



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada

Women and Gender Equality Canada (formerly Status of Women Canada)

2018 -19

Departmental Results Report

The Honourable Maryam Monsef, P.C., M.P.
Minister for Women and Gender Equality and Rural
Economic Development

Canada 

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Minister's message

I am very pleased to present the 2018-19 Departmental Results Report for Status of Women Canada and Women and Gender Equality Canada (WAGE). This report covers the results of our activities to advance gender equality before and after our transition into a full department of the Government of Canada in December 2018.

Upon our transition into a full department, Women and Gender Equality Canada, we took on an expanded mandate to advance equality with respect to sex, sexual orientation, and gender identity or expression through the inclusion of people of all genders, including women, in Canada's economic, social, and political life. Our vision is of a Canada where people of all genders, including women, are equal in every way and can achieve their full potential. Over the past year, our work to advance gender equality has continued to focus on four priority areas: addressing gender-based violence (GBV); integrating Gender-based Analysis (GBA+) across the federal government; addressing systemic barriers to gender equality; and working to advance gender equality at the international level. Our approach to gender equality in these areas includes the advancement of equality with respect to sex, sexual orientation, gender identity and gender expression.

To achieve our goals, WAGE works in partnership with a wide range of individuals and groups representing the women's movement and the LGBTQ2 communities in Canada. We also work with Indigenous partners and with all levels of government, as well as with national and international civil society organizations and the private sector on a number of different initiatives.

Through the first-ever federal Strategy to Prevent and Address Gender-Based Violence, we have invested more than \$200 million for projects and programming that will help to address gender-based violence, share best practices in preventing it, and help move us towards a Canada where gender-based violence is in our past. We have made great progress, but know there is much more work to do. That includes work to eradicate human trafficking, which we will continue through Canada's new National Strategy to Combat Human Trafficking unveiled in the summer of 2019. In support of this work, we also launched the Gender-Based Violence Knowledge Centre, an online platform housed within our website to provide critical information and resources to those working in this area, to help us redouble our efforts to reduce and eliminate violence against women. It continues to evolve and expand and its goal is to become a trusted source for reliable research, data and reporting, on potential issues and promising solutions to prevent and address GBV.

Recognizing the importance of a strong, and sustainable movement of women's and equality-seeking organizations, we delivered Canada's largest-ever investment in the women's movement



through the Capacity-building fund. This \$100 million fund is dedicated to ensure that organizations on the ground can keep doing their great work to support women and their families, while receiving dependable and predictable funding from the Government of Canada. This past spring, WAGE entered into innovative partnerships, such as those with Community Foundation of Canada, Canadian Women’s Foundation and Grand Challenges Canada to increase the Government’s investment by encouraging philanthropic matching and extend our reach.

In response to the interim report of the National Inquiry into Missing and Murdered Indigenous Women and Girls, and because commemoration is a powerful way to honour truths, support healing, create awareness, and advance reconciliation, the Government also invested \$13 million in 110 commemoration initiatives from coast to coast to coast to help honour the lives and legacies of missing and murdered Indigenous women and girls, including LGTBQ2 individuals.

We held the first meeting of our Youth Working Group on Gender Equality, an important group of impressive young Canadians who will help guide our progress towards a more equal Canada for everyone. The work of these young Canadians will inform our next steps and ensure the work we do stays relevant to young Canadians from diverse backgrounds and experiences.

Everyone has a role to play in advancing gender equality. Over the past year, we worked with organizations across the country to engage men and boys in the important work of advancing gender equality. This work led to the announcement of three projects in the summer of 2019 that will work across Canada to continue the engagement of men and boys in this work. We also released *Calling Men and Boys In*, a report detailing the shared key observations and trends that we heard through the year-long consultations held across Canada to engage men and boys in achieving gender equality.

By enlisting men and boys as allies and advocates in the women’s and gender-equality seeking movement, we’re working together to create a more equal and prosperous Canada for all. To ensure that our plans and programs do what they are intended to do, and do not adversely impact women and minority groups, we continue to implement GBA+ in all areas of the Government of Canada. In 2018, Parliament passed into law the *Canadian Gender Budgeting Act* that requires every initiative be assessed using a gender lens to ensure that everyone can equally benefit from government programs and services, regardless of sex, gender, or any other identity factors. We also introduced the Gender Results Framework to guide decision-making and measure progress in advancing gender equality in Canada and abroad.

To address the unique needs and persisting disparities among LGTBQ2 individuals in Canada, we are making investments to strengthen and grow LGTBQ2 organizations to help them build capacity, expand services and increase hiring. At the same time, we are increasing our efforts to address systemic barriers to gender equality by, among other things, providing targeted grants

and contributions to support equality-seeking organizations, with a particular focus on the unique challenges faced by Indigenous women and girls. We will also continue to advance gender equality around the world. In fact, the Government of Canada made it a dominant theme of Canada's 2018 G7 Presidency. We also continue to advance the commitments we made on gender equality through the United Nations Commission on the Status of Women and in other international fora.

In June 2019, Canada hosted Women Deliver 2019, the world's largest conference on gender equality, with over 8,500 participants from 165 countries gathered in Vancouver to share best practices on combatting gender-based violence and inequalities, and set the path towards greater inclusion around the globe. For decision makers at all levels, and across all sectors, it was an opportunity to publicly announce their commitment to moving the needle on gender equality. The conversations were urgent, illuminating – often difficult – and deeply inspiring.

The path toward equality demands much from all of us. I believe that if we all continue to work together, as public servants and as Canadians, we will continue to make steady progress toward equality for all and improve the lives of everyone in this country.

The Honourable Maryam Monsef, P.C., M.P.

Minister for Women and Gender Equality and Rural Economic Development

Results at a glance

In 2018–19, with actual spending of \$72,146,366 and 222 full-time equivalents (FTEs), Women and Gender Equality Canada (WAGE)¹ continued to mobilize partners and promote gender equality by proactively engaging with individuals, institutions and with international, local and national partners. WAGE continued to partner with federal departments and agencies, other orders of government, as well as private and civil society organizations that advance gender equality through policy, programs and organizational practices.

In December 2018, new legislation created WAGE, transforming the former Status of Women Canada into an official department of the Government of Canada. This change modernizes and formalizes, in law, the roles of the Minister and the Department. While WAGE continued to work towards more equitable economic, political and social outcomes for women and girls in Canada, it also received a mandate for gender equality with respect to sexual orientation, gender identity and expression. In keeping with these commitments, WAGE continued to focus its efforts on building awareness, knowledge and capacity to advance gender equality.

In 2018–19, WAGE delivered results in four priority areas:

Implementation of “It’s Time: Canada’s Strategy to Prevent and Address Gender-Based Violence”

This whole-of-government strategy aims to reduce the prevalence of gender-based violence (GBV) in Canada and improve support and services for people impacted by GBV. In 2018–19, WAGE:

- **launched** the GBV Knowledge Centre online platform, an interactive, collaborative, community-driven hub of critical resources for knowledge on GBV;
- **increased** the availability and breadth of research, data and analysis on GBV, providing a better understanding of GBV in Canada to inform policies and programs;
- **promoted action** through commemoration events such as the 16 Days of Activism Against Gender-Based Violence; and
- **funded** 33 organizations to test promising practices to address gaps in supports for underserved populations of survivors.

¹ In December 2018, new legislation created Women and Gender Equality Canada, transforming the former Status of Women Canada into an official department of the Government of Canada.

Integration of Gender-based Analysis Plus (GBA+) across the federal government

Government-wide implementation of GBA+ aims to create more responsive federal policies and programs that systematically consider the needs of diverse groups of people. In 2018–19, WAGE:

- **continued to implement and review** the Government of Canada’s Action Plan on Gender-based Analysis Plus, in collaboration with central agencies and other federal departments;
- **increased** access to information on GBA+ by developing and maintaining a central hub for GBA+ resources;
- **raised awareness** of GBA+ and identified opportunities for improvement by hosting the GBA+ Forum in November 2018;
- **worked with other federal departments** to introduce the *Canadian Gender Budgeting Act*, ensuring that GBA+ is incorporated in all future budgets; and
- **increased** the availability of data disaggregated by gender by undertaking and funding research and data collection on issues related to gender equality and in support of the Gender Results Framework.

