

Status of Women Canada

2006–2007

Report on Plans and Priorities

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Section I – Overview

Message from the Minister

Minister of Canadian Heritage and
Status of Women



Ottawa, Canada K1A 0M5

Ministre du Patrimoine canadien et
de la Condition féminine



As a member of the Canadian Heritage Portfolio, Status of Women Canada plays an important role in the life of Canadians.

Status of Women Canada is responsible for promoting gender equality, and over the next year it will work to achieve the objective of supporting the full participation of Canadian women in all aspects of society. I am pleased that particular attention will be given to those challenges that are currently faced by Canadian women. I look forward to working with them on such issues as the economic stability of women and the situation of Aboriginal women.

The focus on greater accountability and results-based approach reflects the priorities of the new government. I welcome their efforts in meeting these important objectives.

The Report on Plans and Priorities for 2006–2007 details Status of Women Canada's plans and goals for the year. It demonstrates the vital role it plays in the support of all women in Canadian society.

Beverley J. Oda

Management Representation Statement

I submit for tabling in Parliament the 2006–2007 Report on Plans and Priorities (RPP) for Status of Women Canada.

This document has been prepared based on the reporting principles contained in the *Guide for the Preparation of Part III of the 2006–2007 Estimates: Reports on Plans and Priorities and Departmental Performance Reports*.

- It adheres to the specific reporting requirements outlined in the Treasury Board Secretariat (TBS) guidelines.
- It is based on the agency's approved accountability structure as reflected in its

Management, Resources and Results Structure (MRRS).

- It presents consistent, comprehensive, balanced and accurate information.
- It provides a basis of accountability for the results achieved with the resources and authorities entrusted to it.
- It reports finances based on approved, planned spending numbers from the TBS in the RPP.



Florence levers, Co-ordinator

Summary Information

Equality is as critical to Canada's future as it is to the individual lives of girls and women, especially with the challenges of an aging society and an evolving global economy. Equality between women and men is an integral part of Canada's approach to human rights. Women are a vital economic and social force in Canada, and while much has improved for many women and girls, much work remains. Legal foundations are in place, but in reality, women are still unequal. To advance equality, work is needed across the federal government and with other levels of government, the private sector and non-governmental organizations.

Status of Women Canada (SWC) was established thirty years ago with a far-reaching mandate to "coordinate policy with respect to the status of women and administer related programs." The mandate of SWC is further guided by the *Canadian Charter of Rights and Freedoms*, and by Canada's adherence to the *Convention on the Elimination of All Forms of Discrimination against Women* and its renewed commitment to implement the United Nations' *Beijing Platform for Action* (1995 and 2005).

SWC's plans and continuing priorities are informed by the findings in 2005–2006 of numerous committees, evaluations, consultations and internal review:

- The Standing Committee on the Status of Women recommended how government departments should become more accountable and take more action to implement gender-based analysis (GBA) and how government should increase the Women's Program (WP) funding and review the funding mechanisms.
- The Government responses to the Standing Committee indicated general agreement with the Standing Committee's recommendations. SWC will ensure that GBA is integrated into government accountability frameworks and that funding mechanisms will be part of the WP's terms and conditions renewal process.
- The evaluation of the WP confirmed the mandate and relevance of the funding program, as well as its approach to working with non-governmental organizations. WP will implement recommendations related to training on an outcome-based approach for funding requests and will increase reporting of the impacts to the Canadian public.
- The cross-country and online consultations* reached more than 2 600 people to explore

future directions for advancing gender equality and WP funding. There was strong support for placing a higher priority on gender equality in public policy, especially to address concerns that women were becoming "invisible" and to correct the misperception that equality for women has been achieved. Support was also strong for improving accountability, including strengthened government mechanisms and greater application of GBA to policies and programs. With regard to policy and program priorities, most respondents agreed that the focus should be on areas where gaps are greatest, namely preventing and reducing high rates of poverty among women and improving the overall situation of Aboriginal women.

- The Expert Panel on Accountability Mechanisms for Gender Equality recommended that: the Government of Canada act now in applying GBA wisely and applying it well (the Minister of Finance set the example and presented a GBA budget in one key area); that the achievement of equality for women should be integrated into the accountability mechanisms of the modern management initiative of the federal government; that non-governmental organizations be engaged in government efforts to achieve equality for women; and that government demonstrate both strong leadership and a public service commitment to equality of women.
- The results of the governance review to further support a new approach on gender equality include realignment of the approach to gender equality, with a greater focus on the most important players in the federal public service and a greater focus with government priorities. To achieve results, the internal organization of SWC needs to be realigned so that all directorates are working in an integrated fashion while pursuing priorities of action.

As we consider the resulting information, there is convergence on key priorities with our goals for a new approach: increased accountability for gender equality and GBA in the Government of Canada, and action on key areas such as women's economic independence and the situation of Aboriginal women.

In 2006–2007, SWC will focus on reorganizing itself to achieve greater effectiveness in support of this new approach on gender equality. The process will be undertaken progressively and, in the short term, we do not foresee any major changes from a human resources perspective.

* The SWC online questionnaire is not considered to have reached the criteria for statistical validity as a survey, however SWC considers the results of this first attempt to directly reach its clientele to be a good indicator for action on gender equality.

