic, social, cultural and political life of the country.

Gender equality means that women and men have equal conditions for realizing their full human rights and their potential to contribute to national political, economic, social and cultural development, and to benefit equally from the results. Treating women and men identically does not ensure equal outcomes, because women and men experience different living situations. Gender differences are embedded in our current social, economic, cultural and political systems. As a result, these systems support and reinforce women’s unequal status. This pattern is further affected by race, ethnicity, disability, age, sexual orientation, and other factors. To achieve true equality, actions must be taken that adjust for the differences in experiences and situations between women and men, and among women, and correct the systemic nature of inequality.

The primary responsibilities of the department are to:

- use the tools and information at its disposal to ensure that legislation, policies and programs advance women’s equality throughout the federal government;
- conduct gender-based analysis<sup>1</sup> of legislation, policies and programs, and recommend changes to ensure that government decisions are of benefit to all Canadians, women and men equally;
- promote the implementation of gender-based policy analysis throughout the federal government;
- promote and monitor the progress of the status of women throughout the country;
- fund policy research and integrate the research findings into the policy development process;
- provide financial and technical assistance to women’s and other voluntary organizations at

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<sup>1</sup> For more information on gender-based analysis, see Appendix I.

community, regional and national levels, to support actions which advance gender equality; and

- collaborate with provincial and territorial governments, international organizations and other countries, women's organizations, and other stakeholders, to advance gender equality.

## **B. Objective**

The objective of the department is to promote equality of women in all spheres of Canadian life.

## **C. Operating Environment**

### ***Challenges***

#### **➤ *Overview***

Over the past century, much progress has been made towards gender equality. The efforts of individuals, governments and non-governmental organizations have enabled Canada to reap many social and economic rewards. Women and women's organizations, in particular, have been instrumental to progress that benefits all Canadians.

Despite the progress, however, sizeable and persistent gender gaps remain. The complex and rapid changes to Canadian society brought on by increasing global economic integration provide further challenges to achieving gender equality. As Canada moves into the next century, demographic, social, economic, technological and political change at national and international levels will require new responses by governments, including renewed partnerships among governments, communities and stakeholders.

#### **➤ *The World of Work***

On the surface, progress towards equality in the paid workplace is occurring. Women's participation rate is increasing while men's participation rate is declining. Women now represent almost half the paid labour force, but women also continue to perform the majority of unpaid work, making their total workload higher than men's. On average, they work an extra half-hour a day, adding up to five weeks per year. Women are the major earners in 25% of families and women-led firms are now creating more jobs than the largest 100 companies combined. On average, between 1986 and 1995, gender gaps in earnings and income narrowed. Total after-tax income for women rose from 52% of men's after-tax income to 60%. Well-educated women with few family responsibilities, for example, are closing the gap with men in similar circumstances.

However, not all women are gaining ground — an important consideration for policy-makers. Mothers with full-time employment, a spouse and a young child, for example, had a larger share of both paid work and child-oriented unpaid work in 1992 than in 1986. In addition, women who face additional barriers based on factors such as race, age, Aboriginal status, sexual orientation and disability, have work and income patterns that do not compare favourably to the average.

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Generally, women still earn less everywhere. Female-dominated occupations such as secretaries, cashiers and child-care workers are still among the lowest paid. Moreover, women have more difficulty than men moving out of low-income jobs over time, a problem most severe among lone-parents. The changing nature of work will continue to present challenges for women, men and their families in the future.

➤ **Education and Training**

Women have made major gains in education. They have increased their representation among university graduates in both female-dominated (60% women) and male-dominated (60% men) disciplines. The graduation rates of several major disciplines such as agriculture, medicine and law have become gender neutral.

Still, much work remains. Women only account for about 28% of university students in mathematics and sciences and for 18% of students in engineering and applied sciences. Women also tend to invest more of their own resources in job-related training than men but receive less support from employers.

➤ **Health and Well-being**

Female life expectancy in Canada remains high, but this positive indicator is offset by other realities: violence against women and the increasing care needs of an aging population. Together, these issues challenge individuals, families, communities and governments.

Gender-based violence permeates society. One in two Canadian women have experienced at least one incident of physical or sexual violence as defined under the *Criminal Code*. This violence has serious implications for the safety, health, economic security and public participation of women and their children over the long-term.

An aging population also presents challenges related to caregiving and disability. Disability at all ages affects women and men differently. Women's longer life span means they often spend their relatively healthy senior years caring for an older spouse/partner. Following the death of their spouse/partner, women face advanced age and increasing disability alone.

**Internal Challenges**

Demand for services has increased substantially. These services include policy advice and analysis, assistance to other departments on gender-based analysis, information services to the public and government, financial and technical assistance to stakeholders and international obligations. An increased awareness of gender-based analysis and gender "mainstreaming" within Canada and around the world has generated more demand for Status of Women Canada to share information, knowledge, tools and resources.

International responsibilities related to gender equality have grown, and an increased emphasis on international governance means greater emphasis on implementing and reporting on international commitments. The Special Session of the United Nations General Assembly entitled Women 2000 (known as Beijing +5) to review and appraise implementation of the commitments made at

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the Fourth United Nations World Conference on Women, Beijing 1995, combined with a number of other high-level international events on gender, put a spotlight on progress in Canada to fulfill its commitments on gender equality. There is mounting pressure for Canadian action at the domestic and international levels, from Canadian non-governmental organizations, provinces, other countries and within international organizations.

## D. Resource Plans and Financial Tables

### Financial Spending Plan

(\$ millions)	Planned Expenditures 1998-1999 <sup>1</sup>	<b>Planned Expenditures 1999-2000<sup>2</sup></b>	Planned Expenditures 2000-2001 <sup>2</sup>	Planned Expenditures 2001-2002 <sup>2</sup>
Gross Planned Expenditures	17.4	<b>17.1</b>	17.0	17.0
Less Revenue to the Vote	—	—	—	—
<b>Net Planned Expenditures</b>	17.4	<b>17.1</b>	17.0	17.0
Less Revenue Credited to the Consolidated Revenue Fund	—	—	—	—
<b>Plus Cost of Services Provided by other Departments</b>	1.2	<b>1.4</b>	1.4	1.4
<b>Net Cost of the Department</b>	<b>18.6</b>	<b>18.5</b>	<b>18.4</b>	<b>18.4</b>

<sup>1</sup> Planned expenditures for 1998-1999 include Supplementary Estimate "B" in the amount of \$.4 million (in comparison to the planned expenditures amount reflected in the Report on Plans and Priorities (RPP) for 1998-1999.