Strategic support and investment to address systemic barriers to gender equality

Strategic interventions to address systemic barriers are expected to reduce GBV, as well as increase economic security and prosperity for women and people of all genders, and lead to more equal representation of women and people of all genders in leadership roles and at all levels of decision-making. In 2018–19, WAGE:

- **provided** technical expertise to federal departments and agencies to address matters related to gender equality, including: pay equity, diversity in senior management and on boards, and women’s entrepreneurship;
- **invested**, through grants and contributions, in projects to:
 - support the capacity-building and sustainability of equality-seeking organizations;
 - address the root causes of economic insecurity for women in Canada; and
 - identify opportunities for Indigenous women’s economic success;
- **hosted** roundtable discussions across Canada on how best to engage men and boys to advance gender equality;
- **promoted action** through commemoration initiatives such as International Women’s Day, Gender Equality Week, Women’s History Month and International Day of the Girl; and

- **collaborated with** provincial/territorial counterparts on issues of shared interest, including joint funding initiatives with the Government of Yukon’s Women’s Directorate and with the Government of Nova Scotia’s Advisory Council on the Status of Women.

International engagement to advance gender equality

Meaningful engagement with our partners around the world is expected to contribute in addressing the many challenges gender equality faces globally and at home, and to strengthen Canada’s position on gender equality in the world. In 2018–19, WAGE:

- **collaborated with** Global Affairs Canada to integrate GBA+ across all themes, activities and outcomes of Canada’s 2018 G7 Presidency;
- **led** the Canadian delegation to the United Nations Commission on the Status of Women; and
- **supported** the development of Canada’s strategy to advance the United Nations’ 2030 Agenda and Sustainable Development Goals.

For more information on WAGE’s plans, priorities and results achieved, see the “Results: what we achieved” section of this report.

Results: what we achieved

Core Responsibility

Mobilizing Partners and Promoting Equality for Women and Girls

Description

Status of Women Canada² mobilizes partners and promotes equality between women and men by proactively engaging with individuals and institutions and with international, local and national partners. Status of Women Canada increases awareness of gender equality and enables federal organizations to systematically incorporate gender-based analysis into federal policies and programs. Status of Women Canada also assists other partners and institutions, through its expertise, contribution to research and knowledge development on issues of women and leadership, women and the economy and gender-based violence, and funding to community initiatives, to improve women’s social and economic well-being.

Results

Over the reporting period, WAGE delivered results for Canadians and contributed to advancing gender equality by focusing its efforts in four priority areas: implementation of Canada’s Strategy to Prevent and Address Gender-Based Violence; integration of Gender-based Analysis Plus across the federal government; strategic support and investments to address systemic barriers to gender equality; and international engagement to advance gender equality.

Implementation of Canada’s Strategy to Prevent and Address Gender-Based Violence

Despite being preventable, gender-based violence (GBV) remains a systemic barrier to gender equality, as well as one of the most pervasive human rights violations. Its negative effects reach far beyond the individuals who directly experience it and can have long-lasting and negative health, social and economic effects that span generations.

Fiscal year 2018–19, marked the second year of *It’s Time: Canada’s Strategy to Prevent and Address Gender-Based Violence*ⁱ (GBV Strategy). WAGE continued to lead the Strategy by coordinating the federal government’s work and collaborating with federal partner departments to achieve common results. The annual report for fiscal year 2018-19ⁱ released in August 2019, highlights the priorities, results and achievements of the Strategy’s second year, including additional investments made in the Strategy in 2018.

² In December 2018, new legislation created Women and Gender Equality Canada, transforming the former Status of Women Canada into an official department of the Government of Canada. While the Departmental Results Framework and Core Responsibility were changed to reflect the new legislation and expanded mandate, these changes to the reporting framework will only be effective starting in the 2019–20 fiscal year. For this Departmental Results Report, the organization is required to use the reporting framework of record for the 2018–19 fiscal year, as presented in the 2018–19 Departmental Plan.

In 2018, WAGE launched the GBV [Knowledge Centre's \(KC\) online platform](#).ⁱⁱ The new online platform brings multiple knowledge sources together into a single location to support evidence-based decision-making. This allows the GBV KC to share responsive and useful knowledge products with stakeholders, and connect researchers with service providers, non-governmental organizations, Indigenous organizations, and federal, provincial, and territorial governments. It also provides information on federal funding opportunities related to GBV, key information on initiatives in the provinces and territories, and information on resources available for those affected by GBV.

GBV Knowledge Centre

From its launch on December 10, 2018 to March 31, 2019, the online platform was visited over 3,600 times. The three most viewed pages were: About GBV, GBV funding opportunities, and Funded projects.

To address knowledge gaps related to GBV in Canada, WAGE and Statistics Canada continued collaborating on three national surveys to establish baselines of the prevalence of different forms of GBV within various populations. These surveys also provide a deeper understanding of GBV in Canada, and measure tangible progress towards preventing and addressing GBV over time.

- [The Survey of Safety in Public and Private Spaces](#)ⁱⁱⁱ (SSPPS), focused on the incidence and consequences of GBV. Data collection was completed in December 2018, and results are expected to be released in fall 2019.
- [The Survey on Individual Safety in Post-Secondary Student Population](#)^{iv} (SISPSP): Data collection was launched in February 2019, with results expected to be released in 2019–20.
- [The Survey on Sexual Misconduct in the Workplace](#): Survey content was developed and initial content testing was completed. Data collection is planned in 2020–21 and data is expected to be released in 2021–22. The results from this survey will support actions related to the prevention of harassment in the workplace, which was federally regulated following the enactment of Bill-65 in October 2018.

These surveys will increase the availability and breadth of data and analyses to support evidence-based programs, policies and initiatives to prevent and address GBV in Canada and to assess the effectiveness of policies, actions and initiatives across the country in reducing GBV and improving survivors' experiences with the justice, social and health systems.

WAGE continued to engage with academics and other researchers to conduct data collection, analysis and knowledge synthesis, including qualitative research and public opinion research on GBV-related issues such as cyberstalking and police-reported violence against girls and young women in Canada. This research will not only provide a better understanding of GBV issues, but will also provide data that can be used to assess the state of the current situation, prioritize actions, and measure progress.

WAGE has continued to develop meaningful partnerships with Indigenous researchers and on-reserve data collection organizations. WAGE initiated work with First Nations, Métis, and Inuit partners such as the First Nations Information Governance Centre to support community-driven,

distinctions-based approaches to collecting data on GBV. Through this work, WAGE will assess the key issues, relevance and interest of First Nations to conduct, be involved with, or participate in GBV research in their communities. Filling existing knowledge gaps will provide a better understanding and support evidence-based responses to GBV in Indigenous communities.

Through the GBV Program, WAGE is investing to strengthen the GBV sector by supporting organizations to develop and implement promising practices to address gaps in supports for Indigenous and other underserved groups of survivors in Canada. With the additional funding received in 2018–19 to expand the GBV Program, a total of more than \$50 million in funding will be provided, through the [Call for Concepts: Promising Practices to Support Survivors and Their Families](#)^v, which closed in March 2018. By March 31, 2019, 33 organizations had received full project funding to test promising practices to address gaps in supports including health, housing, healing, mobility/accessibility, and safety. The remaining 21 projects will be finalized in 2019–20. In addition, WAGE supported the Minister of Infrastructure and Communities, the Minister of Families, Children and Social Development and the Minister of Indigenous and Northern Affairs on growing and maintaining Canada’s network of shelters and transition houses, helping to ensure that no one fleeing domestic violence is left without a place to turn. The department will continue and maintain this support for years to come by investing in a network of 14 provincial and territorial shelter networks which will cover over 400 shelters across Canada starting in early 2019-2020.