The details will be provided in the Departmental Performance Report for 2006–2007 to Parliament.

SWC plays 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 equitable public policy and building knowledge and organizational capacity on gender equality. We promote equality and the full participation of girls and women in Canada by serving as

- a **knowledge broker on gender equality**, facilitating focused interaction and information sharing among stakeholders. SWC plays a key role in identifying opportunities for timely and effective input into the federal policy development process.
- a **centre of expertise** on gender issues and equality for women, proactively promoting

best practices, creating and sharing knowledge and frameworks with stakeholders and partners, and providing assistance with GBA capacity-building. Through these activities, SWC assists others in their efforts to advance gender equality in their policies and programs.

- a **catalyst** for network building, connecting people, and strengthening communities and in advancing equality for women and men.

SWC's total budget (Main Estimates) is \$24.6 million for 2006–2007, of which nearly \$11 million is disbursed through the WP to non-governmental organizations undertaking initiatives that promote equality for women. There are 131 full-time equivalent employees across Canada.

The following tables reflect SWC's total financial and human resources in accordance with the Main Estimates:

Financial resources (\$ millions)

2006–2007	2007–2008	2008–2009
24.6	24.7	24.7

Human resources (FTEs)

2006–2007	2007–2008	2008–2009
131	131	131

Plans and Priorities

This section provides some basic financial data about the priorities selected by SWC in 2005–2006 and continuing this year—that is, implementing a gender equality approach and continuing to implement the modern management/governance agenda. Basic facts on equal-

ity and inequality in the lives of women in Canada are also included in this section to help readers understand that equality of women is not achieved in Canada. The achievement of equality for women contextualizes SWC's working environment and informs its priorities.

Departmental priorities by strategic outcome (\$ millions)

Strategic Outcome: Gender equality and the full participation of women in the economic, social, cultural and political life of Canada.			Planned Spending		
			2006–07	2007–08	2008–09
Program priority: Implementation of gender equality approach ^a	Previously committed	Program Activity: 1. Promote equitable public policy	2	2	2
		Expected result: The Government develops and implements federal initiatives that narrow inequalities between women and men, and expand opportunities for women.			
		Program Activity: 2. Build knowledge and organizational capacity on gender equality	7.6	7.7	7.7
		Expected result: Knowledge and gender-equality capacity gaps are addressed by federal departments, non-governmental organizations and others.			
Corporate priority: Implementation of modern management / governance	Previously committed	All activities	0.4	0.3	\$0.3

^a Of the Total Planned Spending (net of \$12 million in grants and contributions), 75 percent is estimated to this priority presented by program activity.

Despite gains, inequality persists

Based on most recent reports and recommendations, SWC has identified increased accountabilities for federal departments on gender equality, women's economic independence and the situation of Aboriginal women as key policy priorities. These have also been evidenced by the UN Committee on the Elimination of All Forms of Discrimination against Women (CEDAW) in their recommendations to Canada. For additional information see the SWC Web site (www.swc-cfc.gc.ca/index_e.html).

Although the situation for women and girls has improved, inequality persists over time in sev-

eral key social and economic areas recently measured:

- In 2001, women made up 52 percent of those graduating with a bachelor's or first professional degree.
- In 2004, women accounted for 47 percent of the employed workforce with increased representation in several professional fields and managerial positions.
- In 2004, women contributed \$185 billion through wages and self-employment to Canada's Gross Domestic Product (GDP).

- Women provide two-thirds of the unpaid work time (care of children, sick and elderly) spent in Canada. Women's unpaid work constituted the equivalent of 12.8 million jobs to the economy in 1992 at a value of about one third to one half of the GDP—equalling as much as \$374 billion.
- Overall, women continue to have significantly less income than men.
- Women who are immigrants, disabled, a visible minority or Aboriginal are more likely to live in poverty than men.
- Violence and abuse begin early in life for many women and girls, and the effects can last a lifetime.

Almost every indicator shows that Aboriginal women face severe barriers to equality and inclusion. According to recent Government

statistics, the life expectancy of Aboriginal women is more than five years shorter than that of Canadian women in general, and they are more likely to live in poverty—36.4 percent as compared with 17.7 percent. Aboriginal women are also more than three times more likely to be assaulted by their spouses than are Canadian women in general, and they are eight times more likely to be killed by their spouses after a separation. Aboriginal women who have status under the *Indian Act*, and who are between the ages of 25 and 44, are five times more likely to experience a violent death than are other Canadian women in the same age category.

More information on these statistics is available at the SWC Web site (www.swc-cfc.gc.ca/ges/assessing_e.html).

SWC's working environment

SWC's plans and priorities are informed by the findings in 2005–2006 of numerous committees, evaluations, consultations and internal review.

The Standing Committee on the Status of Women studied and reported on GBA and funding to non-governmental organizations (www.parl.gc.ca/committee/CommitteeHome.aspx?Committeeld=8997&Lang=I&ParlSession=381&SelectedElementId=e170). The report *Gender-Based Analysis: Building Blocks for Success* focuses largely on the issue of accountability and links the achievement of results in gender equality to the use of a more comprehensive approach to GBA.

