



# Status of Women Canada

## Performance Report

For the period ending  
March 31, 2004

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The Honourable Liza Frulla, P.C., M.P.  
Minister of Canadian Heritage and  
Minister responsible for Status of Women



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This performance report, the corresponding plan as well as the other public reports, may be consulted at any time on the Status of Women Canada Web site at

<http://www.swc-cfc.gc.ca> under *Publications*.



## Section I: Introduction

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### 1.0 Message from the Minister of Canadian Heritage and Minister responsible for Status of Women

We are living in an era of significant change in which we will be defined by how we face challenges and make the most of opportunities. It is by rising to meet these challenges that we instil a renewed sense of pride in what it means to be Canadian. We must continue to recognize and seize opportunities that celebrate our linguistic duality, our cultural diversity, and our inclusiveness.



As a member of the Canadian Heritage Portfolio, Status of Women Canada collaborates with many partners across Canada to strengthen the connection between Canadians and to inspire deeper understanding between our diverse communities.

Status of Women Canada is responsible for the development and implementation of the Agenda for Gender Equality, which is the government of Canada's strategy to ensure that gender equality becomes a reality in the 21<sup>st</sup> century and beyond. Through its work on the Agenda, this Agency has remained focused on its key priorities of improving women's economic autonomy; eliminating violence against women; and promoting women's human rights.

This Performance Report highlights the Status of Women Canada's achievements, established through partnerships and collaboration. It emphasizes the pride that the Government of Canada and its employees take in ensuring our artistic expression, languages and cultural heritage are available to the world and right here at home.

Liza Frulla

## 1.1 Management Representation Statement

### Management Representation Statement

I submit, for tabling in Parliament, the 2003-04 Agency Performance Report (DPR) for  
Status of Women Canada.

This report has been prepared based on the reporting principles and other requirements in the *2003-04 Agency Performance Report Preparation Guide* and represents, to the best of my knowledge, a comprehensive, balanced, and transparent picture of the organization's performance for fiscal year 2003-04.

Name:



Title: Co-ordinator

Date:

## Section II: Agency Performance

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### 2.1 Mandate, Vision, Mission and Roles

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

*Vision of Status of Women Canada:*

*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 and Business Line:*

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

*Roles the Agency has identified to advance gender equality in Canada:*

- *knowledge broker between the Canadian public and federal policy-makers;*
- *portal of information on gender equality issues; and*
- *centre of expertise.*

### 2.2 Reporting Context

This Performance Report highlights Status of Women Canada’s progress in implementing its four-year Strategic Plan during the fiscal year 2003-04. As in recent years, the Agency continues to focus on three priority areas: women’s economic autonomy; eliminating violence against women; and promoting women’s human rights.

Over the past year, Status of Women Canada has increased efforts to be more open and accountable, bringing results to Canadians. This is in keeping with the Government of Canada’s focus on modern management, across federal departments and agencies, emphasizing the sound management of resources and effective decision-making. By establishing clearer links between results achieved through short-term initiatives that affect specific sectors, and those achieved through long-term change that benefits Canadian society, as a whole, the Agency will continue its efforts to advance gender equality.

In this and future Performance Reports, therefore, the Agency will focus on accountability, with a greater emphasis on best practices and lessons learned in implementing outcomes-based management. These efforts will help to establish Status of

Women Canada as a learning organization that reflects the constant influx of new knowledge and change, both of which characterize today's context and enable the Agency to measure progress.

During fiscal year 2003-04, the Agency addressed a range of commitments that link to the Government of Canada objectives and priorities outlined in the 2004 Speech from the Throne and the 2004 Federal Budget. Our commitments are: strengthened and more equitable policy; improved access to benefits for non-standard workers; increased support to children and families; expanding opportunities in the global, knowledge-based economy; promoting the full participation of Aboriginal women; addressing violence against women; and promoting gender equality globally. Each commitment relates to the agency's corporate plans and priorities, which contributes to the development and implementation of policies, programs and services in response to government priorities, while addressing the diverse realities of women and men in Canada, which are at the heart of Status of Women Canada's mandate.

With these responsibilities and considerations in mind, Status of Women Canada takes a multi-faceted approach to its lead role in coordinating the development of the Government of Canada's Agenda for Gender Equality (AGE). AGE is a five-year government-wide strategy that covers a broad range of activities that impact across government and sectors. Under AGE, the Agency accelerated its partnership efforts to mainstream gender across the federal government. This involved working horizontally with other departments and agencies to help build their capacity to integrate the unique realities of women and men into their policies, programs and services. The Agency works to enhance voluntary sector capacity, engage Canadians in the policy process, and meet international commitments and treaty obligations, including the *United Nations Platform for Action* (Beijing 1995 – see <http://www.un.org/womenwatch/daw/beijing/platform/>) and the *Convention on the Elimination of All Forms of Discrimination against Women* (CEDAW – see <http://www.un.org/womenwatch/daw/cedaw/>).

In addition, the Agency supports women's and other equality-seeking organizations as they build the capacity to advance women's human rights, gain greater autonomy and engage effectively in the development of public policy. It also funds research that brings gender dimensions of policy issues into the public domain.

This report conveys Status of Women Canada's accomplishments and challenges for the reporting period. Under Section 2.6, you will find information on the Agency's contribution to horizontal initiatives, including Modern Comptrollership. In Section 2.5.1, more detail is provided on the progress made in leading AGE. Status of Women Canada welcomes your comments and questions, and invites you to complete the Reader Feedback Form.



## 2.3 Performance Results Expectations and Corporate Logic Map

<b>1. Strengthened and More Equitable Public Policy</b>	
16 <sup>1</sup> -	Increased understanding, and identification of possible gaps, by selected departments, key institutions and community groups, of the links between international and domestic commitments regarding selected issues such as women's poverty and those faced more specifically by Aboriginal women
17 -	Collaborative approach with key federal departments in support of the Agenda for Gender Equality
22 -	Visible leadership of Government of Canada at provincial/territorial, national and international levels in GBA implementation and gender mainstreaming
26 -	New and emerging groups become more aware about citizen engagement in public policy and program processes
29 -	Canadian values and interests related to gender equality and women's human rights are reflected in international fora
30 -	Women's and other equality-seeking organizations are mobilized to engage in public policy processes
<b>2. A Broader Range of Informed and Effective Stakeholders</b>	
1.12 -	Engaged departments and community groups identify critical areas regarding gender equality
1.14 -	Various federal/provincial departments, international institutions, women's groups, equality-seeking organizations, academics and researchers are better informed on emerging and urgent gender equality issues (e.g. those identified through the Women's Program or the Policy Research Fund)
2.8 -	Key stakeholders interested in advancing the issues (domestic and international) exchange more information and build their knowledge
2.10 -	Key stakeholders interested in advancing the issues (domestic and international) possess an increased capacity to integrate GBA
2.11 -	Women's and other equality-seeking organizations developed an understanding of an issue, and are mobilized to engage key institutions
2.12 -	Women's and other equality-seeking organizations understand the impact of certain policies (or absence of them), and are mobilized to engage key institutions, governments, and the public to assist in resolving selected issues
2.13 -	Gender equality issues are increasingly reflected in research agendas of both national and international policy institutions and research networks
<b>3. Agency Effectiveness</b>	
12 -	Staff are engaged in promoting roles and contribution made by Status of Women Canada to selected client groups and partners
13 -	Improved public access to timely and pertinent information on programs and services provided by Status of Women Canada
14 -	Critical mass of highly skilled and motivated staff exists in the Agency
15 -	Employees benefit from the resolution of concerns expressed in the 2002 Public Employee survey
17 -	Clients are aware of service standards in specific areas
20 -	Sound Management (Modern Management)

<sup>1</sup> Numbers refer to key impacts and outputs identified in the 2001-04 strategic plan

## 2.4 Summary of Agency Performance

The following overview describes the short- and medium-term opportunities for Status of Women Canada to fulfill the overarching commitments made in its 2001-04 strategic plan, and to guide the Government of Canada in demonstrating progress on gender equality.