<sup>2</sup> Planned expenditures for 1999-2000 to 2001-2002 include only collective agreements signed up to the end of September 1998 (\$.1 million yearly).

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## Section III: Plans, Priorities and Strategies

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### A. Summary of Key Priorities, Plans and Strategies

Status of Women Canada has adopted one business line synonymous with its mission:

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

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

1. *Equitable public policy*: To promote and contribute to strengthened and more equitable public policy through policies, research, legislation, programs and services that take into account gender implications, the diversity of women’s perspective and the reality of women’s lives.
2. *Informed and effective stakeholders*: To support a wider range of informed and effective stakeholders working actively for gender equality, including organizations and institutions in the public, private and non-profit sectors.
3. *Departmental effectiveness*: To ensure a service-oriented, results-based and efficient Status of Women Canada.

The following **priorities**, which provide a broad, longer-term framework for all aspects of the department’s work, will continue to guide the substantive work of the department in all service lines:

- improving women’s economic autonomy;
- eliminating systemic violence against women and children; and
- advancing women’s human rights.

Within these priorities, specific strategies over the next three years will focus on five **key areas**. These issue areas have been chosen for special attention over the short term because they are strategically important to advancing gender equality, and there is a particular opportunity or need at this point in the evolution of the issue that makes it timely to act, and/or because Status of Women Canada is situated to make a unique contribution and/or play a key role in achieving progress.

#### 1. Unpaid (non-market) Work

The 1992 Statistics Canada time-use survey found that 65.6% of unpaid household work — which includes child rearing, care giving and housekeeping — is undertaken by women. This work, although essential to the functioning of the economy, is not widely recognized as valuable economic activity. Women’s share of this unpaid work has declined only marginally

since the 1960s, despite a near doubling of their participation in the paid labour force participation. Therefore, despite income and earning gains for women, they are still much more likely than men to have low incomes and to experience time pressures.

This is an important and growing area of international research and policy development. As a result of sustained work by Statistics Canada, Status of Women Canada, and other stakeholders within and outside government, there has been considerable progress in measuring and valuing unpaid work, making Canada an international leader in this field. This has laid the groundwork for the next steps: developing better knowledge and understanding of the policy implications of this information. For example, understanding changes that are occurring in the patterns of both paid and unpaid work could lead to more effective job creation strategies or employment policies, pensions, benefits and social services that better meet the needs of today's families.

Work by Status of Women Canada in this area will focus on dependent care and the time/income demands of low-income populations.

## **2. Paid Work and Employment**

Changes in both the nature of work, and the location and structure of the workplace, resulting from globalization, downsizing, restructuring and technological innovation, have important implications for women's economic autonomy. The labour market of the knowledge-based economy and society (KBES) is increasingly characterised by non-standard forms of work including: self-employment, part-time employment and contract work and work at home for pay. These forms of work often consist of low-wage and non-unionized jobs, with few or no benefits, such as pensions, drug and dental plans, maternity, sick, vacation and family leave provisions. Reduced public spending on social services, such as child care and educational support, has affected women's participation in the labour market.

Canada now has the highest share of self-employed women in the labour force, compared to other members of the Organisation for Economic Cooperation and Development (OECD). However, on average, self-employed women earn half the income of self-employed men, and many work part-time to accommodate family responsibilities. There is growing recognition that self-employed women are a heterogeneous group, consisting of both micro-enterprises and small and medium-sized firms (SMEs), and that each of these groups faces different barriers to start-up, expansion and 'globalizing' their operations.

There are concerns about women's access to technology, and jobs in knowledge-intensive growth sectors of the economy where wages tend to be higher. This is the result of a multitude of barriers, including: a lack of relevant skills and time pressures related to balancing paid work and family responsibilities.

In the area of paid work, Status of Women Canada will focus on the scope and nature of self-employment and alternative forms of employment (e.g. work at home for pay); implications for productivity of balancing paid and unpaid/non-market work; access to technology, particularly the use of, and participation in, the Information Highway and the development of new industries employing women (e.g. call centre industry); access to capital or credit; skills

development through lifelong learning; employment policies that support family responsibilities; and access to export markets.

### **3. Social Policy Reform**

Virtually all of the sectors affected by social policy reform (e.g., disability, child development, health, public pension) have a significant impact on gender equality. As predominant users and providers of health services, women will be significantly affected by the restructuring of the health care system. Because women are disproportionately poor, with the highest poverty incidence among lone mothers, any changes to the social safety net will be of consequence to them. As primary providers of care, women have a stake in policies related to child care and development, as well as caregiving for the elderly, the disabled, and the chronically ill. Because women, more often than not, withdraw from the paid labour force to provide care, the public pension system is essential. With the aging of the population, these issues have become more prominent in the public policy agenda.

As the role of governments are re-defined in building the social union, it will be crucial to ensure that gender considerations are incorporated into social policy reform. As contributors to the maintenance of a strong voluntary sector in their communities, women also have an important part in the building and renewal of partnerships among governments, and the private and voluntary sectors that are a key element of social policy renewal.

### **4. Systemic Violence Against Women and Children**

Violence against women remains a persistent fact in Canada. Not only is the prevalence of violence against women unacceptably high, it has also created a sense of fear and vulnerability. A Statistics Canada study found that 42% of women aged 15 and over felt unsafe walking in their own neighbourhood after dark. Women who witnessed abuse as a child is one of the strongest predictors of vulnerability to wife assault (Statistics Canada, 1998). Girls are at a higher risk of sexual and physical abuse and neglect than boys.

Initiatives in a number of areas, such as crime prevention, Family Violence Initiative, criminal code reform, commercial sexual exploitation of children and trafficking of women and children, provide an opportunity to move forward in tangible ways to the goal of ending violence against women, both domestically and internationally. Canada is recognized as an international leader in this area. The incorporation of gender-based analysis into the design of new or updated policies and legislation related to violence against women and children remains a high priority.

### **5. Changing Personal Relationships**

Over the past two decades, Canadian society has begun to acknowledge the need to address the issue of sexual orientation as a ground for discrimination under law, as well as the matter of consequential access to benefits and obligations by same-sex partners.

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Altering the way in which these derivative benefits are paid to partners of employees will, no doubt, have an enormous impact on women. This will not be confined to the same-sex partners of gay employees, but also to heterosexual individuals as well. For example, the entire survivors' benefits structure was established to assist in alleviating economic hardship on widows and orphans due to the loss of earnings through death of the sole or primary wage earner. Because women are more likely now to be employed outside the home, changes to this system may well involve removal or significant alteration to these survivors' benefits.