The need for a comprehensive conceptual framework and operational plan for gender equality and GBA was also the main finding of the formative evaluation of the Agenda for Gender Equality (www.swc-cfc.gc.ca/pubs/age/swc/swcreport_3_e.html).

The Standing Committee produced two additional reports on funding to non-governmental organizations that recommended a significant increase to the WP's grants and contributions budget (a minimum increase of 25 percent), reinstatement of a mix of core and project funding, funding agreements for a minimum of three years, and meaningful consultations with women's groups to determine future directions for the WP.

The Government responses to the Standing Committee indicated general agreement with

the Standing Committee's recommendations. The Standing Committee reports have been re-tabled, the Government will prepare responses for the Fall 2006.

A summative evaluation of the WP obtained objective, evidence-based information on the program's relevance, impact and cost-effectiveness, and reaffirmed the mandate and relevance of the program, as well as its basic approach to working with nongovernmental organizations. Evaluation recommendations included improving internal management, providing training for non-profit organizations on the outcome-based approach for funding requests, improving internal communications, enhancing links with the rest of SWC, and reporting more frequently to Canadians on the impact of the program.

Regional, national and online consultations* held during the fall of 2005 to explore future directions for advancing gender equality reached more than 2 600 people. Online respondents provided the views of individual women and men from diverse backgrounds and educational and income circumstances—most identifying themselves as concerned Canadians and others indicating that they are also members of non-governmental organizations. The participants at the national and six regional in-person consultations reflected the perspectives both of individuals and of organizations whose work is focused on equality issues and included younger women and men as well as people who have been involved for several decades.

* The SWC online questionnaire is not considered to have reached the criteria for statistical validity as a survey, however SWC considers the results of this first attempt to directly reach its clientele to be a good indicator for action on gender equality.

The results of these consultations reflect a significant degree of convergence on major directions for the future. There was strong support for placing a higher priority on gender equality in public policy, especially to address concerns that women were becoming “invisible” and to correct the misperception that equality for women has been achieved. Support was also strong for improving accountability, including through strengthened government mechanisms; greater application of GBA of policies and programs; measures to foster compliance with obligations under human rights treaties; development of gender equality indicators as benchmarks for charting progress; and improvement of support to women’s and other organizations working for gender equality. With regard to policy and program priorities, most agreed that the focus should be on areas where gaps are

greatest, namely preventing and reducing high rates of poverty among women and improving the overall situation of Aboriginal women. Participants also urged in all matters, however, to respect diversity, to recognize the barriers that many women face because of factors such as lone-parenthood, racism, sexual orientation and violence against women, and to acknowledge women’s own skills and efforts, through greater influence in the public policy development process. Finally, participants and respondents expressed a desire for ongoing consultation.

Consultations on the WP also demonstrated support for increased funding and a funding mechanism. A report on the comments and suggestions is available at www.swc-cfc.gc.ca/resources/consultations/ges09-2005/finalreport_index_e.html.

Priority: Implementation of gender equality approach

SWC recognizes that substantial and complex policy issues touch the lives of millions of women, each of whom has unique circumstances and needs. The achievement of measurable and concrete results will require intense and strategic effort over an extended period, probably three to five years. SWC will be undertaking the following actions to ensure accountability and sustainability of commitments to gender equality:

- Initiate the development of indicators and benchmarks on gender equality.
- Work with central agencies to increase accountability for the application of GBA and gender equality results (within existing gov-

ernment mechanisms and including the possibility of legislation).

- Undertake ongoing consultation with Canadians and raise public awareness.
- Provide more effective support for women’s and other equality-seeking organizations to ensure that women’s realities, contributions and concerns are better reflected in policy.

Within this context, SWC will focus its efforts for 2006–2007 on two policy areas where inequality for women is most severe: women’s economic independence and Aboriginal women, and increased accountability for gender equality and GBA in the Government of Canada.

Priority: Implementation of modern management/governance

SWC’s corporate priority in 2006–2007 is to continue implementing the federal government’s modern management initiative, which revolves around SWC’s governance review. SWC’s mission and vision, and its place in the federal machinery of the Government of Canada, were discussed with senior officials across the federal government. The results of the review will have an impact on SWC’s internal governance, strategic direction, new program activity architecture and functions. Proposed changes to the agency’s governance should bring greater integration, coherence and synergy to our responsibilities.

