

Implementation of the
Beijing Declaration and Platform for Action (1995)
in the Context of the
Twenty-fifth Anniversary of the Fourth World Conference on Women

Canada's National Review

May 2019

The following is the 5th report submitted by Canada on the implementation of the *Beijing Declaration and Platform for Action* (1995) and the outcomes of the 23rd Special Session of the General Assembly (2000). Canada's previous national reviews contained detailed information on measures adopted by Canada in support of the implementation of the *Beijing Declaration and Platform for Action*. This report has been prepared primarily as an update and contains information on measures adopted since 2014.

Any reference to the "Government of Canada" in this report is a reference to the federal Government of Canada, while a reference to "Canada" generally refers to the federal, provincial and territorial governments combined. A reference to the provinces or territories, for example, British Columbia, Quebec or the Northwest Territories, generally refers to their respective governments.

This report focuses primarily on key initiatives for the period 2015 and 2018 that have been identified by federal, provincial and territorial governments in Canada. The Report also includes key funding and initiatives announced as part of Canada's 2019 federal budget, which was released in April 2019, while this report was being finalized. Links to additional information, including statistical information about the situation of women in Canada, Canada's 2016-2019 Federal Budgets and supplementary documents, Canada's reports under the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), and Canada's voluntary national review of its implementation of the 2030 Agenda for Sustainable Development are provided in the footnotes and Appendix 3 to this report.

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ACRONYMS

AHSUNC Aboriginal Head Start in Urban and Northern Communities
AIG-W Apprenticeship Incentive Grant for Women
C3E Clean Energy Education and Empowerment
CAF Canadian Armed Forces
CAPC Community Action Program for Children
CCB Canada Child Benefit
CCOHR Continuing Committee of Officials on Human Rights
CEDAW Convention on the Elimination of All Forms of Discrimination Against Women
CEFM Child, Early and Forced Marriage
CHRA Canadian Human Rights Act
CIRNA Crown-Indigenous Relations and Northern Affairs Canada
CJC Canadian Judicial Council
CMF Canada Media Fund
CMHC Canada Mortgage and Housing Corporation
CPNP Canada Prenatal Nutrition Program
CPP Canada Pension Plan
CRF Community Resilience Fund
CRTC Canadian Radio-television and Telecommunications Commission
CRV Counter radicalization to violence
CSRT-SM Strategic Response Team on Sexual Misconduct
CUSMA Canada-United States-Mexico Agreement
CWB Canada Workers Benefit
EI Employment Insurance
ELCC Early Learning and Child Care
ESDC Employment and Social Development Canada
FDK Full Day Kindergarten
FCM Federation of Canadian Municipalities
FILUs Family Information Liaison Units
FGM/C Female genital mutilation or cutting
FNCFS First Nations Child and Family Services
FNHA First Nations Health Authority
FPT Federal, Provincial, Territorial
FTAs Free Trade Agreements
FVI Family Violence Initiative
FVPP Family Violence Prevention Program
GAP Gender Action Plan
GBA+ Gender-based Analysis Plus
GBV Gender-based Violence
GDP Gross Domestic Product
GEAC Gender Equality Advisory Council
GiC Governor in Council
GIS Guaranteed Income Supplement
GNWT Government of the Northwest Territories
GPE Global Partnership for Education
GRF Gender Results Framework
IACHR Inter-American Commission on Human Rights
ICT Information and Communications Technology
IFHP Interim Federal Health Program
IME Immigration Medical Examination
IPV Intimate-partner violence
IRPA Immigration and Refugee Protection Act

ISC Indigenous Services Canada
ISET Indigenous Skills and Employment Training
ITA Industry Training Authority
LMDAs Labour Market Development Agreements
MaRS Medical and Related Sciences
MBM Market Basket Measure
MCH Maternal Child Health Program
MiHR Mining Industry Human Resources Council
MITT Manitoba Institute of Trades and Technology
MPs Members of Parliament
NATO North Atlantic Treaty Organization
NCECC National Child Exploitation Coordination Centre
NGO Non-Governmental Organization
NHS National Housing Strategy
NJI National Judicial Institute
NRCan Natural Resources Canada
OAS Old Age Security
OECD Organization for Economic Co-operation and Development
PISA Programme for International Student Assessment
PLWD People living with dementia
PSE Post-secondary Education
PTA Progressive Trade Agenda
QPP Quebec Pension Plan
RCMP Royal Canadian Mounted Police
SDGs Sustainable Development Goals
SGBV Sexual and Gender-based Violence
SMEs Small and Medium-sized Enterprises
SMRC Sexual Misconduct and Response Centre
SPF Skills and Partnership Fund
SRHR Sexual and Reproductive Health and Rights
STEM Science, Technology, Engineering and Mathematics
SWP Student Work Placement
TCS Trade Commissioner Service
TRC Truth and Reconciliation Commission
UN United Nations
UNDRIP United Nations Declaration on the Rights of Indigenous Peoples
UNFCCC United Nations Framework Convention on Climate Change
UNFPA United Nations Population Fund
WDAs Workplace Development Agreements
WECM Women's Enterprise Centre of Manitoba
WES Women Entrepreneurship Strategy
WPS Women, Peace and Security
WITB Working Income Tax Benefit
YES Youth Employment Strategy