Impact Sought	Evidenced By
<b>1. Strengthened and More Equitable Public Policy</b>	
<p><b>16 -</b> Increased understanding, and identification of possible gaps, by selected departments, key institutions and community groups, of the links between international and domestic commitments regarding selected issues such as women's poverty and those faced more specifically by Aboriginal women.</p>	<p>FPT Aboriginal Women's Project CEDAW Follow-up; PRF Calls for proposals; Federal Women in International Business Development; Federation of Canadian Municipalities; Vibrant Communities Gender and Poverty Project</p>
<p><b>17 -</b> Collaborative approach with key federal departments in support of the Agenda for Gender Equality</p>	<p>Survey regarding Agenda for Gender Equality; Atlantic Parental Benefits Project</p>
<p><b>18 -</b> Key departments have reviewed gaps and have confirmed the key issues they will work on with Status of Women Canada</p>	<p>Child Care; Live-In Caregiver Program; Trafficking in Persons; Bill C-31 Unstated and unrecognized paternity</p>
<p><b>19 -</b> Women's and equality-seeking organizations affected by the issue understand the issue, and are mobilized to engage the public</p>	<p>Vancouver Agreement; GBA Project with Atlantic Parental Benefits Project</p>
<p><b>8 -</b> Collaboration between the Government of Canada and a partner either at the local, regional, national, provincial/territorial or international level on the implementation of GBA and gender mainstreaming in select initiatives</p>	<p>Government of South Africa; Vibrant Communities Gender and Poverty Project</p>
<p><b>20 -</b> Demonstrable change in policy and program formulation in select federal departments</p>	<p>GBA in 2004-05 – Although most departments are still at a capacity building stage and therefore it is too early to detect demonstrable change, CIC, after two years of using Status of Women Canada GBA training material, is compiling the analysis required for potential changes to some policies and programs</p>
<p><b>22 -</b> Visible leadership of Government of Canada at provincial/territorial, national and international levels in GBA implementation and gender mainstreaming</p>	<p>GBA in South Africa; Women and Trade at WTO; Gender Focal Point Network at APEC; Gender-Coordinator at OECD (gender mainstreaming); CIM executive domestic expertise on economic issues sought by EZE; Co-chair on FPT Working Group on Aboriginal Women</p>

24 -	NGOs demonstrate an enhanced capacity to influence policy and program development	Prostitution Action and Awareness Foundation of Edmonton; Atlantic Parental Benefits
25 -	Women's and equality-seeking organizations are becoming more engaged in the public policy and program processes	Aboriginal Women (Nishnawbe Aski Nation); Atlantic Parental Benefits
28 -	Selected federal departments develop gender-related processes to engage women's and equality-seeking organizations in policy-making and program processes on issues relating to gender equality	Atlantic Province Rural Teams; Trafficking
29 -	Canadian values and interests related to gender equality and women's human rights are reflected in international fora	Commonwealth plan of action on gender equality; CIM work on violence against women issues; UN permanent forum on Indigenous Issues
<b>2. A Broader Range of Informed and Effective Stakeholders</b>		
1.8 -	Selected federal departments possess enhanced knowledge (and use lessons learned) and skill to conduct GBA	GBA train the trainers program
1.9 -	Selected federal departments possess an increased capacity to conduct GBA	Results from a new evaluation tool designed by Status of Women Canada to measure the results on people's work of the application of the GBA knowledge gained through the training
1.10 -	Some federal stakeholders possess an increased common understanding of gender implications in areas such as international trade	PRF Research reports; Trafficking in persons; Federal and International Business Development
1.12 -	Engaged departments and community groups identify critical areas regarding gender equality	Trafficking in persons; Social capital (collaboration with PRI)
1.4 -	Other departments, by a common use of tools and knowledge, and more comprehensive gender-based analysis, offer better policy design	GBA tools and training
1.13 -	Women's and other equality-seeking organizations develop enhanced knowledge of selected issues and strategies to promote this knowledge to multiple audiences	Vancouver Agreement
1.14 -	Stakeholders in various federal/provincial departments, international institutions, women's groups, equality-seeking organizations, academics and researchers are better informed on emerging and urgent gender equality issues (e.g. those identified through the Women's Program or the Policy Research Fund)	Nishnawbe Aski Nation; Research reports funded and published by PRF
1.5 -	Action by women's and other equality-seeking organizations to advance gender equality issues makes a difference	Funding Program in 2004-05
1.15 -	Selected federal Departments possess an increased awareness of gender equality issues	GBA survey; PRF research reports distribution and feedback from OGD's
1.16 -	Possible partners which could assist us with knowledge dissemination or production, approach Status of Women Canada to work together	Train the trainers; PRF work with INAC and PRI on developing themes for 2003 calls for proposals
1.7 -	Increased understanding of gender equality issues in horizontal strategy/policy development processes in federal Departments	GBA in 2004-05
2.8 -	Key stakeholders interested in advancing the issues	Bay St. George Status of Women Council;

(domestic and international) exchange more information and build their knowledge	GBA pilot projects; Federation of Canadian Municipalities
<b>2.9</b> - Some key stakeholders possess an increased common understanding of GBA	GBA survey
<b>2.11</b> – Women’s and other equality-seeking organizations developed an understanding of an issue, and are mobilized to engage key institutions	Manitoba Child Care Coalition
<b>2.1</b> - Selected institutions demonstrate engendered policy and program mechanisms, processes and initiatives	Canadian Rural Partnership
<b>2.3</b> - Women’s and other equality-seeking organizations participate in institutional decision-making	Pauktuutit alliances; Bay St. George Status of Women Council
<b>2.12</b> – Women’s and other equality seeking organizations understand the impact of certain policies (or absence of them), and are mobilized to engage key institutions, governments, and the public to assist in resolving selected issues	Manitoba Child Care Coalition; International Center to Combat Exploitation of Children
<b>2.5</b> - Selected institutions understand and are engaged in addressing gender-related issues	Federation of Canadian Municipalities; Canadian Rural Partnerships
<b>2.13</b> – Gender equality issues are increasingly reflected in research agendas of both national and international policy institutions and research networks	Law Commission of Canada and the Canadian Policy Research Network; Metropolis National and International Project; PRI; Pauktuutit alliances; Sommet des femmes lors du Congrès mondial acadien

## 2.5 Agency Accomplishments

In fulfilling its mission to advance gender equality, Status of Women Canada partners with other federal departments and agencies across the Government of Canada. It also works with other levels of government, institutions, organizations and communities within Canada, as well as internationally.

This section highlights Status of Women Canada's progress in achieving its strategic outcomes during this reporting period, in keeping with commitments made in the 2003-04 Report on Plans and Priorities. In carrying out this work, Status of Women Canada aims to achieve three long-term strategic outcomes:

1. Strengthened and more equitable public policy through policies, research, programs and services that take into account gender, the diversity of women's perspectives and the reality of their lives.
2. 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.
3. Improved agency effectiveness to enhance services to Canadians.

The 2001-04 strategic plan provides a framework that focuses on better internal management and improved external reporting.

To achieve the first outcome, strengthened and more equitable policy, Status of Women Canada has carried out the following to fulfill responsibilities under the Agenda for Gender Equality:

- accelerated activities in the area of implementing gender-based analysis;
- provided funding to women's and other equality-seeking organizations, enhancing the Agency's ability to collaborate with a broader cross-section of groups working to address new and emerging challenges to advancing gender equality;
- engaged Canadians in the public policy process to ensure women's experience and perspectives are included in discussions on the public policy agenda, as well as in planning for the future;
- continued to meet Canada's international commitments to sustain the nation's status as a global leader in advancing gender equality and women's human rights; and
- contributed to work in other federal government departments and agencies on advancing selected policy areas, such as child care.

Status of Women Canada also continued to work with its partners within government to improve women's access to benefits, to address the serious issue of trafficking in women and to address issues of importance to Aboriginal women.

With regards to the second outcome, a broader range of stakeholders, Status of Women Canada accelerated knowledge-building, a strategy that involved various activities, such as conducting and sharing research, analyzing current and emerging issues, and sharing information and data among stakeholders, nationally and internationally. Status of Women Canada also fostered partnerships in the following areas:

- leading Canada's participation in work of the United Nations Commission on the Status of Women;
- serving on the Executive Committee of the InterAmerican Commission of Women (CIM) within the Organization of American States;
- participating in the Ad Hoc Group on Gender Integration of the Asia-Pacific Economic Cooperation (APEC);
- playing a lead role in advancing gender equality in the work of other multilateral organizations, such as the Commonwealth;
- enhancing knowledge by providing funding to research and facilitating the sharing of information to influence the development of policy associated with globalization and increased international trade; and
- working at the Federal-Provincial/Territorial levels, with Aboriginal Women and through the Family Violence project.