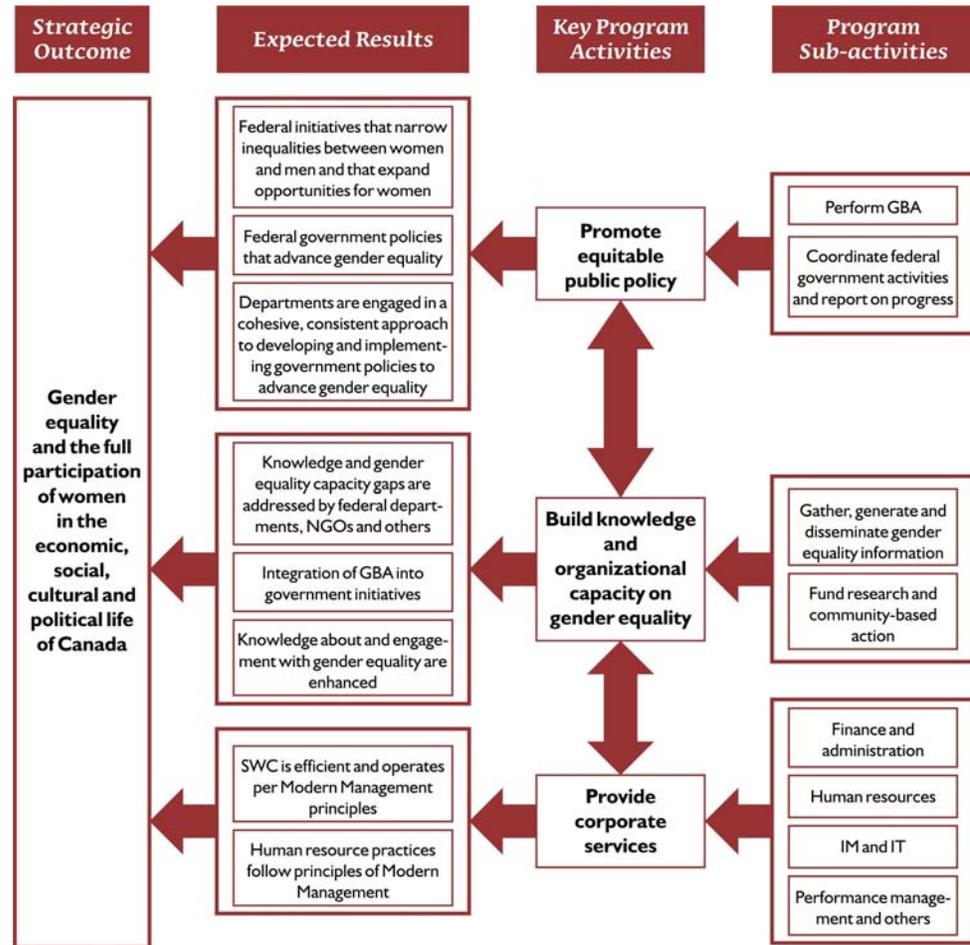
In 2006–2007, SWC will focus on key elements of a transition process to reorganize itself to achieve greater effectiveness. The process will be undertaken progressively and, in the short

term, we do not foresee any major changes from the perspective of human resources requirements. The details of the governance implementation will be provided in the Departmental Performance Report to Parliament for 2006–2007.

SWC remains committed to the modern management initiative—including implementing the new *Public Service Employment Act*. Although it is too early to judge the impact of SWC’s reorganization on implementation of its new program activity architecture, certain key shifts are covered in some detail in Section II.

Section II – Analysis of Program Activities by Strategic Outcome

SWC PAA Results Chain



To fulfil the Government of Canada’s commitment to building a society that is inclusive and respectful of all Canadians, SWC promotes gender equality and the full participation of women in the economic, social, cultural and political life of the country.

This strategic outcome flows from SWC’s mandate to coordinate policy and to administer related programs with respect to gender equality, and is strengthened by the Canadian *Charter of Rights and Freedoms*, Canada’s adherence to the *Convention on the Elimination of All Forms of Discrimination against Women* and its commitment to implement the *Beijing Platform for Action*.

In 2006–2007, SWC will continue to focus its efforts on the following three key program activities:

- Promote equitable public policy
- Build knowledge and organizational capacity on gender equality
- Provide corporate services

Indicator: Progress in priority areas identified by SWC.

Program Activity 1: Promote equitable public policy

Financial resources (\$ millions)^a

2006–2007	2007–2008	2008–2009
2.6	2.6	2.6

Human resources (FTEs)^a

2006–2007	2007–2008	2008–2009
23	23	23

^a The resources are presented in line with SWC's program activity architecture, realigned at the 2006–2007 Annual Reference Level Update process. Corporate Services resources are allocated proportionately within each program activity.

This program activity focuses on horizontal work across government and with other orders of government. Its goal is to influence the development of policies, legislation, research, programs and services that respond to the diversity of women's lives. In 2006–2007, the Policy and External Relations Directorate will adopt a more targeted approach with government departments focusing on poverty and Aboriginal women. The directorate will also work with the Research Directorate and Statistics Canada to develop indicators that will help set future objectives and priorities, measure change, assess progress and flag problems or emerging trends.

Expected result: The government develops and implements federal initiatives that narrow inequalities between women and men and expand opportunities for women.

Performance indicator: The number of federal initiatives that significantly advance gender equality.

Sub-activity 1.1: Perform gender-based policy analysis

Financial resources (\$ millions)^a

2006–2007	2007–2008	2008–2009
1.1	1.1	1.1

Human resources (FTEs)^a

2006–2007	2007–2008	2008–2009
11	11	11

^a The resources are presented in line with SWC's program activity architecture, realigned at the 2006–2007 Annual Reference Level Update process. Corporate Services resources are allocated proportionately within each program activity.

This sub-activity involves influencing the development of public policy through GBA and providing advice and recommendations in federal policy areas, particularly with respect to economic security and to the situation of Aboriginal women.

Expected result: Federal government policies that advance gender equality.