SECTION 1: PRIORITIES, ACHIEVEMENTS, CHALLENGES AND SETBACKS

Canada has a longstanding commitment to gender equality, a principle that is enshrined in the *Canadian Charter of Rights and Freedoms*. At the international level, Canada's commitment to equality and the promotion and protection of women's and girls' human rights is embedded within the framework of the *Convention on the Elimination of All Forms of Discrimination against Women* (CEDAW), the *Beijing Declaration and Platform for Action*, the *Convention on the Rights of the Child*, and other international human rights instruments.

The Government of Canada is committed to assessing the potential effects of its policies, programs, and initiatives on diverse groups of women, men, and people of all sexual orientations, gender identities and expressions by taking into consideration the intersection of sex and gender with other identity factors. It is also taking actions that contribute to an inclusive and democratic society that allows everyone to participate fully in all aspects of life.

Over the last five years, federal, provincial and territorial (FPT) governments in Canada have demonstrated their commitment to advance gender equality at home and abroad through meaningful collaboration with Indigenous organizations and communities, and significant investments in gender-based strategies, programs, policies, and initiatives. Canadian civil society organizations have also made considerable contributions to advance gender equality.

Women's and Indigenous organizations that support gender equality play a critical role in raising social awareness, mobilizing communities to advance women's social and economic priorities, and delivering essential programs and services in Canada. Budget 2018 announced a \$100M investment over five years, starting in 2018-19, to increase funding to support women's organizations to ensure a strong sustainable women's movement. Over 250 organizations received funding. A key element of this funding was the flexibility for organizations to address their specific needs and enhance the unique contribution they can make to strengthen the women's movement in Canada. This includes a range of activities that support longer-term organizational viability, such as skills development, strategic planning, partnerships and network development, and sustainability planning. This funding enables organizations to address many of their capacity concerns, and strengthen their ability to address barriers in achieving gender equality.

Since 2015, the Government of Canada's policy approach has been characterized by an ambitious feminist agenda. This includes the appointment of the first gender balanced federal Cabinet, the creation of the first department dedicated to the advancement of women and gender equality, the release of the first federal gender budget statement that examined the gender effects of all budget measures, and the launch of the first federal strategy to prevent and address gender-based violence (GBV). Canada's domestic and international efforts signal its high-level commitment to gender equality, inclusion, and gender diversity as central principles in its governance structures and institutions.

In recent years, Canada has also made progress in many areas related to gender statistics. Governance frameworks, policies, tools, and accountability structures have been put in place or reinforced to expand the use of gender-sensitive data in the formulation of policy and implementation of programs and projects in order to promote gender mainstreaming and gender equality.

Since 1995, as part of the implementation of the Beijing Platform for Action, the Government of Canada has remained committed to using Gender-based Analysis Plus (GBA+)¹ to advance gender equality in Canada. GBA+ is an analytical process used to assess the differential effects of policies, programs, and legislation on diverse groups of women, men, and people of all sexual orientations, gender identities and expressions. Domestically, the federal government continues to work on strengthening institutional mechanisms to ensure gender and diversity considerations remain at the core of federal processes and business. In 2015, the Government of Canada tabled the *2016 – 2020 Action Plan on Gender-based Analysis*², which outlines the implementation of GBA+ across federal departments and agencies, and signals a reaffirmation of the federal government’s commitment to strengthen the application, quality, and rigour of GBA+.

Strengthening the implementation of GBA+ across the federal government supports the development of evidence-based policies and programs that benefit everyone in Canada. GBA+ also provides the foundation for gender-based budgeting, to ensure the effects of budget proposals on different groups of people are understood and addressed through more effective and inclusive priority setting and decision making. Through the 2017, 2018, and 2019 federal budgets, the government renewed its commitment to GBA+ by ensuring that each budget includes a statement examining the gender effects of budget measures.

In order to support the implementation of GBA+ and the systematic use of gender-sensitive data across all sectors, the Government of Canada also continues to address gender-related data gaps, improve data accessibility, usability and availability, and increase statistical capacity and data literacy. As filling data gaps related to gender involves both data collection and its accessibility, Canada is modernizing its approach to collecting and producing statistics, including by increasingly acquiring, integrating, and making use of existing data from a variety of administrative sources. Canada has also made progress in improving access to existing data and analysis through the creation of web-based data hubs and the publication of numerous gender-related reports.