The following table summarizes the key strategies for the next three years, under each of the service lines. The table places the strategies in the context of the longer-term key results (these were explained in more detail in the department's *Planning Reporting and Accountability Structure*, September 1997).

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### Key Results and Strategies for Service Line 1: Equitable Public Policy

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#### Key Results

(long term)

1. Systematic and consistent application of gender-based analysis in the policy, legislation and program development process at initial and subsequent stages by federal departments and agencies by the year 2002.
2. Coordinated federal government action for the advancement of women.
3. Federal-provincial/territorial policies and initiatives which demonstrate the principle of gender equality in areas of strategic importance to women.
4. Active participation of, and incorporation of, input from women's and other equality-seeking organizations in the domestic and international public policy process.
5. Adoption by multilateral organizations of agreements, instruments and policies which advance the status of women.
6. Enhanced knowledge base for public policy issues and their impact on women.

#### Key Strategies

(1-3 years)

- provide gender analysis advice on a range of federal policies and programs, by identifying trends and gaps;
- work in partnership with other departments in the development of policy initiatives and options, and in advancing the implementation of gender-based analysis throughout the federal government;
- provide tools, training modules and advice to other federal departments to encourage them to incorporate gender-based analysis into all their policy and program development;
- monitor, analyze and advance ongoing implementation of *The Federal Plan for Gender Equality*, the *Platform for Action*, the *Forward-looking Strategies*, and other international commitments on gender equality;
- promote the mainstreaming of gender considerations in federal-provincial/territorial initiatives related to the five key areas;



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## Key Results and Strategies for Service Line 1: Equitable Public Policy

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- fund and disseminate gender-based policy research on selected policy issues;
  - facilitate the involvement of women's and other equality-seeking organizations in the public policy process;
  - contribute to international research and the development of Canadian positions on key gender equality issues; and
  - promote the adoption of policies of gender mainstreaming and the use of gender analysis throughout the work of multilateral organizations, and represent Canada in the negotiation and adoption of international agreements related to gender equality.
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## Key Results and Strategies for Service Line 2: Informed and Effective Stakeholders

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### **Key Results**

(long term)

7. Access to, and use of, enhanced knowledge base on gender equality by stakeholders.
8. Public awareness and action on gender equality in various communities and on specific issues.
9. Participation of women in decision-making in key institutions, and incorporation of gender implications and the diversity of women's perspectives in the policies and programs of these institutions.

### **Key Strategies**

(1-3 years)

- provide funding and technical assistance to women's and other equality-seeking groups for initiatives to:
    - ⇒ increase public understanding in order to encourage action on women's equality issues;
    - ⇒ promote policies and programs within key institutions that take account of gender implications, the diversity of women's perspectives and enable women to take part in decision-making processes;
  - greater collaboration between decision makers and women's and other equality-seeking organizations; and
  - enhance communication and information activities to provide greater information to stakeholders, and to focus strategically on mainstream audiences beyond women's and other equality-seeking groups.
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## Key Results and Strategies for Service Line 3: Departmental Effectiveness

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### **Key Results**

(long term)

10. Efficient, client-centred service delivery.

### **Key Strategies**

(1-3 years)

- develop and implement the remaining elements of the evaluation frameworks for the Women's Program;
- begin consultations with key stakeholders regarding the performance framework for the Policy Research Fund and continue appropriate data collection related to the Policy Research Fund as identified in the evaluation framework;
- develop performance indicators for assessing the impact of its efforts to provide Canadians with strengthened and more equitable public policy, through the application of gender-based analysis to public policies, legislation, programs and services; and
- develop an evaluation framework to assess client satisfaction with library services.

## B. Details by Service Line

### 1. Equitable Public Policy

#### Planned Spending

##### (Service Line 1)

(\$ millions)	Planned Expenditures 1998-1999 <sup>1</sup>	<b>Planned Expenditures 1999-2000<sup>2</sup></b>	Planned Expenditures 2000-2001 <sup>2</sup>	Planned Expenditures 2001-2002 <sup>2</sup>
<b>Planned Expenditures<sup>3</sup></b>	6.5	<b>6.8</b>	6.8	6.8

<sup>1</sup> The 1998-1999 planned expenditures for Service Line 1 reflect an increase of \$.2 million (in comparison to the 1998-1999 RPP); in total, planned expenditures for 1998-1999 include Supplementary Estimate "B" in the amount of \$.4 million

<sup>2</sup> Planned expenditures for 1999-2000 to 2001-2002 include only collective agreements signed up to the end of September 1998 (\$.1 million yearly).

<sup>3</sup> Planned expenditures may differ from amounts reflected in the 1998-1999 RPP as a result of the reallocation of some of the planned expenditures to a more appropriate Service Line. Planned expenditures are forecast for this specific service line in consideration of Status of Women Canada's PRAS; resources may overlap to more than one service line.

#### Objective

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

#### External Factors Influencing the Service Line

- a) Economic indicators of the situation of women and men in Canada demonstrate mixed progress. Overall, women's earnings and incomes compared to men are improving, but women's after-tax income is still significantly behind (60% in 1995). Women's total workload (paid and unpaid) continues to be higher than men's. The conflicting demands of unpaid and paid work create a greater strain on women than on men, especially in households with pre-school children. Women are a disproportionate number of adults living in poverty, particularly lone mothers, and their children often bear the brunt of this inequality.
- b) In 1993, Statistics Canada's Violence Against Women Survey found that 51% of women in Canada had experienced violence, as defined under the *Criminal Code*. Three in ten currently or previously married women have experienced at least one incident of physical or sexual violence at the hands of a marital partner. More recent Statistics Canada data reveal that in 1996, 89% of reported spousal assaults were against women. In the same year, approximately 80% of victims of criminal harassment and stalking were women. In 1997, four out of every

five victims of spousal homicide were women. The issue of trafficking of women and children within Canada is quickly emerging as a serious problem for the safety, security and human rights of some of the most vulnerable women in our society.