Performance indicator: Percentage of policy recommendations made by SWC that are accepted by federal departments.

In 2006–2007, SWC will provide GBA on targeted existing and proposed government priorities and will collaborate with those responsible for policy-related activities, thus providing assistance to departments in meeting the specific needs of women domestically and reporting the results internationally.

Sub-activity 1.2: Coordinate federal government activities and report on progress

Financial resources (\$ millions)^a

2006–2007	2007–2008	2008–2009
1.5	1.5	1.5

Human resources (FTEs)^a

2006–2007	2007–2008	2008–2009
12	12	12

^a The resources are presented in line with SWC’s program activity architecture, realigned at the 2006–2007 Annual Reference Level Update process. Corporate Services resources are allocated proportionately within each program activity.

In 2006–2007, SWC will pursue with the Federal–Provincial/Territorial Forum of Ministers Responsible for the Status of Women its priority issue of violence against Aboriginal women and will raise awareness among government officials at the federal and the provincial/territorial levels. The results of an Aboriginal policy conference early in 2006—focusing on awareness as it relates to the issue of violence against Aboriginal women, on increased opportunities for Aboriginal women to access needed programs and services, and on the kinds of policies and programs that are needed and how they will have a positive impact on reducing the incidence of violence against Aboriginal women—will help guide future activities.

SWC will also continue to participate in the United Nations Commission on the Status of Women and in 2007 will submit Canada’s next periodic report to the UN committee responsible for monitoring States Parties’ compliance with the *Convention on the Elimination of All Forms of Discrimination against Women*.

Expected result: Federal departments are engaged in a cohesive, consistent approach to developing and implementing government policies to advance gender equality.

Performance indicator: The number of departments engaged in implementing a new approach to achieving gender equality.

Program Activity 2: Build knowledge and organizational capacity on gender equality

Financial resources (\$ millions)^a

2006–2007	2007–2008	2008–2009
22.0	22.1	22.1

Human resources (FTEs)^a

2006–2007	2007–2008	2008–2009
108	108	108

^a The resources are presented in line with SWC’s program activity architecture, realigned at the 2006–2007 Annual Reference Level Update process. Corporate Services resources are allocated proportionately within each program activity.

This program activity focuses on developing the knowledge and capacity of a number of stakeholders so that they are better prepared to address gender-based issues of significance to Canadian society in a coordinated manner.

The gender equality information is available to all departments in the form of a custom-made training developed by the GBA directorate. The

use by the departments of the GBA analysis ensures that all federal policies reflect gender considerations before decision-making is finalized and ensures better consideration for equality.

To maximize its effectiveness in this role, resources are being aligned to support the agency’s priorities and areas of focus in policy and government priorities.

SWC also continues to support the work of women's organizations to facilitate the full participation of women in Canadian society. Through its regional and national staff (www.swc-cfc.gc.ca/contact/contact_e.html), the WP also provides technical support to partner organizations. This support takes various forms, such as helping organizations develop strategies for action; providing referrals and references to other funding sources; advising on operational concerns (for example, incorporation, financial administration); suggesting resource people in the community to assist groups in various ways; and facilitating networking, communication and partnerships among organizations.

Through its policy research activities, SWC will focus on creating a strong gender equality knowledge base with emphasis on women's economic independence and Aboriginal

women. The knowledge base will support SWC's policy role in providing guidance on complex policy and programming issues affecting women in Canada. SWC will continue to share its policy research with other federal departments and other stakeholders, as well as linking these partners to gender equality policy research experts in Canada.

Expected result: Knowledge and gender equality capacity gaps are addressed by federal departments, non-governmental organizations and others.

Performance indicators: The number of groups taking action on gaps and achieving their stated results. The number of policy makers aware of targeted research findings. The number of new research citations.

Sub-activity 2.1: Gather, generate and disseminate gender equality information

Financial resources (\$ millions)^a

2006–2007	2007–2008	2008–2009
1.0	1.0	1.0

Human resources (FTEs)^a

2006–2007	2007–2008	2008–2009
9	9	9

^a The resources are presented in line with SWC's program activity architecture, realigned at the 2006–2007 Annual Reference Level Update process. Corporate Services resources are allocated proportionately within each program activity.

This sub-activity focuses on assisting federal departments and agencies in setting up processes and structures in capacity building and in creating tools to integrate GBA into their policy and program development activities.

To provide leadership in the implementation of GBA, SWC will continue to shift its focus from individual to institutional capacity building to ensure the sustainability of GBA across government. The Government of Canada's response to the 2005 report by the Standing Committee on the Status of Women on GBA, suggested this type of approach with the provisos that GBA be used in a focused manner, set within an accountability framework, and that three central agencies (Privy Council Office, TBS and Department of Finance) play a pivotal role.

The Expert Panel on Accountability Mechanisms for Gender Equality endorsed this direc-

tion for SWC. Its report emphasized the need for SWC to concentrate its GBA efforts on key government priorities with select departments and to integrate the practice of GBA into the government's existing accountability mechanisms of its management improvement agenda.