Across the country, the provincial governments of Prince Edward Island, New Brunswick, Alberta, Manitoba, Ontario, British Columbia, and Quebec have also adopted GBA+ and similar processes. In addition, the Government of Quebec is developing a Quebec index of equality between women and men to measure its progress and evolution in various categories, including work, violence against women, and decision-making. This index will also assist in making effective use of gender-based analysis.

The federal government’s Budget 2018³ included the first comprehensive Gender Chapter (Chapter 5 - Equality), which introduced the Gender Results Framework (GRF).⁴ The GRF was developed to help guide decision making on policies and programs that are responsive to the diverse needs of people in Canada, represent the federal government’s vision for gender equality, and track the progress made on a regular basis.

The Government of Canada has also enacted significant legislations that contribute to its ambitious gender equality and diversity agenda. The *Canadian Gender Budgeting Act*⁵, which came into force in December 2018, makes gender budgeting a required step in the federal government’s budgetary and financial management processes. This extends the reach of GBA+

¹ See: <https://cfc-swc.gc.ca/gba-acg/index-en.html>

² See: <https://cfc-swc.gc.ca/gba-acg/plan-action-2016-en.PDF>

³ See: <https://www.budget.gc.ca/2018/home-accueil-en.html>

⁴ See: <https://cfc-swc.gc.ca/grf-crrg/index-en.html>

⁵ See: <https://laws-lois.justice.gc.ca/PDF/C-17.2.pdf>

to examine tax expenditures, federal transfers, and the existing spending base. Budget 2019 builds on this progress by requiring the application of GBA+ for each proposal and through publishing GBA+ summaries for each initiative in its Gender Report annex.⁶

Through the *Department for Women and Gender Equality Act*, which came into force in December 2018, the federal government transformed Status of Women Canada into an official government department, overseen by the Minister for Women and Gender Equality. The *Act* solidifies and formalizes the important roles of the Department and its Minister, expands their mandate and makes gender mainstreaming more transparent and more entrenched in federal institutional structures.

The Department's expanded mandate includes the advancement of gender equality and economic, social, and political equality, with respect to sexual orientation, and gender identity and expression. It is mandated to lead the federal government's efforts to apply a gender and diversity lens to its policies, programs, and initiatives through the use of GBA+ and research and data collection to support the GRF. This includes the promotion of a greater understanding of the intersection of sex and gender with other identity factors, such as race, national and ethnic origin, Indigenous origin or identity, age, sexual orientation, socio-economic conditions, place of residence, and disability.

Similar transformations have taken place in some provinces and territories. For example, Alberta's ministry for the Status of Women, established in 2015, is the first ministry dedicated to advancing gender equality, while growing the province's economy. The ministry is Alberta's Centre of Excellence for GBA+ and establishes mechanisms, defines expectations, and ensures accountability for intersectional analysis. In addition to building organizational capacity and developing staff and leaders, the ministry also works with other ministries to apply GBA+ to policies, programs, and legislation across government. Since 2014, more than 5,000 Alberta Public Service employees have been trained in GBA+. In addition, Alberta's Budget 2018-2019 included the first gender budget statement in the province's history.

In November 2018, the Government of Newfoundland and Labrador appointed its first stand-alone Minister Responsible for the Status of Women. In February 2019, the province deepened the mandate of its Office for the Status of Women to include three priorities: strengthened focus on the prevention of gender-based violence; commitment to the implementation of gender-based analysis across all provincial government work; and focused promotion of women in leadership roles.

The Government of Quebec's approach to equality between women and men targets society as a whole and pays particular attention to persistent and concerning inequalities in order to accelerate progress towards de facto equality. As such, Quebec's primary focus is on cross-cutting and structural actions in priority areas, including: work to address gender stereotypes and sexism, the diversification of career choices, gender diversity in employment, and the balance between family and professional life.

In 2017, the Government of Quebec launched the *Together for Equality Government Strategy for Gender Equality Toward 2021*.⁷ In addition to its political and operational dimensions, the Equality Strategy takes into account an intersectional approach that recognizes that unequal relationships and factors may place some women in a more vulnerable position. The implementation of the Strategy is based on concrete actions in the following strategic areas: egalitarian socialization and education; women's economic empowerment; equitable sharing of

⁶ See: <https://www.budget.gc.ca/2019/docs/plan/toc-tdm-en.html>

⁷ See: <http://scf.gouv.qc.ca/fileadmin/Documents/Egalite/Strategie-egalite-2021-ANG.PDF>

family responsibilities; a differentiated approach to health and well-being; and the achievement of parity in decision-making.