- c) There are significant differences among women and men, on account of age, family status, disability(ies), Aboriginal status, ethno-cultural characteristics, immigrant status and sexual orientation. Despite the existence of the *Canadian Charter of Rights and Freedoms* and other laws prohibiting discrimination, many women and men still experience infringements of their human rights, and face additional barriers on account of their background and personal characteristics. Recent challenges to Canada’s human rights record under United Nations treaties are drawing attention to gender equality gaps in social and economic policies.
- d) The horizontal policy mandate of Status of Women Canada means that the department provides leadership on policy issues that are key to gender equality, actively contributes to high-priority government policies led by other departments, and maintains a vigilant “watching brief” on other issues to ensure gender-sensitive approaches are adopted. However, the results of these activities often reflect a synthesis of many departmental perspectives, not just those of a single department or agency. Status of Women Canada has served as a model for interdepartmental initiatives, such as the Federal Disability Strategy.
- e) Many issues on the federal government’s agenda require federal-provincial/territorial co-operation. Constitutional responsibility for many areas of critical importance to women, such as education, health and social services, fall under provincial jurisdiction. Shared constitutional responsibility for other important areas, such as the criminal justice system, marriage and family law, necessitate close federal-provincial/territorial cooperation and must also take into account women’s needs and perspectives.
- f) Women’s and other organizations actively contributed to Canada’s participation in the Fourth World Conference on Women, Beijing 1995, and are advocating and promoting the implementation in Canada of commitments made internationally, as well as in *The Federal Plan for Gender Equality*. This level of interest is expected to rise, with the Special Session of the United Nations General Assembly entitled Women 2000 (known as Beijing+5) in June 2000 to review progress in implementing commitments made at the International Conference on Population Development, the World Summit on Social Development and the Fourth World Conference on Women. Consultations were organized during 1996 by Status of Women Canada, and hosted by the Secretary of State (Status of Women), with a wide range of women’s and other organizations. These consultations, together with numerous briefs, letters and presentations to the Secretary of State (Status of Women), indicate a high level of interest in women’s equality.

## Key Plans and Strategies

Strategies are elaborated for each of the Key Result Areas, which the department has identified in its *Planning, Reporting and Accountability Structure*.

1. **Application of gender-based analysis** in policy, legislation and program development by federal departments.

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- a) Provide policy analysis and advice which promotes the inclusion of gender considerations in the development of key federal policies. This strategy includes promoting the development and use of appropriate statistical indicators, undertaking policy research, identifying emerging issues, developing policy models, frameworks and options, and providing analysis and advice to the Secretary of State (Status of Women), other federal departments and Parliamentary Committees. Specific initiatives over the next three years will include:
- i. providing policy research and input on the linkages between paid and unpaid work (non-market work) into the development of relevant federal policies (e.g., Canada Pension Plan, Employment Insurance);
  - ii. promoting gender considerations in policy sectors related to social policy reform (aging, disability, child care and development, health, voluntary sector);
  - iii. developing policy options for addressing labour market issues within the context of the knowledge-based economy and society;
  - iv. providing input into the development of legislation that are important to gender equality (e.g., immigration legislative review; *Canadian Human Rights Act*); and
  - v. providing policy research and policy options to better understand and address the issues of trafficking of women, the impact of the Canadian Tax System on women, as well as the implications for women in lesbian relationships of recent policy changes regarding sexual orientation.
- b) Encourage and assist other federal departments and agencies to set up their own processes to ensure gender-based analysis is incorporated into all of their policy and program development. This is an ongoing, longer-term initiative of the department that has positive ramifications for government activities, both domestically and internationally. Specific elements over the next three years will include:
- i. working with departments to create action plans to integrate gender-based analysis into their work;
  - ii. developing training modules on gender-based analysis for departments;
  - iii. establishing indicators which will help departments assess their progress in integrating gender-based analysis;
  - iv. continuing to encourage and advise departments in the use of *Gender-Based Analysis: A guide for policy-making*;
  - v. building a resource library on gender-based analysis and developing further reference materials and tools for the use of departments, and encouraging them to develop and use their own sectoral tools for gender-based analysis; and
  - vi. establishing appropriate interdepartmental mechanisms to advance the implementation of gender-based analysis within the federal government.
- c) Provide funding and technical assistance to women's and other equality-seeking organizations to incorporate gender-based analysis into their public policy and institutional change initiatives.

2. **Coordinated federal government action** for the advancement of women.

- a) Promote partnerships at national and regional levels with other departments to advance key policy issues bilaterally or through inter-departmental committees and similar initiatives. This includes incorporating gender-based analysis both in terms of the content of the policy and in ensuring the use of language which reflects concepts of equality. While work with other departments is an ongoing strategy of Status of Women Canada in this area, the following are the specific emphasis and initiatives over the next three years:

<b>Work with:</b>	<b>to address:</b>
○ Statistics Canada	○ unpaid work (data analysis, inclusion in 2001 Census).
○ Statistics Canada, Human Resources Development Canada, Health Canada	○ follow-up to joint symposium on gender equality indicators.
○ Human Resources Development Canada, Health Canada, Finance, Statistics Canada	○ research and analysis concerning the policy implications of unpaid (non-market) work, as it relates to pensions, home care, aging society, employment and child poverty.
○ Industry Canada, Canadian Heritage, Human Resources Development Canada, Canadian International Development Agency	○ women's access to / impact of Internet and new technologies.
○ Citizenship and Immigration Canada and other departments	○ immigration policy and legislative review.
○ Department of Foreign Affairs and International Trade, Industry Canada and other departments	○ increasing the export potential of women entrepreneurs.
○ Citizenship and Immigration Canada, Department of Foreign Affairs and International Trade, Canadian Heritage, Justice Canada and other departments	○ trafficking of women and children.

Work with:	to address:
<ul style="list-style-type: none"> <li>○ Health Canada, Human Resources Development Canada and other departments</li> <li>○ Justice Canada, Correction Services Canada and other departments</li> <li>○ Finance Canada, Justice Canada, Human Resources Development Canada and other departments</li> <li>○ Policy Research Secretariat</li> <li>○ Department of Foreign Affairs and International Trade, Canadian International Development Agency, Justice Canada, Health Canada, Environment Canada, Transport Canada, Industry Canada, Human Resources Development Canada and other departments</li> <li>○ Human Resources Development Canada and other departments</li> <li>○ Indian Affairs and Northern Development initiatives affecting Aboriginal peoples.</li> <li>○ Citizenship and Immigration Canada, various departments, Metropolis project</li> <li>○ Various departments</li> </ul>	<ul style="list-style-type: none"> <li>○ National Children's Agenda (child poverty, child care, etc.).</li> <li>○ the review of the <i>Canadian Human Rights Act</i>, family law reform, crime prevention initiatives, <i>Criminal Code</i> reform and implementation of recommendations regarding federally-sentenced women.</li> <li>○ benefits and obligations which reflect the changing personal relationships.</li> <li>○ inclusion of gender considerations in government-wide research agenda.</li> <li>○ the promotion of the advancement of gender perspectives in multilateral organizations; and</li> <li>○ monitor and analyze implementation of commitments.</li> <li>○ a coordinated federal approach to providing assistance to women leaving abusive relationships.</li> <li>○ inclusion of gender considerations in initiatives affecting Aboriginal peoples</li> <li>○ inclusion of gender considerations in research agenda involving various departments regarding immigration and integration issues.</li> <li>○ Family Violence Initiative Strategy.</li> </ul>



b) Strengthen the national interdepartmental committee at an executive and working level to promote gender equality, and maintain *Table interministérielle* in Quebec as a forum to promote coordinated federal action at a regional level.