In 2006–2007, informed by these reports, SWC will work closely with the three central agencies on capacity building, adapted to their mandates, including the application of GBA to a select number of their policies. Furthermore, a joint exploration of links between GBA and various reporting mechanisms will be undertaken. SWC will also work in collaboration with other government departments to further integrate GBA into policy and program development. This work will be done in a more systematic way and will be tied to government priorities.

The partnership between the Canada School of Public Service and SWC to offer GBA training to public servants will be reviewed within this new context. It will also be expanded to include awareness-raising elements in programs for managers and senior officials.

Expected result: Integration of GBA into government initiatives.

Performance indicator: Selected federal departments possess an increased capacity to conduct GBA.

Sub-activity 2.2: Fund research and community-based action

Financial resources (\$ millions)^a

2006–2007	2007–2008	2008–2009
21.0	21.1	21.1

Human resources (FTEs)^a

2006–2007	2007–2008	2008–2009
99	99	99

^a The resources are presented in line with SWC's program activity architecture, realigned at the 2006–2007 Annual Reference Level Update process. Corporate Services resources are allocated proportionately within each program activity.

Funding research and community-based action involves generating and leveraging other research or community-based action on selected issues of significance to Canadian society in a coordinated manner, and supporting our stakeholders in their efforts to address gender equality issues.

In 2006–2007, SWC's Research Directorate will focus its policy research on women's economic independence and Aboriginal women. The Research Directorate will also work with the Policy and External Relations Directorate and Statistics Canada to develop gender equality indicators as part of SWC's new approach to accountability and the measurement of results on gender equality (www.swc-cfc.gc.ca/funding/prf_e.html).

Through its funding program (www.swc-cfc.gc.ca/funding/wp_e.html), the Women's Program Directorate facilitates the involvement of women's organizations and other voluntary organizations in the public policy process. WP promotes the development of policies and programs within

key institutions that take into account gender implications and the diversity of women's perspectives. SWC also provides funding to promote action on equality issues and to enhance the effectiveness of women's organizations to improve the situation of women.

Following an evaluation completed in 2005–2006, as well as the Standing Committee's recommendations, the WP will be examining its funding mechanisms and its capacity to report on performance. In line with SWC's priorities, the WP will continue to work closely with Aboriginal women's organizations to increase their capacity to mobilize and act on issues related to violence, poverty and self-governance. The WP will also work more closely with SWC directorates in improving its abilities to deliver results.

Expected result: Knowledge and engagement toward gender equality are enhanced.

Performance indicator: The number of organizations and researchers that have achieved their stated funding objectives.

Section III – Supplementary Information

Organizational Information

Status of Women Canada, Organizational Chart (131 FTEs)



The table that follows outlines SWC's organizational structure down to the program activity level, indicates the number of full-time equivalent resources that support each activity, and identifies the position accountable at each level. Resources for the Corporate Services program activity (49 FTEs) are distributed proportionally among the program activities (PAs), the first PA being allocated 11 percent of the resources and the second PA being allocated 89 percent.

Program Activity	Accountable Directorate	FTEs		
		2006–07	2007–08	2008–09
Promote equitable public policy	Policy and External Relations	23	23	23
Build knowledge and organizational capacity on gender equality	Women's Program and Regional Operations, Research, and Gender-Based Analysis	108	108	108
TOTAL FTEs		131	131	131

Planned Spending

The financial tables that follow are presented in accordance with SWC's program activity architecture; they display information at the program activity level, excluding Corporate Services. Costs related to this activity are distributed among the program activities indicated.

The resources are estimates that may overlap with more than one program activity and may be subject to realignment as part of the 2007–2008 Annual Reference Level Update (ARLU) process.

Table 1: Planned spending and full-time equivalents (\$ millions)

This table summarizes the financial spending plan of the agency to March 31, 2009. Spending trends, as they relate to the plans and priorities over the three-year planning period, are consistent with the agency's strategic outcome to achieve gender equality. The resources are in line with SWC's program activity architecture, which was subject to realignment as part of the 2006–2007 ARLU process.

	Forecast	Planned		
	Spending	Spending		
	2005–06 ^a	2006–07	2007–08	2008–09
Promote equitable public policy	3.0	2.6	2.6	2.6
Build knowledge and organizational capacity on gender equality	20.4	22.0	22.1	22.1
Budgetary main estimates (gross)	23.4	24.6	24.7	24.7
Non-budgetary main estimates (gross)				
LESS: Respendable revenue				
Total main estimates^b	23.4	24.6	24.7	24.7
<i>Adjustments:</i>				
Procurement savings ^c				
Supplementary estimates:				
Other: ^d				
Grant transfer ^e	0.2	0.2	0.2	0.2
Contribution to Sisters in Spirit	0.3			
2004–2005 Carry forward	0.6			
Collective agreements	0.5			
Minister of State budget	(0.4)			
Budget Announcement:				
<i>Total adjustments</i>		1.2		
Total net planned spending	24.6	24.8	24.9	24.9
LESS: Non-respendable revenue				
PLUS: Cost of services received without charge	1.5	1.6	1.7	1.8
Net cost of program	26.1	26.4	26.6	26.7
Full-time equivalents (FTEs)	131	131	131	131

^a Reflects the best forecast of total net planned spending to the end of the fiscal year.