In addition, Status of Women Canada is working to achieve the third strategic outcome, improve agency effectiveness, through such activities as:

- providing employees with greater access to information, and involving them in planning and evaluation processes;
- developing a corporate evaluation framework;
- continuing to address recommendations raised in the internal Task Force report in response to the Public Service Employee Survey;
- continuing to implement information management and technology infrastructures in the context of the Government-on-Line initiative;
- continuing to develop intranet capability; and
- implementing service standards in selected areas.

### 2.5.1 Strengthened and More Equitable Public Policy

**Strategic Outcome: Strengthened and more equitable public policy through policies, research, programs and services that take into account gender, the diversity of women's perspectives and the reality of their lives.**

**Strategy: Lead and manage a federal Agenda for Gender Equality.**

#### 2.5.1.1 Advancing the Agenda for Gender Equality

In this fiscal year, to achieve the strategic outcome of influencing, developing and establishing strengthened and more equitable public policy within Canada, Status of Women Canada continued to work with other federal departments and agencies, other

levels of government and with community groups to advance the Agenda for Gender Equality, to achieve the following results:

- increase understanding of the link between gender equality and the socio-economic policy environment;
- link international activities, such as activities implemented under CEDAW to domestic priorities;
- increase the participation of Canadian women and men – particularly those who are most closely affected by policy decisions – in the policy development process in a meaningful way; and
- work to ensure that government measures more specifically address issues of inclusion, diversity and anti-discrimination, and therefore focus on the most vulnerable populations.

To assess and monitor progress of the Agenda for Gender Equality, Status of Women Canada conducted a survey among 24 departments on their accomplishments in advancing gender equality over the past four years. The survey revealed that Government of Canada measures are having a positive impact on the lives of Canadian women and their families. In addition, it also highlighted the need for:

- improved horizontal coordination and accountability of government responses, to create consistency and comprehensiveness, and to track change;
- improved collection and use of data on the extent and nature of outstanding inequalities; and
- key indicators and benchmarks to be used as a baseline to better understand trends, identify policy gaps and set goals.

In the 2004 Speech from the Throne, the Government of Canada clearly reiterated its commitment to gender equality, thus providing a firm step to greater and more sustainable accountability. Status of Women Canada has begun to explore models of accountability mechanisms to ensure a more coherent strategy for the Government of Canada, by undertaking a series of dialogues and leading an interdepartmental initiative to create a diagnostic tool that will assist in identifying future Government of Canada priorities that will affect women.

On March 29, 2004 in Halifax, Nova Scotia, the Agency held the first dialogue, which resulted in a number of suggestions being brought forward. Above all, it became clear that education is the key – that is, educating Canadians concerning the reality that in spite of making up 51 per cent of Canada's population, women have not yet achieved substantive equality.

#### 2.5.1.2 Advancing the Use of Gender-based Analysis

During the 2003-04 reporting period, Status of Women Canada worked with a number of government departments to improve the understanding of GBA and develop strategies for partnerships in GBA, both within government and with key sectors outside government,

domestically and internationally. Status of Women Canada staff gave a number of presentations on GBA to various community groups to help them understand the role GBA can play in promoting gender equality. Agency staff also implemented and facilitated information exchanges on GBA and gender mainstreaming at local, regional, provincial/territorial, national and international levels.

Status of Women Canada's international experience reveals the most effective means of integrating GBA into policies and programs is through pilot projects demonstrating the effectiveness of GBA in achieving gender-equality outcomes. Pilot project partnerships can focus on:

- the knowledge and skill transfer of GBA as an end result; and/or
- a particular policy issue or program, identified collaboratively with the partner, which has as its goal gender-equality outcomes.

In 2003-04, Status of Women Canada exceeded its target of three knowledge and skills transfer pilot projects and conducted a total of five capacity-building pilot projects with federal departments (two sections of Canadian Heritage; DND; Federal Committee on Women in Science and Technology representing 14 departments) and the Saskatchewan government.

In all, over 100 government analysts received GBA training via these capacity-building pilot projects, providing the following feedback:

- 88 per cent indicated that as a result of the course, they would be able to explain the basic concepts and tools for integrating GBA into their departments' work;
  - 82 per cent would recommend the session to their colleagues; and
  - 92.6 per cent said they would be able to apply GBA to their area of work.
- in September 2003, Status of Women Canada held the first Train the Trainer program. Interest in, and requests for, the training increased and in fact, exceeded expectations. Five trainers delivered the GBA training, all receiving positive evaluations from participants.
  - international delegations of gender experts from the governments of other countries, non-governmental organizations (NGOs) and academics have continued to seek Status of Women Canada's expertise to create their own gender-based analysis strategies, tools and training programs. For example, the Office of the Status of Women for the country of South Africa is using Status of Women Canada materials and expertise to develop their own GBA strategies, tools and training programs, some of which are in progress or recently completed. South Africa has also implemented the knowledge gained from the training and will be applying GBA to its organizational capacity-building and gender-performance measures.



### 2.5.1.3 Promoting Gender Equality Globally

As part of its commitment to promote gender equality both at home and abroad, the Agency contributed to Canada's preparations for the 2003 World Summit on the Information Society (WSIS). Status of Women Canada worked with other federal departments to mainstream a gender perspective into the WSIS process and outcome documents. Through this work, Status of Women Canada helped to create greater awareness of the gender dimensions of the digital divide, and the measures needed to ensure full and equal access to, and knowledge of, information and communication technologies. As a result, the outcome documents from this first phase included specific reference to gender equality and the empowerment of women.

Status of Women Canada also participated in other international activities to advance gender equality globally, activities such as:

- attending three Executive Committee meetings of the Inter American Commission of Women (CIM).
- collaborating with the CIM Permanent Secretariat, the former Department of Foreign Affairs and International Trade (DFAIT) and the Canadian International Development Agency (CIDA – see <http://www.acdi-cida.gc.ca/index-e.htm>) to ensure gender and trade were the focus of the Second Meeting of Ministers or other Highest-Ranking Authorities Responsible for the Advancement of Women in the Member States of the Organization of American States (OAS), held in April 2004. Status of Women Canada provided input on the development of the ministerial agenda and assisted the CIM in drafting the Ministerial Declaration and accompanying resolutions. The Agency also succeeded in ensuring the Ministerial meeting focused on substantive gender and trade issues.
- increasing awareness within the OAS (see <http://www.oas.org/>) of the need to incorporate a gender perspective into all OAS programs and policies. Several achievements resulted: collaboration between the CIM and the OAS Trade Unit, including trade and gender discussion materials for the Ministerial meeting; and the inclusion of a gender perspective in the October 2003 Hemispheric Security Conference and the *Declaration of Nuevo Leon* (see <http://www.usembassy-mexico.gov/bbf/summit/declaration.pdf>), which Heads of State adopted at the January 2004 Special Summit of the Americas. Other highlights of Status of Women Canada's work within the Organization of American States during 2003-04 included the translation into Spanish and Portuguese of *Assessing Violence Against Women: A Statistical Profile* (see [http://www.swc-cfc.gc.ca/pubs/0662331664/index\\_e.html](http://www.swc-cfc.gc.ca/pubs/0662331664/index_e.html)). Status of Women Canada presented the document to the 34 countries of the Americas in response to their keen interest in developing and/or strengthening data-collection systems on violence.
- providing advice and support for the World Trade Organization (WTO)-hosted workshop on the theme *Women and Trade at the WTO*. The workshop was the

first-ever introduction of the topic of women and trade at the WTO. A number of recommendations from the session have been implemented, including a targeted increase in the number of women appointed to WTO boards.

The success of this session was the catalyst for the *Gender Equality, Trade and Development* panel discussion, which Status of Women Canada organized in partnership with DFAIT and CIDA.