Over the reporting period, WAGE received additional funding to launch a collaborative initiative with key stakeholders to develop and implement a framework to prevent and address GBV at post-secondary institutions (PSIs). The Framework will be a comprehensive resource to prevent and address GBV, and will contribute to consistent, comprehensive and sustainable approaches across the country. In January 2019, an [Advisory Committee](#)^{vi} was established to advise WAGE on the development, consultation, and implementation of the Framework. Through contribution funding from the Department, Possibility Seeds Consulting led engagement sessions with over 300 stakeholders to inform the development of its Framework report. The report identifies promising practices, recommendations, critical gaps, and key next steps necessary to fully develop a framework and begin implementation.

In addition, WAGE continued to build awareness and encourage action and social change through annual initiatives such as the 16 Days of Activism Against Gender-Based Violence. In 2018–19, the initiative’s theme was #MYActionsMatter, a call to action inviting everyone to take concrete steps to question, call out, and speak up against acts of GBV. WAGE partnered with the Canadian Football League (CFL), United Steelworkers, and the Ending Violence Association of Canada on an initiative encouraging people to “Call it out! Be more than a bystander to end gender-based violence”. The initiative was promoted in several stadiums throughout the CFL playoffs and was featured during the Grey Cup championship game. A total of 2,195 people pledged to take action to end GBV through WAGE’s online pledge form.

Integration of Gender-based Analysis Plus (GBA+) across the federal government

The Government of Canada is committed to using GBA+ in the development of policies, programs and legislation to attain better results for individuals by being more responsive to specific needs and circumstances. The [Action Plan on Gender-based Analysis \(2016-2020\)](#)^{vii} outlines WAGE's leadership role in providing and supporting the whole-of-government vision for GBA+ and its integration across federal institutions. WAGE's mandate, which includes the promotion of a greater understanding of the intersection of sex, sexual orientation, gender identity and expression with other identity factors, establishes the department as a centre of gender expertise, and reinforces its leadership role in supporting the implementation of GBA+.

Throughout the reporting period, WAGE supported GBA+ integration across the federal system by providing policy guidance, developing and disseminating learning materials and training tools, and organizing events. For example, WAGE:

- developed and launched the [GBA+ Resource Hub](#)^{viii}, an interactive online GBA+ tool to increase availability and accessibility of a range of relevant information regarding GBA+;
- developed and launched [microlearning videos](#)^{ix} that demystify GBA+ by focusing on GBA+ fundamentals and presenting concrete examples of GBA+ from various departments; and
- held the first-ever [GBA+ Forum](#)^x in November 2018, which provided valuable guidance on ways to strengthen analytical capacity and support learning and innovation by sharing of results and best practices.

WAGE collaborated with central agencies to support the comprehensive integration of GBA+ throughout the policy, legislative, program development and evaluation cycles. As a result of ongoing efforts, GBA+ is currently required in all Memoranda to Cabinet, Treasury Board submissions, and budget proposals. Federal organizations are also expected to include a gender and diversity lens in their corporate plans and reports, evaluations, public engagements, and consultations. The [Canadian Gender Budgeting Act](#)^{xi} further integrated GBA+ and the gender and diversity lens to federal budgetary and financial management processes by extending the reach of GBA+ to examine tax expenditures, federal transfers and the existing spending base, including the Estimates, and ensuring that GBA+ is incorporated into all future budgets. The integrated consideration of gender impacts in policy-making processes

The GBA+ Forum

The event brought together more than 1,000 in-person and online participants from all levels of government (federal, provincial/territorial, municipal), as well as civil society including non-governmental organizations, academics, leaders from the private sector and international stakeholders. The participants engaged in dialogue on how to improve the effectiveness of GBA+ to ensure that the benefits of government initiatives are enjoyed equally, regardless of sex, gender, or any other identity factor. Results from a post-event survey indicated that 75% of Forum respondents felt that the event raised their awareness of GBA+ and almost 90% suggested that the Forum assisted in identifying opportunities to improve GBA+.

supports more comprehensive advice and recommendations, which ultimately contributes to more inclusive and responsive government programs.

In 2018, WAGE worked closely with the Department of Finance Canada, Global Affairs Canada and Statistics Canada to develop and introduce the Gender Results Framework (GRF). The GRF is a whole-of-government tool that represents the Government of Canada's vision for gender equality and aims to guide future policy decisions to advance gender equality. It is designed to highlight key issues, define what is needed to achieve greater equality, and determine how progress will be measured and monitored. In 2019, to complement the tabling of the federal budget, WAGE developed the [Gender Results Framework Portal](#)^{xii}, an up-to-date source of data and research relevant to the Framework's indicators. In collaboration with partner departments, relevant indicators were identified, reliable and appropriate data sources were selected, and data tables relevant to the GRF were released through Statistics Canada's [Gender, Diversity and Inclusion Statistics Hub](#).^{xiii} Statistical data related to these indicators provide an overview of their current status and highlight areas where further attention is needed.

Over the reporting period, WAGE undertook and funded research activities to fill knowledge gaps on issues related to gender equality, providing a better understanding of the specific issues and lived realities of diverse groups of people, and supporting the development of evidence-based policy, programs and initiatives. In this regard, WAGE:

- worked with the Department of Justice to establish a National Survey on Legal Problems to better understand the gender-dimension of access to justice, with a primary focus on civil and family legal problems;
- funded qualitative research projects related to gender equality; and
- funded a number of gender-related research projects, including five research articles released publicly by Statistics Canada on issues related to economic participation and prosperity, gender equality in leadership roles, and poverty reduction, health and well-being.

To further support evidence-based programs, policies and initiatives, a \$5 million call for proposals for GBV and gender equality research projects was launched. The call included themes that align with the domestic goals of the GRF and solicited Indigenous-led or co-created research to meet the needs of Indigenous communities, as well as research to understand the inequality experienced by specific populations, including LGBTQ2 people.

Strategic support and investments to address systemic barriers to gender equality

Gender equality considerations have implications for most policies and programs developed and delivered by the Government of Canada. Over the reporting period, WAGE continued to engage with other federal departments and agencies to provide technical expertise, develop and implement initiatives related to gender equality issues, including:

- proactive pay equity legislation to ensure that workers in federally regulated workplaces, including the federal private sector, the federal public service, Parliamentary workplaces and the Prime Minister’s and Ministers’ offices, receive equal pay for work of equal value;
- amendments to the [Canada Business Corporations Act](#)^{xiv} that require corporations to disclose diversity information to their shareholders, including representation of women, Indigenous Peoples, racialized women, and persons with disabilities on their boards of directors and senior management teams;
- the launch of the [Women’s Entrepreneurship Strategy](#)^{xv} and the [Women’s Entrepreneurship Knowledge Hub](#)^{xvi};
- the [Indigenous Early Learning and Child Care framework](#)^{xvii}, developed with the Assembly of First Nations, Inuit Tapiriit Kanatami and the Métis National Council; and
- a workshop on finding solutions to cyber harassment of women in politics, in partnership with Public Policy Forum. This workshop brought together Canadian and international representatives from academia, law enforcement and civil society, as well as current and former politicians, to discuss solutions and inform a forthcoming report on safer online platforms for women in politics.

Through the Women’s Program’s grants and contributions, WAGE also invested in 344 new and ongoing projects at the local, regional and national levels that address systemic barriers to gender equality and support the capacity-building and sustainability of equality-seeking organizations.

In 2018–19, new projects were funded through:

- **Capacity-Building Call for Proposals:** With the \$100 million investment announced in Budget 2018, the [Capacity-Building Call for Proposals](#)^{xviii} aims to increase organizational capacity and help organizations work collectively to address gender equality issues. Funding was announced in March 2019 for 255 women’s organizations and Indigenous organizations supporting gender equality. This funding will support organizations in addressing their organizational capacity needs, including skills development, strategic planning, partnerships and network development, and sustainability planning. This will enhance their ability to address barriers to gender equality and contribute to a strong, sustainable women’s movement. These projects are expected to end by March 2023.
- **Funding to Improve Women’s Economic Security:** In May and July 2018, WAGE announced an investment of over \$10 million in funding for 32 projects that address the [root causes of economic insecurity](#)^{xix} for women in Canada, including the accessibility of childcare, the gender wage gap and pay inequity, and over \$4.8 million in funding for 15 projects working to identify opportunities for Indigenous women’s economic success and take action to implement the solutions.