c) Monitor, analyze and advance ongoing implementation of *The Federal Plan for Gender Equality*, the *Platform for Action*, the *Forward-looking Strategies*, the *Convention for the Elimination of All Forms of Discrimination Against Women*, and other international commitments of concern to women. This is a continuing responsibility of Status of Women Canada.

3. **Federal-provincial/territorial policies and initiatives** which demonstrate the principles of gender equality in areas of strategic importance to women.

a) Work through the status of women federal-provincial/territorial forum, and with other federal departments, to ensure the inclusion of gender equality considerations in a number of policy areas, including:

- i. social policy reform;
- ii. violence; and
- iii. knowledge-based economy and society (KBES).

b) Distribute policy research papers which provide gender-based analysis of the relationship between the changing role of the state, women's paid and unpaid work, and women's vulnerability to poverty as well as papers which examine the integration of diversity into policy research development and analysis. These papers were funded through Status of Women Canada's Policy Research Fund which supports independent, nationally-relevant forward-thinking policy research on gender equality issues.

c) Promote the use of the gender equality indicators developed through the status of women federal-provincial/territorial forum.

4. Active participation of, and **incorporation of, input from women's and other equality-seeking organizations** in the domestic and international public policy process.

a) Provide funding and technical assistance to women's and other equality-seeking groups to take part in the public policy process. This is an ongoing strategy of the department, but particular emphasis over the next three years will be placed on supporting work related to the department's priorities and five key areas.

b) Inform national, regional and local women's organizations regarding opportunities to input into the public policy process. This is an ongoing responsibility, but again, particular emphasis will be placed on public policy processes related to the department's priorities and key issues.

c) Engage women's organizations in constructive dialogue and relationship building.

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- d) Involve women's and other organizations in activities related to Canada's reports on the implementation of the *Platform for Action*, the *Forward-looking Strategies*, the *Convention for the Elimination of All Forms of Discrimination Against Women*, the Programs of Action of the International Conference on Population Development, the World Summit on Social Development and other international commitments, as well as Canada's participation at the United Nations Commission on the Status of Women and the Special Session of the United Nations General Assembly entitled Women 2000 in June 2000.
  - e) Facilitate the informed, effective participation and contribution of women's and other organizations in international fora, particularly the Special Session of the United Nations General Assembly entitled Women 2000 in June 2000 on gender equality, and in the development of Canadian positions on international policy issues.
5. Adoption by **multilateral organizations** of agreements, instruments and policies which advance the status of women.
- a) Promote the adoption of policies of gender mainstreaming and the use of gender analysis throughout the work of multilateral organizations, including the United Nations, Asia-Pacific Economic Cooperation, the Organization of American States, the Commonwealth, the Organisation for Economic Co-operation and Development (OECD), La Francophonie, and other forums.
  - b) Represent Canada and maintain Canada's respected leadership role in negotiation, adoption and implementation of international agreements related to gender equality, and on gender equality issues in general.
  - c) Work towards the adoption of a strong and effective Optional Protocol to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).
  - d) Work to ensure that Canadian preparations for the five-year review sessions of progress in implementing commitments made at the World Conference on Population Development, the World Summit on Social Development and the Fourth United Nations World Conference on Women (Beijing 1995), give high priority to issues of concern to women.
  - e) Continue to take an international leadership role on the elimination of violence against women, including the development of policy options for a Canadian position on the elimination of trafficking in women and children.
  - f) Work to advance the export potential of women entrepreneurs.
  - g) Contribute to international research on various issues, including women's economic contribution; women and SMEs; paid and unpaid work; women and human resource development; older persons; violence against women; and women in science and technology.

6. **Enhanced knowledge base** for public policy issues and their impact on women.
  - a) Identify and promote analysis of emerging public policy issues of concern to women. This is a continuing strategy of the department, and one which is focused on the long-term. By definition, identifying *emerging* policy issues requires going beyond those priorities which have already been placed on the department's agenda.
  - b) Fund and disseminate policy research papers on the issues identified by the Policy Research Fund's external committee. This small non-governmental committee, selected through nominations from constituents, plays a key role in identifying priorities, selecting proposals to be funded and assessing the final research products. A series of papers related to poverty, custody and access, unpaid work, diversity, the impact of the tax system, trafficking in women and other policy issues were selected for support through the Policy Research Fund. Other policy research themes will be developed as knowledge gaps are identified.
  - c) Fund community-based action research initiatives on public policy issues in the department's priority areas of violence against women, women's economic autonomy, and women's human rights.
  - d) Promote inclusion of questions on unpaid work in the 2001 Census questionnaire.
  - e) Collaborate with the Policy Research Secretariat to promote gender-based research across federal departments.

### Expected Results

- a) Policy and legislative changes which reflect gender considerations in areas where Status of Women Canada has focused its attention, as indicated above.
- b) Development of action plans by other departments for the implementation of gender-based analysis in their policy development; existence and use by departments of training modules, indicators and other reference materials and tools on gender-based analysis.
- c) Implementation by federal departments of their commitments in *The Federal Plan for Gender Equality* is an indicator of the performance of other departments.
- d) Production of policy research papers on key policy issues identified above. Demand for, and use of, policy research papers funded and distributed by Status of Women Canada, including those previously produced (e.g., access to justice, unpaid work).
- e) Inclusion of gender considerations in federal-provincial/territorial policies, frameworks, principles, reports, positions and resolutions.
- f) Use of gender equality indicators by federal departments, provincial governments and non-governmental groups.

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- g) Use of gender neutral and/or women positive language in the announcements and other communications materials of other federal departments and agencies.
- h) Continued or increased participation of women's organizations in international fora on issues of strategic importance to women.
- i) Continued or increased participation of women's organizations in round tables and other policy events sponsored by Status of Women Canada, and in federal policy or legislative development processes on key issues of concern to women.
- j) Ability of women's organizations to contribute their experiences to the definition of policy issues and options.
- k) Increased consideration of gender perspectives in the work of multilateral organizations.