- working with other countries in the Commonwealth Women's Affairs Ministers forum to ensure the Plan of Action for the Commonwealth (2005-15) includes issues related to gender and budgets, along with other priority concerns, such as poverty and human rights (see <http://www.thecommonwealth.org>).
- representing Canada at a symposium of the United Nations Economic Commission for Europe (see <http://www.unece.org/>), where countries shared their experience and good practices in improving the situation of women in the economy. This symposium included a session on gender budgets, which Status of Women Canada was asked to chair. The papers presented indicated several countries have examined the Canadian experience and some have built on that work, which further demonstrates Canada's contribution to a growing body of international knowledge and practice.
- building on Canada's domestic policy work on Aboriginal women, by assisting with the preparations for Canada's participation in the UN Permanent Forum on Indigenous Issues, which focused this year on indigenous women. Status of Women Canada contributed to Canadian delegation statements, which included reference to Aboriginal women's concerns, and are now part of the Forum's international report and record statement at the United Nations Permanent Forum on Indigenous Issues (see <http://www.un.org/hr/indigenousforum/>).

#### 2.5.1.4 Improved Access to Benefits for Non-standard Workers

In addressing issues of non-standard work, Status of Women Canada has increasingly focused on precarious employment and the vulnerability of these workers, most of whom lack the protection and access to benefits that even other non-standard workers may have. In the immediate term, and in partnership with other governments, federal departments and stakeholders, Status of Women Canada undertook initiatives to increase the awareness and understanding of various policy and program options to improve access to benefits for non-standard workers. For example:

- contributing to the research and development of a report on the size and demographic characteristics of the self-employed segment of the non-standard workforce as well as analysis of the gaps and coverage in benefits for this sector for the forum of Federal/Provincial-Territorial (FPT) Ministers Responsible for the Status of Women (see [http://www.labour-info-travail.org/E\\_CAL\\_DESC.cfm](http://www.labour-info-travail.org/E_CAL_DESC.cfm)). The result was an internal document the

Ministers shared among their respective colleagues responsible for labour market, social security and human resource development policies and programs.

- supporting participatory research in the Atlantic region, where there is a large proportion of non-standard workers to assess the impact of the recent expansion of parental benefits and how it is affecting women and their children in that region. The research examined who has access and identified the gaps in women's access, targeting these gaps as areas for future policy or program options to support families.
- participating in the review of the Live-in Caregiver Program, along with Citizenship and Immigration Canada and Human Resources and Skills Development Canada resulting in assurance that potential policy or program changes will be based on the following criteria:
  - a greater understanding of the gender dynamics of the program;
  - the long-term need to balance the interests of families with children who employ the caregivers, while protecting these caregivers from potential abuse and exploitation; and
  - consideration to remove the live-in requirement.

To increase awareness and understanding of the impact of existing policies and programs, and to recommend new ones to improve access to benefits for non-standard workers, Status of Women Canada published three policy research reports in the year 2003-04 examining these issues:

- *Women in Non-Standard Jobs – The Public Policy Challenge* by Monica Townson;
- *Living Beyond the Edge: The Impact of Trends in Non-Standard Work on Single/Lone-Parent Mothers* by Marylee Stephenson and Ruth Emery; and
- *Self-Employment for Women: Policy Options That Promote Equality and Economic Opportunities* by Jennifer Rooney, Donna Lero, Karen Korabik and Denise L. Whitehead.

The Agency also undertook several initiatives to improve the awareness and understanding of: the impact of existing policies and programs, and to recommend new ones to improve access to benefits for non-standard workers (See Status of Women Canada's website for Policy Research Fund report on the topic); the gender dimensions of poverty, which could ultimately lead to future poverty-reduction strategies at local, provincial and federal levels.

#### 2.5.1.5 Increased Support to Children and Families

Status of Women Canada's identified that it could make the greatest impact on family policy by working on child care, supporting a major policy conference to advance future policy and programming. As a result of its investment, participation and expertise, Status of Women Canada was invited to join the steering committee for that policy conference.

Furthermore, the Agency ensured that in all aspects of the conference, participants, workshops and communications products reflect the gender dimensions of child care and early learning.

In addition, Status of Women Canada contributed to potential policy improvements to assist low-income seniors, many of whom are women alone who spent years outside the labour force raising children, by making written and in-person presentations to the Prime Minister's Caucus Task Force on Seniors. The Task Force issued its report in February 2004 (see [http://www.liberal.parl.gc.ca/seniors/documents/seniors\\_report\\_en.pdf](http://www.liberal.parl.gc.ca/seniors/documents/seniors_report_en.pdf)). As well as providing gender-based statistics and analysis of the situation of senior women, Status of Women Canada highlighted potential policy options that could address some of the gender-equality gaps facing the seniors of today and tomorrow – for example, ensuring benefits available to senior couples are provided equitably to each partner, women's access to good financial-planning information for their particular needs, and ensuring they are well-supported as family care providers during the years when they are building pension credits. As a result, the Task Force report identified single senior women as a vulnerable group and suggested a complete review of senior's income programs, including Old Age Security and the Guaranteed Income Supplement.

#### 2.5.1.6 Expanding Opportunities in the Global, Knowledge-based Economy

Through collaborative partnerships with DFAIT (now Foreign Affairs Canada) and other key departments, Status of Women Canada has taken steps to develop a better understanding of the implications of international trade policy on men and women in Canada, and on strengthening the capacity of women's organizations and other stakeholders to engage in policy dialogue on international trade policy.

In 2003-04, Status of Women Canada continued this work by providing policy and financial support to seven research projects under the theme *Trade Agreements and Women*. Final reports are expected by the end of 2004. The research examines the following issues:

- labour mobility and trade agreements;
- the health care sector, trade agreements and women's health;
- women with disabilities accessing trade;
- Aboriginal Women and trade; and
- building Canadian models of integrating gender perspectives into trade agreements.

To support Canadian women entrepreneurs in growing their businesses and to be export-ready, Status of Women Canada continued to work with its co-chair, the former DFAIT, following the establishment of the federal Women in International Business Development inter-departmental committee in March 2003. In their first year as co-chairs, the two departments sponsored research on small- and medium-sized enterprise programs and services for women business owners and trade.

Through this initiative, knowledge of the available policies and programs has increased, which will result in better assistance to women entrepreneurs seeking aid and resources from different areas of government. Recognizing that further information is required on women entrepreneurs involved in international trade, the committee plans to collect additional statistics in the coming year and to develop priorities for collaborative initiatives.

In March 2003, Status of Women Canada presented to the Prime Minister's Caucus Task Force on Women Entrepreneurs (see <http://www.liberal.parl.gc.ca/entrepreneur/about.asp?lang=en>) on some of the challenges women entrepreneurs face and provided suggestions on ways to address these challenges (e.g. improved access to finance, skills, training and benefits) These suggestions were reflected in the recommendations of the final report, released in October 2003 (see [http://www.liberal.parl.gc.ca/entrepreneur/documents/031029\\_final\\_report\\_en.pdf](http://www.liberal.parl.gc.ca/entrepreneur/documents/031029_final_report_en.pdf)).

To identify potential policy options to support women entrepreneurs, Status of Women Canada published a research report in November 2003, entitled *Self-Employment for Women: Policy Options that Promote Equality and Economic Opportunities* by Jennifer Rooney, Donna Lero, Karen Korabik and Denise L. Whitehead (see [http://www.swc-cfc.gc.ca/pubs/0662354303/index\\_e.html](http://www.swc-cfc.gc.ca/pubs/0662354303/index_e.html)). The report provides recommendations for improving the ability of self-employed women, especially lower-income earners, to have access to broader social protection.

#### 2.5.1.7 Promoting the Full Participation of Aboriginal Women

The combined efforts of Status of Women Canada and other partners are responding to the challenges Aboriginal women have identified. These efforts form incremental steps in addressing the persistent systemic barriers facing Aboriginal women. In close partnership with Indian and Northern Affairs Canada (see <http://www.ainc-inac.gc.ca/>) and other key departments, Status of Women Canada has made a commitment to address issues of concern to Aboriginal women.

In 2003-04, Status of Women Canada focused on examining legislation and their impacts; examining Aboriginal women's role in governance and decision-making; identifying the root causes of violence; identifying issues relating to matrimonial real property on reserve; and identifying issues affecting Aboriginal women within their communities. The Agency collaborated with a number of individuals and organizations to build capacity, identify options for change, raise awareness at the federal level, enhance Aboriginal women's ability to strategize and network, and facilitate their access to information on programs and services available to them.