Over the reporting period, 73 projects previously funded through the Women’s Program were completed. These projects were funded to address the following priority areas: ending violence

against women; improving women's economic security and prosperity; and encouraging women in leadership and decision-making roles.

For example, 15 funded projects were completed that sought to form and strengthen strategic partnerships with a range of stakeholders in order to develop coordinated community response models to address violence against women and girls. These collaborative efforts to create a systemic response to violence against women and girls led to knowledge and resource sharing between project partners, which broadened understanding among stakeholders of the specific issues relating to violence against diverse groups of women, and better equipped service providers to support survivors. Projects also led to improved coordination of service responses for survivors and formalized agreements between stakeholders to support ongoing collaboration.

Supporting survivors of violence

In the Centre-du-Québec region, a project brought together 16 organizations dedicated to increasing the safety of survivors of sexual violence to create a network and a platform of exchange. Two Communities of Practice were created and facilitated, helping to break down silos in the sector and enhance collaboration between service providers to better support survivors. The project resulted in the co-creation of intervention strategies and service models to address gaps for survivors in areas such as housing and restorative justice. The project also brought together organizations working with underserved populations of survivors (for example, Indigenous women, senior women, women with disabilities) to share expertise and strategies to better respond to specific needs of these populations.

A further 10 projects were completed that focused on enabling women's entrepreneurship. Projects engaged a range of stakeholders in strategic partnerships to identify and respond to barriers faced by women entrepreneurs. Through funded projects, stakeholders worked collaboratively to develop tools for women and other stakeholders to improve access to resources and supports for women entrepreneurs in starting and growing their businesses. Several projects engaged with stakeholders that provide business supports (for example, community/business associations and financial institutions) to reassess policies that created barriers for women

Improving Women's Access to Business Financing

In New Brunswick, a community-based business organization engaged stakeholders in the financial services sector to remove financing barriers for women entrepreneurs. In collaboration with partners, the organization created practical tools to guide financial institutions through policy change and guide lenders through financing women entrepreneurs. Through the project, the organization increased awareness within financial institutions across Canada of systemic barriers to financing for women entrepreneurs, and spurred a commitment by various local and national financial organizations to implement stronger training on these barriers and to review lending policies that could remove these barriers.

entrepreneurs and address gender-unequal practices. In addition, the projects created new networks that led to further plans for coordinated action.

In response to the National Inquiry into Missing and Murdered Indigenous Women and Girls' interim report, WAGE launched the [Commemoration Fund](#)^{xx} in February 2019. The Fund supports Indigenous governments and organizations to work with families, survivors, and communities to develop and implement commemoration initiatives honouring the lives and legacies of missing and murdered Indigenous women, girls, and LGBTQ2 individuals. After the call closed on March 28, 2019, WAGE engaged Indigenous external review committees, composed of affected individuals across the country, including family members, First Nations, Inuit and Métis community representatives, and Indigenous grassroots advocates, to review and recommend proposals for funding. In June 2019, \$13 million in funding was [announced](#)^{xxi} for 110 projects through this call for proposals.

In the summer 2018–19, WAGE hosted a series of roundtable discussions across Canada that brought together over 200 participants to share their experiences and insights on how best to engage men and boys to advance gender equality. Participants included representatives of community-based organizations working on a range of issues and programs related to engaging men and boys in gender equality, as well as academics, community leaders and representatives of groups representing persons with disabilities, LGBTQ2 people, seniors, Indigenous peoples, racialized communities, students, youth, faith-based organizations, the private sector, labour and others. In addition to regionally-based discussions, thematic consultations were held on specific issues related to students, young Canadians and workplaces, as well as corporate engagement. In August 2019, a report entitled "[Calling Men and Boys In – What We Heard: Report from the Roundtable on Engaging Men and Boys to Advance Gender Equality](#)"^{xxii} was published, summarizing the broad outlines of these discussions.

In 2018–19, WAGE also designed and launched National Conversations on Gender Equality with Young Canadians, a new multiyear initiative seeking to expand and amplify youth-led dialogue about behaviours and attitudes that perpetuate gender inequality, and support action for long-term change. Spearheaded by the [Youth Working Group on Gender Equality](#)^{xxiii}, the initiative's two distinct but connected streams will be implemented starting in 2019–20:

- a National stream, co-created between youth and WAGE, to engage with diverse groups of youth across Canada; and
- an Indigenous stream, co-developed between Indigenous youth and Indigenous organizations to engage Indigenous youth across Canada.

Over the reporting period, WAGE promoted action through commemorative initiatives:

- for [International Women's Day](#)^{xxiv} (March 8), a call to action under the theme #InnovateForChange encouraged people to harness the power of technology to create a more equal world;

- throughout Canada's first-ever Gender Equality Week (September 23 – 29, 2018), the Department held celebrations and encouraged everyone to show their support for gender equality using the hashtag #EveryoneBenefits;
- as part of 2018 Women's History Month celebrations, WAGE launched [Women of Impact in Canada](#)^{xxv}, an online gallery featuring profiles of courageous women who have made an impact in politics, the arts and sciences, and countless other fields throughout Canada's history. The online gallery received 12,369 visits during the month of October;
- to mark the International Day of the Girl (October 11), Canada participated in and co-hosted events at United Nations (UN) Headquarters in New York City highlighting its commitment to advancing gender equality, promote action on addressing systemic barriers to gender equality among youth from Canada and around the world, and further relations with important partners at the UN.

Recognizing the essential role of the provinces and territories in addressing inequality, WAGE promoted and supported the advancement of gender equality through the annual Federal-Provincial-Territorial (FPT) Forum of Ministers Responsible for the Status of Women, an important opportunity for leaders across the country to discuss shared priorities and strengthen collaboration. In October 2018, WAGE co-hosted the FPT Ministerial meeting with the Government of Yukon in Whitehorse, and worked with its provincial and territorial counterparts to advance key priorities affecting gender equality in Canada. Ministers also met with National Indigenous Leaders and Representatives to discuss areas of mutual interest. Following the annual FPT Ministerial meeting, representatives of federal, provincial and territorial governments continued to collaborate to:

- better support women entering into leadership positions, in partnership with the private sector;
- increase access to funding for women's organizations and organizations working for gender equality;
- address human trafficking in Canada;
- address challenges faced by LGBTQ2 Canadians; and
- strengthen engagement with National Indigenous Leaders and Representatives, influence action to address and prevent violence against Indigenous women and girls and support Canada's efforts in reconciliation with Indigenous peoples.

Of note, WAGE explored opportunities for joint funding with provincial and territorial partners to strengthen collaboration to advance gender equality. In 2018–19, two joint funding initiatives were announced: a capacity-building [project](#)^{xxvi} with the Government of Yukon's Women's Directorate and a [project](#)^{xxvii} to address gaps in supports for survivors of gender-based violence with the Government of Nova Scotia's Advisory Council on the Status of Women.

International engagement to advance gender equality

On the international stage, Canada continued to strengthen its leadership role in promoting gender equality and achieving strong gender equality outcomes.

With Canada hosting the G7 in 2018, WAGE worked with other federal departments and G7 partners to ensure gender equality was front and center. One of the five key themes of Canada's 2018 G7 presidency was advancing gender equality and women's empowerment. In its role as president, Canada created the Gender Equality Advisory Council with a mandate to promote a transformative G7 agenda and ensure that gender equality and GBA+ were integrated across all themes, activities and outcomes. In collaboration with Global Affairs Canada, WAGE supported the integration of GBA+ through all ministerial meetings and the 2018 G7 Leaders' Summit. In June 2018, the Council published its report, *Make Gender Inequality History*,^{xxviii} proposing 60 concrete recommendations for G7 action in key areas. The G7 Leaders' Summit concluded with two specific commitments to advance gender equality:

- Charlevoix Commitment to End Sexual and Gender-based Violence, Abuse and Harassment in Digital Contexts; and
- Charlevoix Declaration on Quality Education for Girls, Adolescent Girls and Women in Developing Countries.