## 2. *Informed and Effective Stakeholders*

### Planned Spending

#### (Service Line 2)

(\$ millions)	Planned Expenditures 1998-1999 <sup>1</sup>	<b>Planned Expenditures 1999-2000<sup>2</sup></b>	Planned Expenditures 2000-2001 <sup>2</sup>	Planned Expenditures 2001-2002 <sup>2</sup>
<b>Planned Expenditures<sup>3</sup></b>	9.0	<b>9.0</b>	9.0	9.0

<sup>1</sup> The 1998-1999 planned expenditures for Service Line 1 reflect an increase of \$.2 million (in comparison to the 1998-1999 RPP); in total, planned expenditures for 1998-1999 include Supplementary Estimate "B" in the amount of \$.4 million

<sup>2</sup> Planned expenditures for 1999-2000 to 2001-2002 include only collective agreements signed up to the end of September 1998 (\$.1 million yearly).

<sup>3</sup> Planned expenditures may differ from amounts reflected in the 1998-1999 RPP as a result of the reallocation of some of the planned expenditures to a more appropriate Service Line. Planned expenditures are forecast for this specific service line in consideration of Status of Women Canada's PRAS; resources may overlap to more than one service line.

### Objective

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

### External Factors Influencing the Service Line

- a) Multiple and diverse stakeholders: The sectors and constituencies who play a key role in achieving gender equality are extremely diverse in their perspectives, their level of

knowledge, their role, and the nature of the effort and resources they can bring to bear. The challenge for Status of Women Canada is to facilitate the collaboration of an effective mix of stakeholders in any given initiative, and to bring out their respective contributions in a productive manner. Key stakeholders for Status of Women Canada include: other federal departments and agencies, parliamentarians, provincial/territorial governments, women's organizations and other equality-seeking groups, the private sector, women-led SMEs, educational institutions, academics, researchers, labour, and other key institutions and sectors in society.

- b) Non-governmental initiatives: Women's equality is significantly impacted, both positively and negatively, by actions outside the federal government sphere. Public policy provides a crucial framework for gender equality, but it must be supplemented by the direct action of stakeholders in their respective spheres. Professional associations, businesses, unions, educational institutions, municipalities, and many others have a very concrete and immediate impact on the lives of Canadian women. Any advancement in women's equality requires engaging these stakeholders.

## Key Plans and Strategies

### 7. **Access to, and use of, enhanced knowledge** base on gender equality issues by stakeholders.

- a) Disseminate policy research papers and other Status of Women Canada publications to stakeholders, and move towards greater use of electronic publishing. Develop innovative promotional mechanisms to increase awareness and use of publications (e.g. Policy Research Fund Seminar Series).
- b) Expand the Status of Women Canada's Web site to make a wider range of information available, including policy research papers, reference materials, updates on key policy issues, and opportunities for stakeholders to contribute to the public policy process.
- c) Promote and facilitate the commemoration of key women's equality dates (Women's History Month, International Women's Day, Persons Day, etc.) and encourage greater involvement by other stakeholders, including increased sponsorship by the private sector.
- d) Provide library and information services to the public and to stakeholders including the development of a library page on Status of Women Canada's Web site.

### 8. **Public awareness and action** on gender equality in various communities and on specific issues.

- a) Provide funding and technical assistance to women's and other equality-seeking organizations for initiatives which increase public understanding in order to encourage action on women's equality issues. Activities supported will focus on the three priority areas of the department: economic autonomy, systemic violence and women's human rights.

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- b) Focus communications activities (ministerial speaking engagements, media relations, commemorative events, etc.) more strategically to ensure messages reach mainstream audiences, and reach beyond women's groups and those already working for equality.
  - c) Share best practices and success stories amongst stakeholders on how to use communications strategies to raise public awareness and action on gender equality.
  - d) Involve professional associations, Boards of Trade, Chambers of Commerce, etc., in policy round tables and workshops.
9. **Participation of women in decision-making in key institutions**, and incorporation of gender implications and the diversity of women's perspectives in the policies and programs of these institutions.
- a) Provide funding and technical assistance to women's and other equality-seeking organizations to promote policies and programs within key institutions that take account of gender implications, the diversity of women's perspectives, and enable women to take part in decision-making processes.

## Expected Results

- a) Effective use of gender-based analysis by stakeholders.
- b) Engagement of non-governmental organizations in public policy dialogue.
- c) Increased representation of women of the decision-making levels of institutions affected by initiatives funded by Status of Women Canada.
- d) Policies, programs and services of institutions targeted by initiatives funded by Status of Women Canada reflect the particular concerns of women both internal and external to the institution.
- e) Use of papers funded through Status of Women Canada's Policy Research Fund by various users, as demonstrated by comments received, references or citations in other studies, briefs and publications.
- f) Continued or increased demand for policy research papers and other Status of Women Canada publications, and Status of Women Canada's library services.
- g) Actions undertaken by the public and/or public representatives in support of women's equality issues, as a result of initiatives or communications activities funded by Status of Women Canada.
- h) Commemoration of key women's equality dates by stakeholders, and a greater leadership role by stakeholders.

- i) Media coverage reflecting the messages of the Secretary of State (Status of Women) on gender equality issues.
- j) Greater use of Status of Women Canada's Web site by stakeholders.

### 3. Departmental Effectiveness

#### Planned Spending

##### (Service Line 3)

(\$ millions)	Planned Expenditures 1998-1999 <sup>1</sup>	<b>Planned Expenditures 1999-2000<sup>2</sup></b>	Planned Expenditures 2000-2001 <sup>2</sup>	Planned Expenditures 2001-2002 <sup>2</sup>
<b>Planned Expenditures<sup>3</sup></b>	1.9	<b>1.3</b>	1.2	1.2

<sup>1</sup> The 1998-1999 planned expenditures for Service Line 1 reflect an increase of \$.2 million (in comparison to the 1998-1999 RPP); in total, planned expenditures for 1998-1999 include Supplementary Estimate "B" in the amount of \$.4 million

<sup>2</sup> Planned expenditures for 1999-2000 to 2001-2002 include only collective agreements signed up to the end of September 1998 (\$.1 million yearly).