In particular, Status of Women Canada contributed to workshops/meetings with grassroots Aboriginal women from Quebec, New Brunswick, Nova Scotia, Prince Edward Island, British Columbia and Ontario to help a diverse group of Aboriginal

women build their capacity to work together to more effectively influence future policy development.

For example, since 1999, Status of Women Canada has been supporting Aboriginal women and self-governance initiatives in the Nishnawbe Aski Nation (NAN) of Northern Ontario (see <http://www.nan.on.ca/about/>), with both funding and technical advice. This has brought significant, concrete results in promoting more equitable public policy. In 2003-04, the first gathering of women leaders, chiefs and band councillors was broadcast live throughout northern Ontario. NAN produced a short video on the women's experience.

As a result, Aboriginal women's political participation gained widespread visibility and profile throughout the northern region of Canada, creating an environment for lasting and positive change. The outcomes include: a recommendation for equal representation of male and female elders at the all-Chiefs meetings and the Elders Congress; the involvement of women's representatives in the decision-making process of the Nishnawbe Aski Nation; and a significant increase in the participation rate of women chiefs and councillors, from 12 per cent in 1999 to 24 per cent in 2003.

Continuing its efforts to examine legislation and its impacts, Status of Women Canada funded two policy research papers, to be published in 2005-06:

- *Seeking Alternatives to Bill C-31: An investigation of matrilineal models of First Nations citizenship and community membership policies*, by Jo-Anne Fiske and Evelyn George; and
- *Bill C-31 Membership and Status: Unrecognized and Unstated Paternity*, by Michelle M. Mann.

Reinforcing the need to address the situation of Aboriginal Women in Canada, as the CEDAW Committee highlighted in its report, FPT Ministers Responsible for the Status of Women concluded their 22<sup>nd</sup> annual meeting in September 2003 (see [http://www.mcaws.gov.bc.ca/womens\\_services/fpt/](http://www.mcaws.gov.bc.ca/womens_services/fpt/)) with a commitment to address the overall situation of Aboriginal women on and off reserve. As part of their commitment, the Ministers established a working group to develop a plan of action to guide the work of their forum. Canada, represented by Status of Women Canada, and the Northwest Territories co-chair the FPT Committee on Aboriginal Women.

Status of Women Canada and the Northwest Territories were instrumental in organizing a meeting with Aboriginal women. At that meeting, senior officials presented their areas of focus, sought advice on possible action and opened a dialogue with representatives of Aboriginal women's groups. Status of Women Canada will continue its lead role with the Northwest Territories in gathering information, guiding the preparation of background documents and plan of action in preparation for the next Ministers' meeting.

### 2.5.1.8 Strengthening Women's Human Rights

During 2003-04, the Agency set aside its work concerning the *Canadian Human Rights Act* and pay equity as a result of the delayed release of the report of the Pay Equity Task Force (see <http://www.justice.gc.ca/payeqsal.html>).

In 2003, the CEDAW Committee stated the issue of trafficking and its victims needs attention. This year, Justice Canada focused attention on the issue of trafficking, affording Status of Women Canada opportunities for collaborative work.

As a member of the Federal Interdepartmental Working Group on Trafficking in Persons (see <http://canada.justice.gc.ca/en/fs/ht/iwgtip.html>), Status of Women Canada worked with other departments to ensure gender-based human rights policy concerns were addressed in areas such as protecting and assisting victims and witnesses, and to ensure women's organizations were included when developing partnerships with civil society. These efforts contributed to a more comprehensive approach in dealing with trafficking. Recognizing the gender dimensions of trafficking, the Minister of Justice announced a number of commitments to eradicate trafficking in persons on International Women's Day, March 8, 2004.

In another collaborative effort, Status of Women Canada and Justice Canada supported the Forum on Trafficking in Persons, Especially in Youth, Children and Women, on March 30, 2004, hosted by the Minister of State (Multiculturalism and Status of Women) and the Minister of Justice. Organized by the Canadian Ethnocultural Council, the Forum engaged civil society, including women's groups, parliamentarians and media, raised awareness and encouraged community-based strategies. Status of Women Canada's efforts facilitated the participation of representatives of women's organizations at the Forum.

The two departments also sponsored the Metropolis Project to organize a dialogue on March 31, 2004 between federal officials and civil society representatives, including academics and women's groups, to achieve a better understanding of the issues and concerns of community organizations. Status of Women Canada funded a separate meeting to address gender-based concerns and development of a coalition of experiential women (women with experience in the sex trade), who would participate in developing a federal strategy on human trafficking.

In partnership with Justice Canada and the Canadian Council for Refugees, Status of Women Canada funded a project entitled *Trafficking in Women and Girls*, to raise awareness among non-governmental organizations, and to encourage the development of community-based action plans. Status of Women Canada also funded the following activities:

- publication of the Fall 2003 issue of *Canadian Women Studies* on the theme "Migration, Labour and Exploitation: Trafficking in Women and Girls (see <http://www.yorku.ca/cwscf/>);



- a national coalition of experiential women who will work to ensure that women with experience in the sex trade have input to federal legislation, policy and programs affecting girls and women in the sex trade;
- a partnership between Prostitution Alternatives Counselling and Education Society (see <http://www.pace-society.ca/>) and the Women's Information Safe House Drop-in Centre Society, both of which provide services to women engaged in street prostitution in and around Vancouver's Downtown Eastside;
- an initiative of the Comité de recherche-action sur le trafic sexuel des femmes au Québec to examine policies and programs that contribute to or restrict the trafficking of women, and to mobilize women's organizations in Quebec to work together on this issue; and
- a project by the Asian Society for the Intervention of AIDS, a community organization working with the Asian population to document and address the experiences of Asian women trafficked into the sex trade in Vancouver's Lower Mainland (see <http://www.asia.bc.ca/>), which represents the local part of a larger international initiative examining the nature of the international trafficking of women.

As a result of Status of Women Canada's support, women's and other equality-seeking organizations have made a significant contribution to the improved integration of gender equality and human rights perspectives in policy and program development, and in international negotiations. For example:

- the Minister of State (Multiculturalism and Status of Women) headed a delegation to the annual meeting of the United Nations Commission on the Status of Women. Canada's negotiating team, headed by Status of Women Canada, succeeded in reaching positive agreements on the role of men and boys in achieving gender equality, a new subject of discussion in the international community (see <http://www.un.org/womenwatch/daw/csw/>).
- Status of Women Canada was instrumental in shaping plans for a 2005 high-level event marking the 10-year review and appraisal of the Beijing Platform for Action. The Agency helped ensure the event will focus on ways to share experiences among countries in achieving results that are in keeping with commitments already made in the Beijing agreements, in international human rights treaties and in national plans. The goal of this focus is to accelerate progress and build on what has been achieved, rather than to negotiate new agreements.

#### 2.5.1.9 Addressing Violence Against Women

To meet this objective, Status of Women Canada is committed to focusing on prevention and on addressing the root causes of family violence in the following areas:

- supporting community-based initiatives related to women and the sex trade. For example, the Minister of State (Multiculturalism and Status of Women) met with



representatives of Vancouver's sex-trade workers to obtain their input on improving their safety. Status of Women Canada is taking the lead under the Vancouver Agreement (VA) to secure resources for specific, women-centred interventions on Vancouver's Downtown Eastside. In this effort, it is working in partnership with other levels of government, women who have direct experience in the sex trade, researchers and front-line community workers. In 2003-04, the VA Management Committee agreed to earmark \$1 million to support a set of strategic initiatives the Task Team proposed. These include a number of women-centred initiatives;