WAGE also collaborated with Global Affairs Canada and Employment and Social Development Canada to support the implementation of the [United Nations' 2030 Agenda and Sustainable Development Goals](#)^{xxix} (SDG). In July 2018, Canada presented its first [Voluntary National Review](#)^{xxx} at the United Nations High Level Political Forum in New York, which takes stock of actions, achievements and challenges, and identifies next steps in implementing the 2030 Agenda. Beyond presenting what the Government of Canada is doing to implement the SDGs, the report highlights the importance of advancing gender equality to reinforce progress across all other SDGs and succeed in advancing the 2030 Agenda domestically.

Over the reporting period, WAGE collaborated with Global Affairs Canada to prepare for Canada's participation in the 63rd Session of the United Nations Commission on the Status of Women (UNCSW), held from March 11 to 22, 2019 in New York City. The Minister for Women and Gender Equality led the Canadian delegation to UNCSW, where **Social protection systems, access to public services and sustainable infrastructure for gender equality and the**

Historic Investment in education for women and girls in crisis and conflict situation

At the G7 Leaders' Summit in Charlevoix, Canada, the European Union, Germany, Japan, the United Kingdom and the World Bank announced an investment of nearly \$3.8 billion in support of quality education for women and girls living in crisis and conflict-affected and fragile states. Canada announced \$400 million towards this initiative.

empowerment of women and girls was identified as the [priority theme](#)^{xxxix} for 2019. Work resulting from this session benefited the government and Canadians by:

- fulfilling a commitment to increase the participation of women's and other civil society organizations (CSOs) in the international policy process;
- convening Canadian CSOs and National Indigenous Leaders and Representatives (NILR) to discuss shared gender equality priorities among themselves and with international counterparts;
- providing Canadian CSOs and NILRs participating in UNCSW with an opportunity to network and exchange best practices with other session participants; and
- providing an opportunity to broker important discussions on international gender equality priorities, including topics relating to the LGBTQ2 community and women and girls with disabilities.

In addition, WAGE supported the government in meeting its international gender-related obligations and commitments by:

- leading preparations for the development of Canada's [Beijing+25 National Review Report](#),^{xxxix} in collaboration with other federal government departments and provincial and territorial governments;
- supported Canadian Heritage's reporting on Canada's implementation of its international human rights obligations, including for [Canada's 3rd Universal Periodic Review](#)^{xxxix} (May 2018) and in the preparation of Canada's Interim Report to the [UN Committee on the Elimination of Discrimination against Women](#)^{xxxix} (February 2019);
- supported Global Affairs Canada in the review of UN Human Rights Resolutions at the [73rd UN General Assembly Third Committee discussions](#)^{xxxix} (October 2018), and the 38th and 39th sessions of the Human Rights Council ([HRC 38](#),^{xxxix} [HRC 39](#)^{xxxix}) to ensure that language was aligned with Canadian gender equality priorities; and
- collaborated with Global Affairs Canada on advancing Canada's National Action Plan on Women, Peace, and Security to advance the women, peace, and security agenda through all of Canada's diplomatic and programming efforts, with a specific commitment to ensure gender perspectives are integrated in all peace and security efforts.

Results achieved

Departmental results	Performance Indicators	Target	Date to achieve target	2018–19 Actual results	2017–18 Actual results	2016–17 Actual results
Status of Women Canada's interventions influence and support the advancement of gender equality	Percentage of Status of Women Canada funded projects that have an impact on reducing systemic barriers to gender equality	Not available ¹	Not available ¹	89%	Not available ²	Not available ²
	Percentage of stakeholders that found resources from the Gender-Based Violence Knowledge Centre to be useful in their work	Greater than 75%	March 2020	Not available ⁶	Not available ²	Not available ²
	Number of partnerships or coalitions with governments, and international, Indigenous, civil society and women's equality organizations	Not available ¹	Not available ¹	1,261	Not available ²	Not available ²
	Social media reach of Status of Women Canada's promotion / commemoration of gender equality initiatives	Not available ¹	Not available ¹	10.06 million	Not available ²	Not available ²
The federal government systematically considers gender equality	Percentage of federal organizations satisfied with tools and resources to incorporate gender equality considerations into their work	Greater than 68%	March 2019	99%	Not available ²	Not available ²
	Number of major new federal initiatives (for example, policies and programs) that include specific measures to advance gender equality	Not available ¹	Not available ¹	58	Not available ²	Not available ²
Increased gender equality in Canada	Canada's Global Gender Gap score	Greater than 0.769	March 2019	0.771	Not available ²	Not available ²

	Number of women victims of homicide in an intimate relationship context in Canada	Less than 198 ⁴ . The target represents a decrease against baseline data.	March 2019	197	Not available ²	Not available ²
	Percentage of women who report experiencing any form of sexual violence	Not available ³	Not available ³	Not available ³	Not available ²	Not available ²
	Percentage of leadership positions held by women in public and private sectors in Canada	Not available ¹	Not available ¹	36%	Not available ²	Not available ²
	Average hourly wage gap between women and men in Canada	Less than \$0.87 ⁵	March 2019	0.87	Not available ²	Not available ²
	Percentage of women living in low income households in Canada	Less than 14.7%	March 2019	13.5% ⁷	Not available ²	Not available ²

¹ No target was established for 2018–19 as the baseline had not yet been identified. A target will be set for the 2020–21 Departmental Plan.

² This performance indicator was approved as part of the organization's Departmental Results Framework for the 2018–19 fiscal year. Actual results for this performance indicator are not available for previous fiscal years.

³ Data on self-reported violence was collected for the first time in 2018–19. Analysis and first results are expected to be available during the 2019–20 fiscal year. The baseline and target for this indicator will be established in 2019–20.

⁴ Since the target number was calculated, police-reported data were updated. The total for the 2013 to 2015 period is now 203 female victims of homicide in an intimate relationship context in Canada.

⁵ The target for this indicator represents a decrease in the wage gap. The target gap should be less than 13%, which represents a value that is greater than \$0.87. Over the reporting period, the result for this indicator did not change.

⁶ The GBV KC was launched in December 2018. Data collection is expected to begin by March 31, 2020.

⁷ The 13.5% is for all females, including female children under 18 years (compared to 12% for all males). The percentage of females aged 18 to 64 living in low income households was 12.5% (compared to 12% for males aged 18-64) while 18.2% of females aged 65+ were living in low income households (compared to 12.2% of males aged 65+).

Budgetary financial resources (dollars³)

2018–19 Main Estimates	2018–19 Planned spending	2018–19 Total authorities available for use	2018–19 Actual spending (authorities used)	2018–19 Difference (Actual spending minus Planned spending)
52,869,386	52,869,386	59,697,342	58,542,460	5,673,074

Human resources (full-time equivalents)

2018–19 Planned full-time equivalents	2018–19 Actual full-time equivalents	2018–19 Difference (Actual full-time equivalents minus Planned full-time equivalents)
126	135	9

In 2018-19, the difference between actual and planned spending is a result of additional funding received through the [2018 Budget Implementation^{xxxviii} Vote](#) of which details are highlighted under the Office of the Co-ordinator, Status of Women. These additional resources also explain the increase in FTEs (+9) over the reporting period.

Financial, human resources and performance information for the WAGE's Program Inventory is available in the [GC InfoBase^{xxxix}](#).

³ Budgetary financial resources presented at the core responsibility level correspond to the total for the 2018–19 fiscal year, including time as Status of Women Canada and time as Women and Gender Equality Canada.

Internal Services

Description

Internal Services are those groups of related activities and resources that the federal government considers to be services in support of programs and/or required to meet corporate obligations of an organization. Internal Services refers to the activities and resources of the 10 distinct service categories that support Program delivery in the organization, regardless of the Internal Services delivery model in a department. The 10 service categories are:

- ▶ Acquisition Management Services
- ▶ Communications Services
- ▶ Financial Management Services
- ▶ Human Resources Management Services
- ▶ Information Management Services
- ▶ Information Technology Services
- ▶ Legal Services
- ▶ Materiel Management Services
- ▶ Management and Oversight Services
- ▶ Real Property Management Services

Results

Budgetary financial resources (dollars⁴)

2018–19 Main Estimates	2018–19 Planned spending	2018–19 Total authorities available for use	2018–19 Actual spending (authorities used)	2018–19 Difference (Actual spending minus Planned spending)
9,475,409	9,475,409	14,033,351	13,603,906	4,128,497

⁴ Budgetary financial resources presented for Internal Services correspond to the total for the 2018–19 fiscal year, including time as Status of Women Canada and time as Women and Gender Equality Canada.