^b The net increase of \$1.2 million in the Main Estimates for 2006–2007 and of \$1.3 million in future years, in comparison to 2005–2006, is mainly attributable to an increase of \$1.0 million related to the contribution for the Native Women Association of Canada's Sisters in Spirit Initiative; an increase of \$0.7 million for collective agreements; a decrease of \$0.4 million for the Minister of State budget, which no longer exists; a decrease of \$0.1 million for Employee Benefits Plan adjustments; and a further increase of \$0.1 million as of 2007–2008 related to funding to CIC concerning Metropolis, which ends this fiscal year. The 2006–2007 Main Estimates include \$3.3 million funded through the Governor General Special Warrant's process.

^c Procurement savings amounts are \$20 thousand in 2005–2006 and \$40 thousand in 2006–2007. Amounts for future years have yet to be confirmed.

^d Adjustments noted in the Forecast Spending column for 2005–2006 are for new items that have been approved by Treasury Board and funded through the Governor General Special Warrant's process.

^e The grant transfer of \$0.2 million for 2005–2006 has been confirmed by TB Vote 5. This grant transfer is attributable to a Memorandum of Understanding between Canadian Heritage and SWC regarding the implementation of the interdepartmental partnership with the official languages communities.

Table 2: Resources by program activity, 2006–2007 (\$ millions)

The following table provides resource information for the 2006–2007 Main Estimates year by program activity.

Program Activity	Budgetary				Adjustments (planned spending not in Main Estimates) ^a	Total Planned Spending ^b
	Operating	Grants	Contributions and Other Transfer Payments	Total Main Estimates		
Promote equitable public policy	2.6			2.6		2.6
Build knowledge and organizational capacity on gender equality	10.2	10.8	1.0	22.0	0.2	22.2
Total	12.8	10.8	1.0	24.6	0.2	24.8

^a The 2006-2007 Main Estimates include \$3.3 million funded through the Governor General Special Warrant's process.

^b Total planned spending reflects an increase of \$0.2 million for a grant transfer attributable to a Memorandum of Understanding between Canadian Heritage and SWC regarding the implementation of the interdepartmental partnership with the official languages communities.

Table 3: Voted and Statutory Items (\$ millions)

This table provides a summary of SWC's voted and statutory items as summarized in the Main Estimates for 2006–2007 and compared with the previous year's Main Estimates.

Vote or Statutory Item	Truncated Vote or Statutory Wording	2006–2007 Main Estimates	2005–2006 Main Estimates
110	Operating expenditures	11.5	11.3
115	Grants and contributions	11.8	10.8
(S)	Contributions to employee benefit plans (EBP)	1.3	1.3
	Total^a	24.6	23.4

^a The net increase of \$1.2 million in the Main Estimates for 2006–2007, in comparison to 2005–2006, is mainly attributable to an increase of \$1.0 million related to the contribution for the Native Women Association of Canada's Sisters in Spirit Initiative, an increase of \$0.7 million for collective agreements, a decrease of \$0.4 million for the Minister of State budget, which no longer exists, and of a decrease of \$0.1 million for EBP adjustments. The 2006-2007 Main Estimates include \$3.3 million funded through the Governor General Special Warrant's process.

Table 4: Services received without charge, 2006–2007 (\$ millions)

This table displays the services received without charge to SWC in 2006–2007.

	Total
Accommodation provided by Public Works and Government Services Canada (PWGSC)	1.0
Contributions covering employers' share of employees' insurance premiums and expenditures paid by the Treasury Board of Canada Secretariat (excluding revolving funds)	0.6
Salary and associated expenditures of legal services provided by the Department of Justice Canada	
Total 2006–2007 services received without charge	1.6

Table 5: Details on transfer payments program for SWC (\$ millions)

This table summarizes SWC's transfer payments at the program activity level.

Women's Program (voted)				
	Start date: 1973		End date: on-going	
Description: The mandate of the WP is to provide technical and financial support to women's organizations and other partners seeking to advance equality for women by addressing women's economic, social, political and legal situation.				
Strategic outcome: Key institutions, government, and publicly elected bodies have integrated the diversity of women's perspectives in policies and programs.				
Expected Results: Women participate in decision-making processes. Public understands and supports women's equality issues. Effective action by women's organizations to advance women's equality issues.				
	Forecast Spending		Planned Spending	
	2005–06	2006–07	2007–08	2008–09
Build knowledge and organizational capacity on gender equality				
Total grants & contributions	11.0	11.0	11.0	11.0
Total transfer payment program^a	11.0	11.0	11.0	11.0
Planned audits and evaluations				
^a The above figure, in comparison to the Main Estimates, includes \$0.2 M attributable to a Memorandum of Understanding between Canadian Heritage and SWC regarding the implementation of the interdepartmental partnership with the official languages communities.				

Native Women's Association of Canada (NWAC) Sisters in Spirits Initiative (voted)

Start date: May 2005

End date: March 2010

Description: This initiative will complement ongoing government activities and lead to results that improve the situation of Aboriginal women including research to assess the extent and causes of the violence and to monitor trends; increased knowledge and understanding on the part of policymakers and stakeholders of the disadvantages and violence facing Aboriginal women; development of tools to address racialized and sexualized violence and its root causes; informed policy direction and development focused on racialized and sexualized violence and better service delivery to assist Aboriginal women and their communities; and sustainability to address related issues.