- making a commitment to use the Family Violence Initiative (FVI) allocation of \$1 million to support the action of Aboriginal women's organizations to address violence against Aboriginal women. In Canada, Aboriginal women are among those most vulnerable to domestic sex trafficking, therefore, Status of Women Canada's work to address trafficking of, and violence against, Aboriginal women is important. Specifically, Status of Women Canada used its 2003-04 FVI allocation of \$250,000 to fund the initiative of Aboriginal Women Against Violence Everywhere (AWAVE – see [www.nacafv.ca](http://www.nacafv.ca)) to develop a four-year anti-violence strategy for Aboriginal women in Canada;
- supporting the Alberta Council of Women's Shelters (ACWS – see <http://www.acws.ca/>) to establish a *Provincial Family Violence Prevention Commission* and a Family Violence Prevention Strategy. The Agency's support enabled ACWS to carry out an effective strategy for the Government of Alberta in addressing issues of violence against women in that province. As a result, the Alberta government is currently engaged in a consultative process with key stakeholders to develop an action plan for policy and program initiatives to address violence and bullying in the province;
- creating a strategic alliance and partnership with the Status of Women Office of Saskatchewan Labour (see <http://www.swo.gov.sk.ca/>) to assist in developing an "Action Plan for Saskatchewan Women" that will provide opportunities for women to influence the public policy process;
- providing assistance to the Prostitution Action and Awareness Foundation of Edmonton (PAAFE – see <http://www.paafe.org/>) to explore two main systemic barriers against women involved in the sex trade, particularly the adverse effects of section 213 of the *Criminal Code* (solicitation provision), and the lack of safe and affordable housing for women. This initiative resulted in partnerships in Alberta, Manitoba and British Columbia and strategic alliances with groups such as the PAAFE, the Alberta Association of Sexual Assault Centres, the Trafficking Working Group and Changing Together, a centre for immigrant women. This partnership of key players mobilized to urge the provincial government to recognize violence against sex trade workers within the broad definition of the overall problem of violence against women.

## 2.5.2 A Broader Range of Informed and Effective Stakeholders

**Strategic Outcome: 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.**

**Strategy: Accelerate the knowledge-building on selected issues with key audiences in the selected policy areas.**

**Commitment: “As issues grow more complex, Status of Women Canada will work in innovative and creative ways with new partners.”**

### 2.5.2.1 Accelerating Knowledge Building

Status of Women Canada produced a range of GBA products to accelerate knowledge building within the Government of Canada, other levels of government and among various stakeholders. Included were:

- a GBA Performance Measurement template to help departments evaluate their application of GBA. Initial testing indicates the template is a valuable tool;
- an organizational capacity assessment to evaluate an organization’s capacity to integrate GBA. Initial feedback from the DND/CFC training session indicated the tool would be instrumental in charting a course for the development of that department’s internal GBA strategy;
- a GBA e-bulletin to encourage sharing of resources and experiences on GBA between the Agency and other members of the federal/provincial-territorial GBA Interdepartmental Committee, as well as other federal government colleagues interested in GBA activities and resources. The e-bulletin now reaches a variety of audiences and also serves as a replacement for the former F/P-T list-serv distribution. Feedback has been extremely positive concerning the usefulness of the e-bulletin and distribution for the e-bulletin list has expanded by almost 50 per cent since it was first introduced.

In 2003-04, Status of Women Canada invested over \$1 million to address the unique needs of official language minority women, as part of its efforts to meet the legislative obligations under the *Official Languages Act*. Due to the need for capacity building, which was identified in the 2004-06 Official Languages Plan of Action, more resources were provided to enhance organizational capacity, develop skills and create partnerships among official language minority women. As a result, official language minority women have increased their understanding of GBA and its application in public policy processes. There are also indicators that show enhanced knowledge of selected issues, particularly violence against women, and building of strategic alliances among official language minority women.

Status of Women Canada's Policy Research Fund (PRF) (see [http://www.swc-cfc.gc.ca/funding/prf\\_e.html](http://www.swc-cfc.gc.ca/funding/prf_e.html)) provides an important medium for building knowledge that is useful across all sectors of Canadian society in informing work on gender equality and women's human rights. It supports research that:

- identifies policy gaps, trends and emerging issues;
- examines the consequences of existing policies; and
- focuses on concrete recommendations for policies and practices to improve the status of women.

Hits on the PRF publications posted on the Web site have increased to almost 1.4 million – up significantly from 2002-03, when it received close to 362,000 hits. PRF reports were mentioned in the Toronto Star (*A Motherhood Issue: Discourses on Mothering Under Duress*), and on CBC radio's program "The Current" (*Canada the New Frontier for Filipino Mail-Order Brides*), indicating the timeliness and relevancy of the research.

In September 2003, Status of Women Canada issued a call for proposals on the theme *Gender Dimensions of Canada's Social Capital*, an issue that has been identified as a priority by research institutions and federal government departments (e.g. Policy Research Initiative) as well as international research organizations (e.g. OECD). Review of previous studies indicated that gender dimension of social capital represents a significant gap in this field of research. This research theme is expected to enhance government policy makers' understanding of what policies are needed to make better use of women's social capital in social, economic and political development of Canadian society.

Five research projects were selected for funding under this theme, examining such important issues as: social capital and the welfare of immigrant women; boosting women's political resources through empowering their social networks; public policy and social reproduction, and women's role in employer-supported volunteering activity. These research projects are expected to be published in 2005-06.

Along with building this significant body of policy research work, Status of Women Canada continued its outreach activities to influence policy research agendas of both governmental and non-governmental research organizations, and to ensure gender is a crosscutting element in horizontal policy research initiatives, both nationally and internationally. Other Status of Women Canada outreach activities contributing to knowledge building and the sharing of expertise on gender equality issues included active participation in cross-government policy research conferences. Notable are:

- the 2003 conference entitled *The Opportunity and Challenge of Diversity: A Role for Social Capital*, which Status of Women Canada supported. The conference included a session focusing on gender and the integration of immigrants, and the keynote address highlighted the importance of using a gender lens in all policy research; and

- the Intersections of Diversity Seminar: in April 2003, Status of Women Canada partnered with the Association for Canadian Studies, the Department of Canadian Heritage (Multiculturalism Program), the Metropolis Project (under Citizenship and Immigration Canada) and other federal departments and programs that encourage horizontal linkages between policy makers, researchers and NGOs to ensure that diversity is addressed in policy making across government departments and programs.

### 2.5.2.2 Fostering Partnerships with Key Stakeholders for Targeted Institutional Change

Status of Women Canada plays a catalyst role in facilitating women's engagement in public policy processes at local, regional and national levels. In 2003-04, in an effort to increase the participation of women in politics at the municipal level, Status of Women Canada provided support to the Federation of Canadian Municipalities' Canadian Women in Municipal Governance Committee (see <http://www.fcm.ca/>). By undertaking capacity building initiatives, the Committee sought to promote active participation by women in municipal affairs. The current initiative developed tools to enhance awareness among women and develop skills to promote women's equal participation in municipal affairs. Similarly, tools were developed for municipalities to assist in their work to facilitate the participation of the diversity of women:

- developing relevant and practical tools that have enhanced awareness concerning treaty-making in British Columbia. With support from Status of Women Canada, a steering committee of Aboriginal women working with the B.C. Treaty Commission facilitated five dialogues or "talking circles." These events brought together over 100 Aboriginal women in remote, rural and urban communities, providing them a venue for voicing their perspectives and priorities on the treaty-making process and related governance issues;
- examining and documenting current and potential social and economic impacts of child care in Winnipeg's inner city by supporting the Child Care Coalition in Manitoba (see <http://www.childcaremanitoba.ca/>) to address the systemic inequalities, such as funding, service provision and access to childcare for women. The province has more than 200,000 children under the age of 12 years (of whom about 140,000 have employed mothers); there are roughly 24,000 licensed childcare spaces. Childcare can cost as much as \$7,000 a year per child. With support from Status of Women Canada, the Coalition examined and documented current and potential social and economic impacts of childcare in the inner city of Winnipeg;
- ensuring women's issues are integrated in the discussions and decision-making processes of the Canadian Rural Partnership (see <http://www.rural.gc.ca/>). The Partnership is the key federal policy initiative that ensures the co-ordination of programs, policies and activities to provide support to rural and remote communities across Canada. Status of Women Canada is a member of each

Atlantic Provincial Rural Team and of the Research Committee. Status of Women Canada's involvement in the Canadian Rural Partnership resulted in the following outcomes in New Brunswick:

- bringing a gender lens to the development of the vision, mandate, objectives and strategies of the intersectoral table in New Brunswick, made up of federal, provincial, community-based and ethnocultural groups;
- helping to develop a matrix with a gender lens using the NRPF as a guide in the strategic planning process for the next four years in New Brunswick; and
- including women as a strategic objective in the renewal of the economic and social base influencing policy areas that affect the sustainability of rural communities in the 2004-2008 Strategic Plan of the New Brunswick Rural Team (see [http://www.rural.gc.ca/team/nb/nb\\_e.phtml](http://www.rural.gc.ca/team/nb/nb_e.phtml)).