Human resources (full-time equivalents)

2018–19 Planned full-time equivalents	2018–19 Actual full-time equivalents	2018–19 Difference (Actual full-time equivalents minus Planned full-time equivalents)
81	87	6

Over the reporting period, WAGE’s internal services functions continued to build capacity as the organization continued to grow and transitioned from an agency to a full-fledged department.

Key initiatives have included:

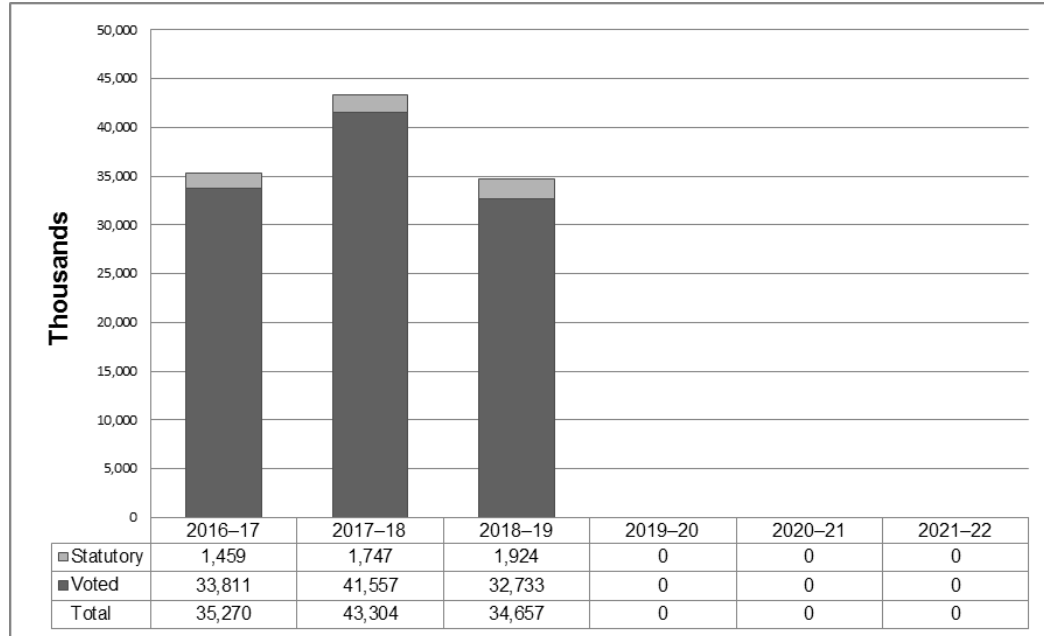
- creating a change management office to engage with staff and support the design and implementation of the transition structure, a workforce management action plan, and a new comprehensive governance approach;
- implementing a new financial structure systems to support the legislative needs of central agencies;
- strengthening procurement processes to keep pace with an increased demand for contracting services;
- developing and refining departmental processes in the areas of corporate planning and reporting, impact measurement, evaluation and results and delivery to provide better management and oversight support tailored to the organization’s evolving needs and requirements;
- redeveloping and expanding workspaces to accommodate a growing workforce; and
- strengthening information technology and management capacity.

In 2018–19, the difference between actual and planned spending is related to additional funding for internal services received during the reporting period to support departmental initiatives funded through Budget 2018. These additional resources also explain the increase in internal services FTEs (+6) over the reporting period.

Analysis of trends in spending and human resources

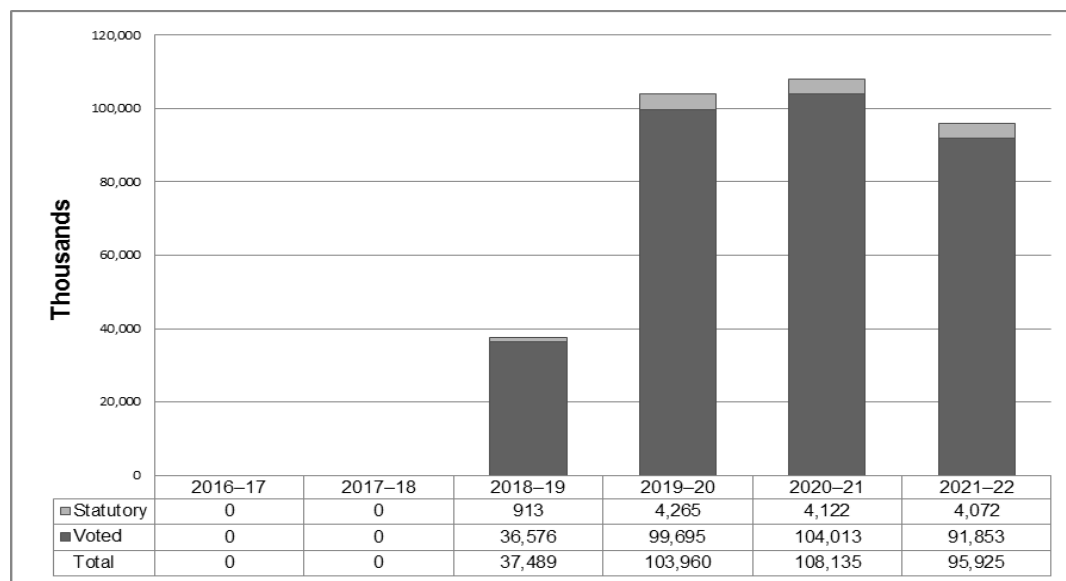
Actual expenditures

Departmental spending trend graph for Status of Women Canada



Note: Status of Women Canada became the Women and Gender Equality Canada on December 13, 2018. As a result there was no planned spending to report after December 12, 2018.

Departmental spending trend graph for Women and Gender Equality Canada



Note: Women and Gender Equality Canada was created on December 13, 2018. As a result, there was no spending to report for 2016–17 or 2017–18.

Budgetary performance summary for Core Responsibility and Internal Services (dollars)
for Status of Women Canada

Core Responsibility and Internal Services	2018–19 Main Estimates	2018–19 Planned spending	2019–20 Planned spending	2020–21 Planned spending	2018–19 Total authorities available for use	2018–19 Actual spending (authorities used)	2017–18 Actual spending (authorities used)	2016–17 Actual spending (authorities used)
Mobilizing Partners and Promoting Equality for Women and Girls	52,869,386	24,578,629	Not applicable	Not applicable	27,222,027	27,216,004	33,587,902	28,090,317
Subtotal	52,869,386	24,578,629	Not applicable	Not applicable	27,222,027	27,216,004	33,587,902	28,090,317
Internal Services	9,475,409	4,453,442	Not applicable	Not applicable	7,441,251	7,441,193	9,716,331	7,179,299
Total	62,344,795	29,032,071	Not applicable	Not applicable	34,663,278	34,657,197	43,304,233	35,269,616

Budgetary performance summary for Core Responsibility and Internal Services (dollars)
for Women and Gender Equality Canada

Core Responsibility and Internal Services	2018–19 Main Estimates	2018–19 Planned spending	2019–20 Planned spending	2020–21 Planned spending	2018–19 Total authorities available for use	2018–19 Actual spending (authorities used)	2017–18 Actual spending (authorities used)	2016–17 Actual spending (authorities used)
Mobilizing Partners and Promoting Equality for Women and Girls	Not applicable	28,290,757	91,394,939	95,834,909	32,475,315	31,326,456	Not applicable	Not applicable
Subtotal	Not applicable	28,290,757	91,394,939	95,834,909	32,475,315	31,326,456	Not applicable	Not applicable
Internal Services	Not applicable	5,021,967	12,565,662	12,300,247	6,592,100	6,162,713	Not applicable	Not applicable
Total	Not applicable	33,312,724	103,960,601	108,135,156	39,067,415	37,489,169	Not applicable	Not applicable

In total, the organization had \$73,730,693 in authorities available for use in 2018–19, including authorities available for Status of Women Canada and for Women and Gender Equality Canada. Total actual spending for the organization was \$72,146,366.