Strategic outcome: Gender equality and the full participation of women in the economic, social, cultural and political life of Canada.

Expected results: The SIS initiative will make a strong contribution to federal efforts in going beyond the focus on family violence to address racialized and sexualized violence against Aboriginal women, to determine its root causes and to inform policy direction and development.

	Forecast Spending		Planned Spending	
	2005–06	2006–07	2007–08	2008–09
Build knowledge and organizational capacity on gender equality				
Total contributions	1.0	1.0	1.0	1.0
Total transfer payment program	1.0	1.0	1.0	1.0
Planned audits and evaluations		Audit to start in Sept. 2006	Evaluation to start in 2007	

Table 6: Internal audits and evaluations

According to SWC's five-year risk-based plan, there is no evaluation planned for 2006–2007. Any other internal audit than the one listed below would be conducted by TBS Comptroller General as per new internal audit policy and related services for small organizations.

Internal audit

NWAC—Sisters in Spirit contribution is subject to an internal audit during 2006–2007, as mentioned in the contribution agreement with SWC and the TBS submission. The audit plan is available from these documents and could start around September 2006, once SWC and NWAC have agreement on final terms of the audit.

Program evaluation

There is no evaluation planned for 2006–2007.

Section IV – Other Items of Interest

Corporate Services

This section represents the important activities and planned results of 49 employees using a budget of \$4.3 million. This represents 37 percent of the overall human resources. The services offered are tailored to our organization size and include all the corporate services: finance, human resources, administration, information technology, information management, web, ministerial services, translation, planning, audit and evaluation, performance management, internal and external communications, and consultation.

The challenge we are facing is to respond to a wide variety of issues—laws, policies, procedures, initiatives, shared systems, reporting, management and communications requirements—designed for a larger scale organization. In 2006–2007, the corporate priority is to continue working towards the implementation of our modern management initiative improvements in the following areas:

- Development and implementation of the internal governance reforms, toward optimum achievement of gender equality objectives

- Implementation of the *Public Service Employment Act*, including the integration of human resources planning with business planning
- Monitoring of the WP action plan to respond to the evaluation recommendations
- Based on performance indicators data entered in TBS's Expenditures Management Information System, make use of the information to actively support senior management decision-making
- Rapid execution of an action plan, in conjunction with the unions, on issues raised in the 2005 Public Service Employee Survey
- Improvements on the priorities set out during the Management Agreement Framework assessment with TBS, such as values and ethics

Allocation for this program activity is distributed among the other program activities as displayed throughout the document. Costs related to this activity have been allocated among SWC program activities as follows:

Program Activity	% allocated
1.0 Promote equitable public policy	11%
2.0 Build knowledge and organizational capacity on gender equality	89%

Total planned Corporate Services spending (\$ millions)

	2006–2007	2007–2008	2008–2009
Corporate Services	4.3	4.3	4.3

Annex A – Contact Information

List of statutory and departmental reports

- *Status of Women Canada Main Estimates: A Report on Plans and Priorities*
- *Status of Women Canada Performance Report*

For other reports/documents, please visit the SWC Web site at www.swc-cfc.gc.ca/.

The 2006–2007 Report on Plans and Priorities

For questions on financial information, contact:

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Annex B – Reader Feedback Form

Report on Plans and Priorities (RPP) 2006–2007

Thank you for taking the time to review our RPP! Your comments will be valuable to us in the preparation of both the Departmental Performance Report, which will be based on this document, and for future RPPs.

	No	Yes
1. Is this your first exposure to Status of Women Canada's RPP?	<input type="checkbox"/>	<input type="checkbox"/>
2. Is there an improvement over our previous reporting documents?	<input type="checkbox"/>	<input type="checkbox"/>
3. Would you recommend it to someone else?	<input type="checkbox"/>	<input type="checkbox"/>

Why or why not?

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

Member of the House of Commons/Senate	<input type="checkbox"/>
Political staff	<input type="checkbox"/>
House of Commons/Senate staff	<input type="checkbox"/>
Canadian NGO	<input type="checkbox"/>
Federal/provincial/territorial Public Servant	<input type="checkbox"/>
Canadian public	<input type="checkbox"/>
Media	<input type="checkbox"/>
International organization	<input type="checkbox"/>
Foreign organization/government	<input type="checkbox"/>
Other (specify):	<input type="checkbox"/>

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

As part of a Parliamentary Committee	<input type="checkbox"/>
To increase your knowledge of Status of Women Canada's mandate and plans	<input type="checkbox"/>
To better understand the challenges faced by Status of Women Canada	<input type="checkbox"/>
To understand how resources are being allocated	<input type="checkbox"/>
To develop partnership plans with Status of Women Canada	<input type="checkbox"/>
Other (Please explain.):	<input type="checkbox"/>

	Dissatisfied	Satisfied	No Opinion
Please rank your satisfaction with the following:			
Usefulness of content	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Readability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ease with which specific information can be found	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How could this document be improved?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Thanks again! Please fax to Sylvie Turcotte, SWC, Executive and Information Services, (613) 943-0449