<sup>3</sup> Planned expenditures may differ from amounts reflected in the 1998-1999 RPP as a result of the reallocation of some of the planned expenditures to a more appropriate Service Line. Planned expenditures are forecast for this specific service line in consideration of Status of Women Canada's PRAS; resources may overlap to more than one service line.

### 10. Efficient, client-centred service delivery.

#### Objective

To ensure a service-oriented, results-based and efficient Status of Women Canada.

Key points regarding orientation to service are addressed under Service Line 2.

Status of Women Canada will continue with its ongoing and new requirements in its various corporate areas (informatics, human and financial resources, and information and material management, etc.) in order to provide adequate support and services for the efficient and cost-effective operations of the department.

Status of Women Canada has a clear mission, departmental objectives and service lines, key results commitments, and strategies. Performance measurements are currently in development. The department has implemented many changes and improvements to its planning system, in accordance with evolving government-wide requirements. It is an increasingly onerous responsibility, especially for a small department, therefore, the department is proceeding gradually by addressing the following areas:

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## Key Plans and Strategies

- a) After extensive consultations held with national, local and regional women's organizations in 1996, a new direction was announced for the Women's Program in March 1997. The new direction was designed to facilitate more equitable access to the Program, while at the same time ensuring the flexibility to respond to the diversity of Canadian women.

Starting in April 1998, the arbitrary distinction between "program" and "project" funding was eliminated, thus creating one new fund which allows the Women's Program to be more flexible in responding to the needs of all women's organizations, large or small, long-established or new. In addition, multi-year funding has been made available for public policy and institutional change in initiatives in response to a clear indication from women's organizations that they need to implement longer-term strategies to move certain issues ahead. The impact of these measures are being monitored.

Evaluation framework for the Women's Program: Over the past year, the Program has drafted its performance framework. Based on this, the Program will be working with its partner organizations to develop performance measurement tools that are appropriate to the type of work funded by the Program, and that are user-friendly and understandable for partners. This overall evaluation framework links to the performance reporting system of Status of Women Canada and ensures a greater degree of accountability for program outcomes.

- b) Begin consultations with key stakeholders regarding the evaluation framework for the Policy Research Fund developed in 1998-1999. Continue appropriate data collection related to the Policy Research Fund as identified in the evaluation framework
- c) Over the next three years, Status of Women Canada will develop performance indicators for assessing the impact of its efforts to provide Canadians with strengthened and more equitable public policy, through the application of gender-based analysis to public policies, legislation, programs and services.
- d) Develop an evaluation framework for library services.

## Expected Results

- a) Improved organizational structure, processes and resource allocation.
- b) Evaluation framework and performance measurement tools for the Women's Program.
- c) Validation of the Policy Research Fund evaluation framework by stakeholders and collection of appropriate data for evaluation purposes.
- d) Monitoring client satisfaction with library services.



## C. Consolidated Reporting

### 1. Y2K Initiatives

Status of Women Canada has made Year 2000 (Y2K) readiness one of its highest priorities. Dedicated resources are assigned to the Y2K project. To date, Status of Women Canada has produced a detailed action plan that assesses the impact of Y2K and outlines corrective measures. Status of Women Canada is taking the necessary measures to ensure Y2K compliance, particularly where there is public interest. Most of Status of Women Canada's computers allow for the acceptance of the Y2K and beyond. We ensure that any new computers or software are Y2K compliant.

Status of Women Canada does not own any identified mission critical systems. However, to process compensation payments, it depends on systems such as Public Service Compensation and Receiver General Services which are deemed mission critical systems. As well, Status of Women Canada generally uses Treasury Board recommended/cost shared applications. It is Status of Women Canada's understanding that these systems will be Y2K compliant. However, due to its small size, Status of Women Canada can still process manually with Public Works and Government Services Canada in the event of unexpected Y2K-related difficulties.



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**Section IV: Supplementary Information**  
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**Additional Financial Information**

1. Spending Authorities — Table 1
2. Additional Financial Information
  - 2.1 Presentation by Standard Object — Table 2
  - 2.2 Program Resources by Business Line/Service Line — Table 3

**Other Information**

1. What is Gender-Based Analysis? — Appendix I
2. Structure and Responsibilities of Status of Women Canada — Appendix II

**Table 1: Departmental Spending Authorities**

**Summary of Authorities Contained in Part II of the 1999-2000 Main Estimates**

Vote (\$ thousands)	Main Estimates 1999-2000 <sup>1</sup>	Main Estimates 1998-1999
<b>Status of Women Canada Office of the Co-ordinator</b>		
130 Operating expenditures	<b>7,769</b>	7,709
135 Grants	<b>8,250</b>	8,250
(S) Contributions to employee benefit plans	<b>1,032</b>	1,071
<b>Total Budgetary</b>	<b>17,051</b>	17,030

<sup>1</sup> The 1999-2000 Main Estimates include only collective agreements signed up to the end of September 1998 (\$.1 million).

**Table 2: Departmental Summary of Standard Objects of Expenditure**

(\$ millions)	Planned Expenditures 1998-1999 <sup>1</sup>	<b>Planned Expenditures 1999-2000<sup>2</sup></b>	Planned Expenditures 2000-2001 <sup>2</sup>	Planned Expenditures 2001-2002 <sup>2</sup>
<b>Personnel</b>				
Salaries and wages	5.1	<b>5.2</b>	5.2	5.2
Contributions to employee benefit plans <sup>3</sup>	1.0	<b>1.0</b>	1.0	1.0
	<b>6.1</b>	<b>6.2</b>	6.2	6.2
<b>Goods and services</b>				
Transportation and communications	.6	<b>.5</b>	.5	.5
Information	.6	<b>.4</b>	.4	.4
Professional and special services	1.3	<b>1.2</b>	1.2	1.2
Rentals	.1	<b>.1</b>	.0	.0
Purchased repairs and maintenance	.1	<b>.1</b>	.1	.1
Utilities, material and supplies	.1	<b>.1</b>	.1	.1
Other subsidies and payments	.1	<b>.1</b>	.1	.1
Capital – Minor	.1	<b>.1</b>	.1	.1
	<b>3.0</b>	<b>2.6</b>	2.5	2.5
<b>Total Operating</b>	<b>9.1</b>	<b>8.8</b>	8.7	8.7
<i>Transfer payments</i>				
Voted	8.3	<b>8.3</b>	8.3	8.3
Statutory	—	—	—	—
	<b>8.3</b>	<b>8.3</b>	8.3	8.3
<b>Gross expenditures</b>	<b>17.4</b>	<b>17.1</b>	17.0	17.0
<b>Less Revenues credited to the Vote</b>	—	—	—	—
<b>Net budgetary expenditures</b>	—	—	—	—
<b>Total</b>	<b>17.4</b>	<b>17.1</b>	<b>17.0</b>	<b>17.0</b>

<sup>1</sup> Planned expenditures for 1998-1999 include Supplementary Estimate "B" in the amount of \$.4 million (in comparison to the planned expenditures amount reflected in the 1998-1999 RPP); specifically, the Standard Object of Expenditure for Transportation and Communications has increased by \$.1 million, Information has increased by \$.2 million and Professional and Special Services has increased by \$.1 million.