In partnership with other organizations, Status of Women Canada succeeded in leveraging support and implemented a number of key activities for example:

- Status of Women Canada was invited to be a partner at the Table de concertation provinciale sur l'immigration francophone au Nouveau-Brunswick. This led to an invitation to participate in developing principles for the Gender Domain with a gender and a rural lens for the Atlantic Metropolis (see [http://atlantic.metropolis.net/index\\_e.html](http://atlantic.metropolis.net/index_e.html)), in collaboration with l'Université de Moncton team, and an invitation to work on the Federal-Provincial Immigration File in New Brunswick, which Human Resources and Skills Development Canada led;
- in Newfoundland and Labrador, women comprise a large proportion of adults and families receiving social assistance, yet they remain underrepresented in Community Economic Development. This limits their involvement in economic decision-making. To continue addressing these gender-based barriers and to build on previous success, Status of Women Canada partnered with Bay St. George Status of Women Council (see <http://www3.nf.sympatico.ca/bsgswc/bsgwc.htm>) on an initiative with the Regional Economic Development Board, entitled *Taking Our Places*, to implement gender-based analysis in the work of the Board. The Council also worked with women to examine the social and economic implications of oil exploration and development in their area. These efforts produced the following concrete results that address the unique circumstances of women:
  - a commitment from the provincial Minister of Human Resources, Labour and Employment to establish a ministerial working group comprising representatives from communities, the Ministry itself and other stakeholders. The group's objective is to explore ways to implement recommendations for policy change that the Council proposed;

- a commitment from “Life-Works,” a community employment development initiative, to work with Status of Women Canada in addressing barriers facing single mothers; and
  - a pilot project for the Bay St. George Area, which will later be implemented in other parts of Newfoundland and Labrador.
- Status of Women Canada supported Northern Inuit women in creating strategic alliances with the Northern fishing industry and the Arctic Circle. This initiative resulted in a strategic alliance between Pauktuutit (see [www.pauktuutit.ca](http://www.pauktuutit.ca)), the national organization representing all Inuit women in Canada, and four communities – one in the Northwest Territories, two in Nunavut and one in Nunavik. The goal was to document the contributions of Inuit women to the northern fishing industry, the challenges they face and how key institutions acknowledge gender issues and involve Inuit women in the industry’s decision-making process. This alliance represents a significant step in these communities not only in acknowledging Inuit women’s contributions but also in engaging the women in key decision-making processes concerning the Northern fishery.

## 2.6 Agency Effectiveness

At Status of Women Canada, there is a growing recognition of the need to become an organization that reflects the management commitments of *Results for Canadians: citizen-focused, value-based, results driven and committed to responsible spending*. This requires, among others, internal capacity building, instituting the right systems and processes and promoting a corporate culture that values and encourages life-long learning, creativity, risk management and others.

As the Agency’s experience demonstrates, social-change initiatives are complex, time-consuming and require constant adjustments. The complexity of the issues, the nature and scope of initiatives and the organizational capacity of the players can also add to the complexity of the challenges. Working with marginalized groups, or new and emerging groups requiring capacity building, represents unique challenges. These challenges are not only in terms of human resources or investment required but also in achieving the expected results within the planned timeline and budget. Program delivery must, therefore, be strategic and focused to ensure results are achieved within the timeline of and resources available to the Agency.

During 2003-04, Status of Women Canada started a variety of internal initiatives related to Modern Management that will be launched in 2004-05, such as new human resources delegations; a rewards and recognition policy; a values and ethics framework and implementation plan; and brown-bag lunch sessions or other meetings where employees can obtain and share information and experiences, provide feedback and ask questions on Modern Management.

Other examples linking to the Modern Management initiative or responding to the PSC Employee Survey are:

- developed an integrated audit and evaluation action plan, drafts for an internal policy and an internal committee structure, as well as a series of training sessions leading to actual workshops to populate a corporate performance management framework. The process provided staff with the opportunity to be exposed to the corporate process, concepts and terminology before being asked to play a significant role in defining, and then implementing, a corporate decision-based management framework by April 2005;
- invested in capacity-building for the transition to a results-focused program delivery. It developed a tool for staff to use in their work with women's organizations as they transfer skills to facilitate a similar transition towards focus on results among women's organizations. A series of regional training sessions was held to further expose staff to skills they need in the new regime. Other support mechanisms made available to staff also provided opportunities for exchange of experiences and mutual learning on the new approach. As a result, there is evidence of an emerging corporate culture that encourages mutual learning, creativity and sharing of experiences;
- continued to implement the action plan to address the recommendations from the five-year evaluation of its Policy Research Fund (PRF);
- completed the implementation of its action plan from the 2001 audit of its funding program. Relevant documents on our Web site provide details;
- continued to work on improving internal and public access to timely and pertinent information on its programs and services, in accordance with the principles of Government On-Line. In January 2004, Status of Women Canada received outstanding recognition for its Web site, which was ranked second overall in terms of accessibility, out of approximately 100 government sites, by an external company;
- finally, Status of Women Canada created the GBA Resource Room to provide centralized access to over 600 resources on topics related to GBA or gender mainstreaming. The database is available on a secure extranet site. The GBA Resource Room is now integrated into the Florence Bird Memorial Library, located at Status of Women Canada headquarters in Ottawa, increasing accessibility to the public. In addition, the library catalogue can now be publicly accessed through the Canadian Heritage Web site (<http://pch-geoweb.pch.gc.ca:8000/>).



## Section III: Financial Performance

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### 3.1 Financial Performance Overview

In 2003-04, Status of Women Canada's total budget available for use included a Grant budget, an Operating budget in support of the work of seven directorates and 15 regional offices, and an amount of \$5.0 million in 2003-04 for the development of AGE<sup>2</sup>. This included related activities such as accelerating the implementation of GBA, sustaining Canada's role as a global leader, engaging Canadians, increasing the participation of the voluntary sector and providing additional funding for non-governmental organizations.

The following financial summary tables provide additional information.

### 3.2 Financial Summary Tables

Table 1: Summary of Voted Appropriations

The following table details resources that Parliament voted and Status of Women Canada's actual use of those resources.

The initial budget (i.e. Planned Spending<sup>3</sup>) was \$23.9 million. It was revised to a total budget available for use (i.e. Total Authorities<sup>4</sup>) of \$24.2 million, representing an increase of \$0.3 million. This budget increase resulted primarily from the \$0.2 million received from Treasury Board to implement the revised internal audit and evaluation policies. The remaining amount of \$0.1 million represented funding received for the Modern Comptrollership initiative, the 2002-03 eligible operating budget carry forward and compensation for collective agreements.

In 2003-04, to demonstrate its commitment to reallocating spending and improving efficiency, the government reallocated \$1 billion from existing departmental budgets to fund higher government priorities. Status of Women Canada identified a lapse of \$0.4 million in 2003-04, contributing \$0.2 million of that lapse to this reallocation exercise. The remaining lapse of \$0.2 million represents the 2003-04 eligible operating budget carry forward into 2004-05.

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<sup>2</sup> AGE, in sum, represents \$2.0 million received annually since 2000-01, an additional \$1.5 million received annually as of 2001-02, and an additional final annual increase of \$1.5 million in 2002-03. Cumulatively, the annual budget available for AGE is \$2.0 million in 2000-01, \$3.5 million in 2001-02, \$5.0 million in 2002-03 and on-going as follows:

(\$ millions)	Annual Increase	Annual Budget
2000-01	2.0	2.0
2001-02	1.5	3.5
2002-03	1.5	5.0
On-going	0	5.0

Allocation of AGE funding is set equally between votes (i.e. Operating expenditures and Grants & Contributions).

<sup>3</sup> Planned Spending reflects figures as reported in Status of Women Canada's 2003-04 Report on Plans and Priorities.

<sup>4</sup> Total Authorities include Main Estimates, Supplementary Estimates and other adjustments and transfers.