Increases in planned spending between 2018–19 and 2020–21 are primarily due to new ongoing and time-limited investments received since 2017–18 to:

- implement and expand It's Time: Canada's Strategy to Prevent and Address Gender-Based Violence, including funding for the Gender-Based Violence Program;
- develop and implement a framework to prevent and address GBV at post-secondary institutions;
- establish a Commemoration Fund in response to the Interim Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls
- enhance the Women's Program to support the sustainability of women's and equality-seeking organizations;
- engage Canadians on the benefits of gender equality and advancing equality for women and girls; and
- undertake research and data collection in support of the Gender Results Framework and evidence-based policy.

Actual human resources

Human resources summary for Core Responsibility and Internal Services (full-time equivalents) for Status of Women Canada.

Core Responsibility and Internal Services	2016–17 Actual full-time equivalents	2017–18 Actual full-time equivalents	2018–19 Planned full-time equivalents	2018–19 Actual full-time equivalents	2019–20 Planned full-time equivalents	2020–21 Planned full-time equivalents
Mobilizing Partners and Promoting Equality for Women and Girls	62	79	81	88	0	0
Subtotal	62	79	81	88	0	0
Internal Services	51	65	54	58	0	0
Total	113	144	135	146	0	0

Human resources summary for Core Responsibility and Internal Services
(full-time equivalents) for Women and Gender Equality Canada

Core Responsibility and Internal Services	2016–17 Actual full-time equivalents	2017–18 Actual full-time equivalents	2018–19 Planned full-time equivalents	2018–19 Actual full-time equivalents	2019–20 Planned full-time equivalents	2020–21 Planned full-time equivalents
Mobilizing Partners and Promoting Equality for Women and Girls	0	0	45	47	194	184
Subtotal	0	0	45	47	194	184
Internal Services	0	0	27	29	95	94
Total	0	0	72	76	289	278

In total, the organization had 222 FTEs in 2018–19, including actual FTEs for Status of Women Canada and for Women and Gender Equality Canada.

Additional funding received over the past three years has resulted in increases to the organizational workforce, which has more than doubled from 113 FTEs in 2016–17 to 289 planned FTEs in 2019–20. Decreases in requirements for FTEs in 2020–21 are attributable to time-limited initiatives that are set to end.

Expenditures by vote

For information on Women and Gender Equality Canada’s organizational voted and statutory expenditures, consult the [Public Accounts of Canada 2018–2019](#).^{xi}

Government of Canada spending and activities

Information on the alignment of Women and Gender Equality Canada’s spending with the Government of Canada’s spending and activities is available in the [GC InfoBase](#).^{xli}

Financial statements and financial statements highlights

Financial statements

Financial statements (unaudited) for Status of Women Canada and Women and Gender Equality Canada for the year ended March 31, 2019 are available on the [departmental website](#).^{xlii}

Financial statements highlights

Condensed Statement of Operations (unaudited) for Status of Women Canada for the period April 1, 2018 to December 12, 2018 (dollars)

Financial information	2018–19 Planned results	2018–19 Actual results	2017–18 Actual results	Difference (2018–19 Actual results minus 2018–19 Planned results)	Difference (2018–19 Actual results minus 2017–18 Actual results)
Total expenses	31,522,105	36,109,842	46,932,252	4,587,737	(10,822,410)
Total revenues	-	25	252	25	(227)
Net cost of operations before government funding and transfers	31,522,105	36,109,817	46,932,000	4,587,712	(10,822,183)

The 2018–19 planned results for Status of Women Canada are based on estimates known at the time of the Departmental Plan. The difference between total expenses for 2018–19 planned results and 2018–19 actuals is mainly due to the transfer of authorities and expenses when Status of Women Canada became Women and Gender Equality Canada on December 13, 2018.

On an accrual accounting basis, Status of Women Canada's operating expenses for 2018–19 were \$36.1 million, a decrease of \$10.8 million when compared to the previous fiscal year. This difference is mainly due to the transfer of operations to Women and Gender Equality Canada resulting from new enabling legislation.

Status of Women Canada's revenues were the result of fees generated by requests under the *Access to Information Act*.

Condensed Statement of Operations (unaudited) for Women and Gender Equality Canada for the period December 13, 2018 to March 31, 2019 (dollars)

Financial information	2018–19 Planned results	2018–19 Actual results	2017–18 Actual results	Difference (2018–19 Actual results minus 2018–19 Planned results)	Difference (2018–19 Actual results minus 2017–18 Actual results)
Total expenses	34,097,895	39,167,505	Not applicable	5,069,610	Not applicable
Total revenues	-	15	Not applicable	15	Not applicable
Net cost of operations before government funding and transfers	34,097,895	39,167,490	Not applicable	5,069,595	Not applicable

The 2018–19 planned results for Women and Gender Equality Canada (WAGE) are based on estimates for the reference period included in Status of Women Canada's 2018–19 Departmental Plan and the transfer of authorities to WAGE after December 13, 2018.

On an accrual accounting basis, WAGE's operating expenses for 2018–19 are \$39.2 million. WAGE does not have comparative figures as it was its first year of operations.

WAGE's revenues are the result of fees generated by requests under the *Access to Information Act*.

Condensed Statement of Financial Position (unaudited) for Status of Women Canada for the period April 1, 2018 to December 12, 2018 (dollars)

Financial Information	2018–19	2017–18	Difference (2018–19 minus 2017–18)
Total net liabilities	0	4,710,758	(4,710,758)
Total net financial assets	0	3,619,496	(3,619,496)
Departmental net debt	0	1,091,262	(1,091,262)
Total non-financial assets	0	1,364,799	(1,364,799)
Departmental net financial position	0	273,537	(273,537)

Status of Women Canada's total liabilities and financial assets were transferred to the Women and Gender Equality Canada upon its creation on December 13, 2018.

Condensed Statement of Financial Position (unaudited) for Women and Gender Equality Canada for the period December 13, 2018 to March 31, 2019 (dollars)

Financial Information	2018–19	2017–18	Difference (2018–19 minus 2017–18)
Total net liabilities	6,564,071	Not applicable	Not applicable
Total net financial assets	4,783,905	Not applicable	Not applicable
Departmental net debt	1,780,166	Not applicable	Not applicable
Total non-financial assets	1,543,474	Not applicable	Not applicable
Departmental net financial position	(236,692)	Not applicable	Not applicable

Women and Gender Equality Canada's (WAGE) total net liabilities are composed of accounts payable and accrued liabilities (71%), employee future benefits (12%), and employee vacation pay and compensatory leave (16%).

Total net financial assets consist of accounts receivable, advances, and amounts due from the Consolidated Revenue Fund (CRF) of the Government of Canada. The amount due from the CRF represents 89% or \$2 million of the total net financial assets and the remaining 11% is comprised of accounts receivable and advances. The amount due from the CRF represents the amount of net cash that WAGE is entitled to draw from the CRF in the future to discharge its current liabilities, without further appropriations.

Total non-financial assets consist of tangible capital assets, which make up 100% of the balance.

WAGE does not have comparative figures as 2018–19 was its first year of operations.

Supplementary information

Corporate information

Organizational profile

Appropriate minister: The Honourable Maryam Monsef

Institutional head: Guylaine Roy

Status of Women Canada (to December 12, 2018):

Ministerial portfolio: Canadian Heritage

Enabling instrument: Order in Council (1976-779)

Year of incorporation / commencement: 1976

Women and Gender Equality Canada (effective December 13, 2018):

Ministerial portfolio: Department for Women and Gender Equality

Enabling instrument: *Department for Women and Gender Equality Act*

Year of incorporation / commencement: 2018

Other: In December 2018, new legislation created Women and Gender Equality Canada, transforming the former Status of Women Canada into an official department of the Government of Canada.

Raison d'être, mandate and role: who we are and what we do

The “Raison d'être, mandate and role: who we are and what we do” section is available on Women and Gender Equality Canada’s [website](#).^{xliii}

Operating context and key risks

Information on operating context and key risks is available on Women and Gender Equality Canada’s [website](#).^{xliv}

Reporting Framework

The organization’s Departmental Results Framework and Program Inventory of record for 2018–19 are shown below.