<sup>2</sup> Planned expenditures for 1999-2000 to 2001-2002 include only collective agreements signed up to the end of September 1998 (\$.1 million yearly); the Standard Object of Expenditure for Rental in 2000-2001 and 2001-2002 has changed in comparison to the 1998-1999 RPP as a result of rounding.

**Table 3: Program Resources by Business Line/Service Lines for 1999-2000**

Business Line/ Service Lines <sup>2</sup>	Budgetary				Statutory Items <sup>1</sup>	Non-Budgetary Loans, Investments and Advances	Gross Planned Expenditures	Less Revenue Credited to the Vote	Net Planned Expenditures <sup>3</sup>
	FTE Operating Capital	Grants and Contributions	Gross Voted	Gross Budgetary					
<b>Promoting Gender Equality</b>									
1. Equitable Public Policy	39.25	3.9	2.9	6.8			6.8		6.8
2. Informed and Effective Stakeholders	53.5	3.6	5.4	9.0			9.0		9.0
3. Departmental Effectiveness	16	1.3		1.3			1.3		1.3
<b>Total</b>	<b>108.75</b>	<b>8.8</b>	<b>8.3</b>	<b>17.1</b>			<b>17.1</b>		<b>17.1</b>

<sup>1</sup> Does not include non-budgetary items or contributions to employees' benefit plans.

<sup>2</sup> Planned expenditures for 1999-2000 include only collective agreements signed up to the end of September 1998 (\$.1 million).

<sup>3</sup> Planned expenditures may differ from amounts reflected in the 1998-1999 RPP also as a result of the reallocation of some of the planned expenditures to a more appropriate Service Line. Planned expenditures are forecast for specific service lines in consideration of Status of Women Canada's PRAS (resources may overlap to more than one service line).

## **Appendix I: What is Gender-based Analysis?**

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

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

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

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## Appendix II: Organization and Program Delivery

The *Co-ordinator* of Status of Women Canada 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* supports the Co-ordinator, provides ministerial liaison and correspondence services, and coordinates the management agenda, corporate planning and performance reporting. It also oversees library, distribution, records management and translation services.

The *Policy Analysis and Development Directorate* analyzes existing and proposed federal government policies, legislation, programs and initiatives to evaluate their impact on women. It also initiates and develops policies in cooperation with other federal departments.

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

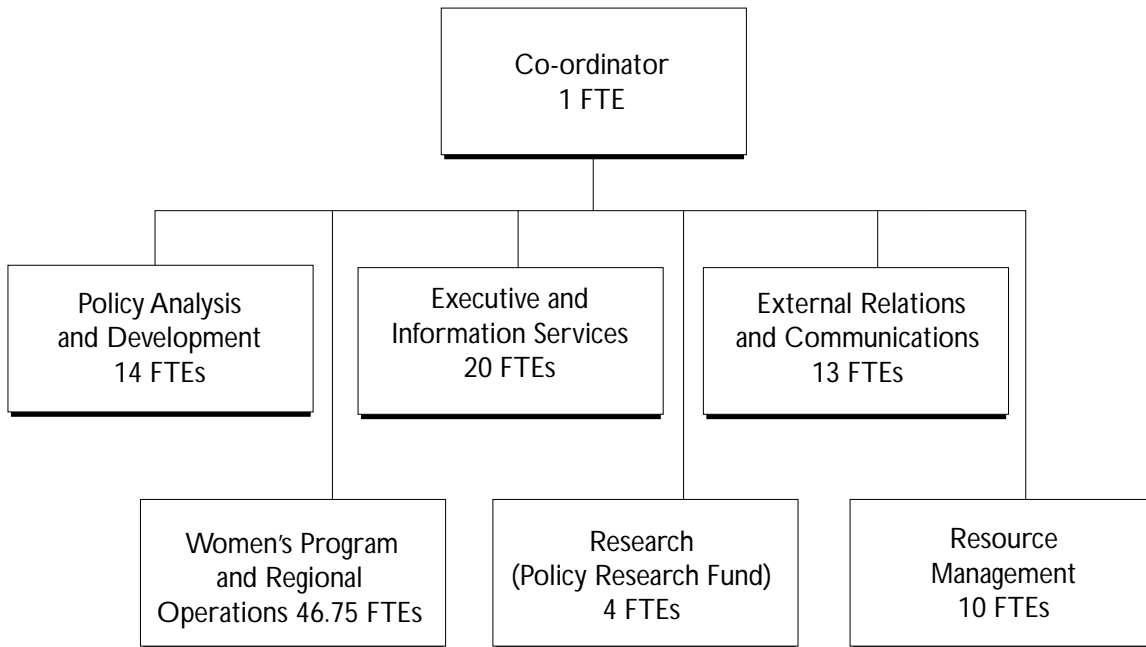
The *Women's Program and Regional Operations Directorate* provides financial and technical assistance to women's and other voluntary organizations at the community, regional and national levels, to advance equality for women. Status of Women Canada has a direct link to communities and stakeholders across Canada through 27 regionally-based program officers. These regional officers, together with nationally-based Women's Program officers, work extensively with women's groups and other community-based organizations, provincial and territorial governments and other sectors. They collaborate on policies and programs, strengthen the effectiveness of other stakeholders in contributing to women's equality and obtain input from "the front-line" to Status of Women Canada's policy analysis.

The *External Relations and Communications Directorate* collaborates with provincial and territorial governments, international organizations and other governments, women's and other non-governmental organizations, the media, the private sector and academic institutions. It also delivers a full range of communications services and provides a focal point for consultation and planning.

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



**Status of Women Canada Organizational Chart**  
 (Status of Women Canada full-time equivalent (FTE) complement = 108.75)



Following the completion of the organizational review, Status of Women Canada refined its organizational chart. The functions of ministerial correspondence and translation services previously reported under the External Relations and Communications Directorate now form part of the Executive and Information Services Directorate (previously the Executive Secretariat and Information Management Directorate).