## Financial Requirements by Authority

		<b>2003-04</b> (in millions of dollars)		
<b>Vote</b>		<b>Planned Spending<sup>2</sup></b>	<b>Total Authorities<sup>3</sup></b>	<b>Actual</b>
<b>Status of Women Canada Office of the Co-ordinator</b>				
115	Operating expenditures	11.4	11.8	11.4
120	Grants	11.1	11.1	11.1
(S)	Contributions to employee benefit plans	1.4	1.3	1.3
<b>Total Agency</b>		<b>23.9</b>	<b>24.2</b>	<b>23.8</b>

Table 2: Comparison of Total Planned Spending to Actual Spending (in millions of dollars)

The following table details resources used by Status of Women Canada's business line, in comparison to the resources voted by Parliament as outlined in Table 1.

### Agency Planned versus Actual Spending

Business Line/ Strategic Outcomes <sup>(A)</sup>	FTEs <sup>(B)</sup>	Operating	Capital	Voted Grants and Contributions	Gross Voted Expenditures	Subtotal: Statutory Grants & Contributions	Total Gross Expenditures	Less: Respendable Revenues <sup>(C)</sup>	Total Net Expenditures
<b>Promoting Gender Equality</b>									
1. Equitable Public Policy									
	26.90	5.3	-	3.9	9.2	-	9.2	-	9.2
	<i>26.90</i>	<i>5.3</i>	<i>-</i>	<i>3.9</i>	<i>9.2</i>	<i>-</i>	<i>9.2</i>	<i>-</i>	<i>9.2</i>
	<b>23.13</b>	<b>2.4</b>	<b>-</b>	<b>3.9</b>	<b>6.3</b>	<b>-</b>	<b>6.3</b>	<b>-</b>	<b>6.3</b>
2. Informed and Effective Stakeholders									
	71.10	5.5	-	7.2	12.7	-	12.7	-	12.7
	<i>71.10</i>	<i>5.5</i>	<i>-</i>	<i>7.2</i>	<i>12.7</i>	<i>-</i>	<i>12.7</i>	<i>-</i>	<i>12.7</i>
	<b>56.38</b>	<b>6.4</b>	<b>-</b>	<b>7.2</b>	<b>13.6</b>	<b>-</b>	<b>13.6</b>	<b>-</b>	<b>13.6</b>
3. Agency Effectiveness									
	33.00	2.0	-	-	2.0	-	2.0	-	2.0
	<i>32.00</i>	<i>2.3</i>	<i>-</i>	<i>-</i>	<i>2.3</i>	<i>-</i>	<i>2.3</i>	<i>-</i>	<i>2.3</i>
	<b>37.56</b>	<b>3.9</b>	<b>-</b>	<b>-</b>	<b>3.9</b>	<b>-</b>	<b>3.9</b>	<b>-</b>	<b>3.9</b>
<b>Total Planned</b>	<b>130.00</b>	<b>12.8</b>	<b>-</b>	<b>11.1</b>	<b>23.9</b>	<b>-</b>	<b>23.9</b>	<b>-</b>	<b>23.9</b>
<i>Total Authorities</i>	<i>130.00</i>	<i>13.1</i>	<i>-</i>	<i>11.1</i>	<i>24.2</i>	<i>-</i>	<i>24.2</i>	<i>-</i>	<i>24.2</i>
<b>Total Actuals</b>	<b>117.07</b>	<b>12.7</b>	<b>-</b>	<b>11.1</b>	<b>23.8</b>	<b>-</b>	<b>23.8</b>	<b>-</b>	<b>23.8</b>
Cost of services provided by other departments <sup>(D)</sup>									
<i>Total Authorities</i>									1.0
<b>Total Actuals</b>									<b>1.0</b>
Net Cost of Program									
<i>Total Authorities</i>									24.9
<b>Total Actuals</b>									<b>25.2</b>
									<b>24.8</b>

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

<sup>(A)</sup> Total Planned Spending, Total Authorities and Actual Expenditures are presented for each strategic outcome in consideration of Status of Women Canada's Planning, Reporting and Accountability Structure; resources may overlap to more than one strategic outcome.

<sup>(B)</sup> Refer to the Organizational Chart, as reported in Status of Women Canada's 2003-04 RP&P, for planned FTEs. Based on our records actual FTE count represents employees who worked the entire year and a prorated count for those who worked less than a year.

<sup>(C)</sup> Respendable Revenues are to be reported. This is not applicable to Status of Women Canada.

<sup>(D)</sup> The amount of \$1.0 million is based on the 2003-04 Planned Expenditures amount as presented in Status of Women Canada's 2003-04 RP&P.

**Table 3: Historical Comparison of Total Planned Spending to Actual Spending by Business Line**

The following table provides a historical perspective on how Status of Women Canada uses the resources.

Business Line	Actual 2001-02	Actual 2002-03	2003-04 (in millions of dollars)		
			Planned Spending	Total Authorities	Actual <sup>5</sup>
Promoting Gender Equality	21.8	24.4	23.9	24.2	23.8
<b>Total</b>	21.8	24.4	23.9	24.2	23.8

**Table 4: Transfer Payments (Grants and Contributions) by Program/Business Line**

Status of Women Canada has one program (Women's Program) and one business line (promoting gender equality). In 2003-04, the total Status of Women Canada Grant Vote was \$11.1 million. This Grant Vote budget was used entirely over the fiscal year.

The following table summarizes the transfer of resources to organizations for promoting gender equality.

Business Line	Actual 2001-02	Actual 2002-03	2003-04 (in millions of dollars)		
			Planned Spending <sup>6</sup>	Total Authorities <sup>7</sup>	Actual
Promoting Gender Equality	9.3	11.2	11.1	11.1	11.1
<b>Total</b>	9.3	11.2	11.1	11.1	11.1

<sup>5</sup> The decrease of \$0.6 million between the actual amounts reported in 2003-04 in comparison to 2002-03 is mainly attributable to \$0.2 million representing Status of Women Canada's permanent commitment to the government-wide reallocation exercise, a decrease in transfer payments for the Voluntary Sector Initiative of \$0.1 million, and a subsequent decrease in the agency operating costs of \$0.3 million.

<sup>6</sup> Planned Spending for transfer payments reflects figures as reported in Status of Women Canada's 2002-03 RP&P. Figures reflect 50% of the funding for the development of the Agenda for Gender Equality (AGE<sup>2</sup>), i.e., \$1.0 million received annually since 2000-01, an additional \$0.75 million received annually as of 2001-02, and an additional final annual increase of \$0.75 million in 2002-03 and on-going thereafter. Cumulatively, the annual budget available from AGE for transfer payments is \$1.0 million in 2000-01, \$1.75 million in 2001-02, \$2.5 million in 2002-03 and on-going as follows:

(\$ millions)	Annual Increase	Annual Budget
2000-01	1.0	1.0
2001-02	0.75	1.75
2002-03	0.75	2.5
On-going	0	2.5

<sup>7</sup> Authorities reflect a final increase of \$0.3 million related to the Voluntary Sector Initiative (an initial increase of \$0.4 million was received in 2002-03).

## Section IV: Other Information

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### How to Reach Status of Women Canada

For financial information:    Guylaine Métayer  
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Other questions on the Agency Performance Report should be directed to:  
  Donna McKeeby  
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  Telephone: (613) 992-5399  
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For other documents or more details, please visit the Status of Women Canada Web site at <http://www.swc-cfc.gc.ca/>

# Appendix I: Reader Feedback Form

## Status of Women Canada 2003-04 Performance Report 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 Status of Women Canada's Agency Performance Report (DPR)?

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 or why not?

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

Member of the House of Commons/Senate of Canada

Political staff member

House of Commons/Senate staff member

Canadian non-governmental organization (NGO)

Federal-provincial/territorial public servant

Member of the Canadian public

Member of the media

Member of an international organization

Member of a foreign organization/government

Other (specify):

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

As background for the work of a Parliamentary Committee

To increase your knowledge of Status of Women Canada's achievements

To better understand the challenges Status of Women Canada faces

To understand where Status of Women Canada concentrated its efforts

To develop partnership plans with Status of Women Canada

Other (*Please explain.*):

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*Thanks again! Please fax to:*  
Josiane Désilets, Executive and Information Services  
(613) 943-0449