Graphical presentation of Departmental Results Framework and Program Inventory

Departmental Results Framework	Core Responsibility: Mobilizing Partners and Promoting Equality for Women and Girls		Internal Services
	Departmental Result: Status of Women Canada (SWC)'s interventions influence and support the advancement of gender equality	Indicator: Percentage of SWC funded projects that have an impact on reducing systemic barriers to gender equality	
		Indicator: Percentage of stakeholders that found resources from the Gender-Based Violence Knowledge Centre to be useful in their work	
		Indicator: Number of partnerships or coalitions with governments, and international, indigenous, civil society and women's equality organizations	
		Indicator: Social media reach of SWC's promotion/commemoration of gender equality initiatives	
	Departmental Result: The federal government systematically considers gender equality	Indicator: Percentage of federal organizations satisfied with tools and resources to incorporate gender equality considerations into their work	
		Indicator: Number of major new federal initiatives (for example, policies and programs) that include specific measures to advance gender equality	
	Departmental Result: Increased gender equality in Canada	Indicator: Canada's Global Gender Gap score	
		Indicator: Number of women victims of homicide in an intimate relationship context in Canada	
		Indicator: Percentage of women who report experiencing any form of sexual violence	
Indicator: Percentage of leadership positions held by women in public and private sectors in Canada			
Indicator: Average hourly wage gap between women and men in Canada			
Program Inventory	Program: Expertise and Outreach		
	Program: Community Action and Innovation		

Note: In December 2018, new legislation created Women and Gender Equality Canada, transforming the former Status of Women Canada into an official department of the Government of Canada. While the Departmental Results Framework and Core Responsibility were changed to reflect the new legislation, changes to the reporting framework will only be effective starting in 2019–20. For this Departmental Results Report, the organization is required to use the reporting framework of record for the 2018–19 fiscal year, as presented in Status of Women Canada’s 2018–19 Departmental Plan.

Supporting information on the Program Inventory

Financial, human resources and performance information for Women and Gender Equality Canada's Program Inventory is available in the [GC InfoBase](#).^{xlv}

Supplementary information tables

The following supplementary information tables are available on Women and Gender Equality Canada's [website](#).^{xlvi}:

- ▶ Departmental Sustainable Development Strategy
- ▶ Details on transfer payment programs of \$5 million or more
- ▶ Gender-based analysis plus
- ▶ Horizontal initiatives
- ▶ Response to parliamentary committees and external audits

Federal tax expenditures

The tax system can be used to achieve public policy objectives through the application of special measures such as low tax rates, exemptions, deductions, deferrals and credits. The Department of Finance Canada publishes cost estimates and projections for these measures each year in the [Report on Federal Tax Expenditures](#).^{xlvii} This report also provides detailed background information on tax expenditures, including descriptions, objectives, historical information and references to related federal spending programs. The tax measures presented in this report are the responsibility of the Minister of Finance.

Organizational contact information

For financial information, contact:

Stéphane Lavigne
Chief Financial Officer and Executive Director
Corporate Services Branch
Telephone: 819-420-6825
E-mail: Stephane.Lavigne@cfc-swc.gc.ca

For other information, contact:

Lisa Smylie
Director General, Research, Results and Delivery
Telephone: 819-420-6508
E-mail: Lisa.Smylie@cfc-swc.gc.ca

Appendix: definitions

appropriation (crédit)

Any authority of Parliament to pay money out of the Consolidated Revenue Fund.

budgetary expenditures (dépenses budgétaires)

Operating and capital expenditures; transfer payments to other levels of government, organizations or individuals; and payments to Crown corporations.

Core Responsibility (responsabilité essentielle)

An enduring function or role performed by a department. The intentions of the department with respect to a Core Responsibility are reflected in one or more related Departmental Results that the department seeks to contribute to or influence.

Departmental Plan (plan ministériel)

A report on the plans and expected performance of an appropriated department over a three-year period. Departmental Plans are tabled in Parliament each spring.

Departmental Result (résultat ministériel)

A Departmental Result represents the change or changes that the department seeks to influence. A Departmental Result is often outside departments' immediate control, but it should be influenced by program-level outcomes.

Departmental Result Indicator (indicateur de résultat ministériel)

A factor or variable that provides a valid and reliable means to measure or describe progress on a Departmental Result.

Departmental Results Framework (cadre ministériel des résultats)

Consists of the department's Core Responsibilities, Departmental Results and Departmental Result Indicators.

Departmental Results Report (rapport sur les résultats ministériels)

A report on an appropriated department's actual accomplishments against the plans, priorities and expected results set out in the corresponding Departmental Plan.

experimentation (expérimentation)

Activities that seek to explore, test and compare the effects and impacts of policies, interventions and approaches, to inform evidence-based decision-making, by learning what works and what does not.

full-time equivalent (équivalent temps plein)

A measure of the extent to which an employee represents a full person-year charge against a departmental budget. Full-time equivalents are calculated as a ratio of assigned hours of work to scheduled hours of work. Scheduled hours of work are set out in collective agreements.

gender-based analysis plus (GBA+) (analyse comparative entre les sexes plus [ACS+])

An analytical process used to help identify the potential impacts of policies, Programs and services on diverse groups of women, men and gender differences. We all have multiple identity factors that intersect to make us who we are; GBA+ considers many other identity factors, such as race, ethnicity, religion, age, and mental or physical disability.

government-wide priorities (priorités pangouvernementales)

For the purpose of the 2018–19 Departmental Results Report, those high-level themes outlining the government’s agenda in the 2015 Speech from the Throne, namely: Growth for the Middle Class; Open and Transparent Government; A Clean Environment and a Strong Economy; Diversity is Canada’s Strength; and Security and Opportunity.

horizontal initiative (initiative horizontale)

An initiative where two or more departments are given funding to pursue a shared outcome, often linked to a government priority.

non-budgetary expenditures (dépenses non budgétaires)

Net outlays and receipts related to loans, investments and advances, which change the composition of the financial assets of the Government of Canada.

performance (rendement)

What an organization did with its resources to achieve its results, how well those results compare to what the organization intended to achieve, and how well lessons learned have been identified.

performance indicator (indicateur de rendement)

A qualitative or quantitative means of measuring an output or outcome, with the intention of gauging the performance of an organization, program, policy or initiative respecting expected results.

performance reporting (production de rapports sur le rendement)

The process of communicating evidence-based performance information. Performance reporting supports decision making, accountability and transparency.

plan (plan)

The articulation of strategic choices, which provides information on how an organization intends to achieve its priorities and associated results. Generally a plan will explain the logic behind the strategies chosen and tend to focus on actions that lead up to the expected result.

planned spending (dépenses prévues)

For Departmental Plans and Departmental Results Reports, planned spending refers to those amounts presented in Main Estimates.

A department is expected to be aware of the authorities that it has sought and received. The determination of planned spending is a departmental responsibility, and departments must be able to defend the expenditure and accrual numbers presented in their Departmental Plans and Departmental Results Reports.

priority (priorité)

A plan or project that an organization has chosen to focus and report on during the planning period. Priorities represent the things that are most important or what must be done first to support the achievement of the desired Strategic Outcome(s) or Departmental Results.

program (programme)

Individual or groups of services, activities or combinations thereof that are managed together within the department and focus on a specific set of outputs, outcomes or service levels.

result (résultat)

An external consequence attributed, in part, to an organization, policy, program or initiative. Results are not within the control of a single organization, policy, program or initiative; instead they are within the area of the organization's influence.

statutory expenditures (dépenses législatives)

Expenditures that Parliament has approved through legislation other than appropriation acts. The legislation sets out the purpose of the expenditures and the terms and conditions under which they may be made.

Strategic Outcome (résultat stratégique)

A long-term and enduring benefit to Canadians that is linked to the organization's mandate, vision and core functions.

target (cible)

A measurable performance or success level that an organization, program or initiative plans to achieve within a specified time period. Targets can be either quantitative or qualitative.

voted expenditures (dépenses votées)

Expenditures that Parliament approves annually through an Appropriation Act. The Vote wording becomes the governing conditions under which these expenditures may be made.

Endnotes

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