In February 2015, the Government of British Columbia appointed a Parliamentary Secretary for Gender Equity, who reports to the Minister of Finance. Recognizing gender equity as a whole-of-government initiative, the province's Gender Equity Office was also established in the Ministry of Finance as a central agency. In July 2018, the provincial government also approved GBA+ for implementation across the B.C. Public Service.

There is no question that Canada's progress on gender equality has led to changes in public policies across all levels of government that affect the lives of all those who live here. While many advancements in gender equality have been made over the past five years, the Government of Canada recognizes that there is more work to be done particularly in preventing violence and discrimination, and promoting the rights of women and girls who experience multiple and intersecting forms of discrimination.

The Government of Canada is committed to reconciliation with Indigenous Peoples and to a renewed relationship based on the recognition of rights, respect, cooperation and partnership. No relationship is more important than the relationship with Indigenous Peoples. That is why the federal government established the National Inquiry into Missing and Murdered Indigenous Women and Girls, to build a foundation that allows Indigenous women and girls to reclaim their power and place. The National Inquiry is expected to release its Final Report on June 3rd, 2019, during a special closing ceremony in Gatineau, Quebec.

The Government of Canada is also committed to removing colonial barriers that impede the exercise of Indigenous and treaty rights. Colonial and paternalistic laws like the *Indian Act* impose forms of governance that have harmed existing structures for Indigenous women, and lead to their disempowerment and oppression in their community life.

In February 2018, the Prime Minister of Canada announced that the Government of Canada would replace the *Comprehensive Land Claims Policy* and the *Inherent Rights Policy* with new approaches that fully embrace Section 35 of the *Constitution Act, 1982*. In 2018, the Minister of Crown-Indigenous Relations and senior officials held over 100 engagement sessions with close to 1,700 participants. Efforts were made to ensure the perspectives of women, youth and Elders were heard. Approximately 800 Indigenous women participated in the engagement, including several women's organizations.

In 2019, the Government of Canada will continue to engage with Indigenous Peoples to develop a rights-based policy. This engagement will support Indigenous communities to identify mechanisms and approaches that could strengthen their chosen systems of governance. It promotes Indigenous women across Canada to be further included in governance and community development, and to share in the prosperity gained by the recognition of rights, respect, co-operation, and partnership.

As part of its commitment to build a better, more inclusive country that recognizes the contributions of all, and creates better opportunities for everyone, the Government of Canada will officially recognize the International Decade for People of African Descent. The International Decade for People of African Descent, proclaimed by the UN General Assembly resolution 68/237, began in 2015 and will be observed until 2024. It is an opportunity to highlight and celebrate the important contributions people of African descent have made to Canadian society. It also provides a framework for recognition, justice, and development to fight racism, discrimination, and the ongoing inequalities that Canadians of African descent face.

Internationally, the Government of Canada is solidifying its role as an international leader in gender equality by embracing a feminist foreign policy, which integrates a gender responsive perspective in all its international policies and programming, including trade, diplomacy, security, and development. The Government of Canada's *Inclusive Approach to Trade*⁸ aims to ensure that the benefits and opportunities of trade and investment are widely shared among under-represented groups, including women workers and business owners. In 2017, the federal government launched its second *National Action Plan on Women, Peace and Security* that reflects its focus on gender equality, and highlights its importance for stability and peace. The same year, it also released its *Feminist International Assistance Policy*⁹ which seeks to eradicate poverty and build a more inclusive, peaceful, and prosperous world by empowering women and girls, and to support the achievement of the 2030 Agenda for Sustainable Development. Advancing gender equality, women's empowerment, and eliminating gender-based violence was also a key theme of Canada's 2018 G7 Presidency. In addition, Canada's multilateral and regional work promoted inclusion, gender equality, and women's rights, and enhanced commitments to women's economic, political, and social empowerment.

At its core, Canada's feminist foreign policy reflects a conviction that all people should enjoy the same human rights and have the same opportunities to succeed and to live in safety and security, and that promoting rights-based, open and inclusive societies where all people, regardless of their gender, can fully benefit from equal participation in economic, social, political, and cultural life, is an effective way to build a safer and more prosperous world.

Some provinces have also made gender equality an international priority. The Quebec government's commitment to promoting equality between women and men is reflected in its international policy, *Quebec on the World Stage: Involved, Engaged, Thriving*, which identifies this issue as a priority for its relations with foreign governments, in multilateral organizations such as the International Organization of the Francophonie, as well as in matters of international solidarity.

Despite these achievements, significant challenges remain in addressing the socio-economic gaps experienced by diverse groups of people, such as marginalized women¹⁰, Indigenous Peoples, and LGBTQ²¹ peoples. These challenges include: higher rates of gender-based violence, a lack of gender diversity in leadership positions, and barriers to full economic participation of marginalized communities. The challenges become more acute as other identity factors such as race, class, education, ability, sexual orientation, and gender identity and expression are taken into consideration. Over the next five years, it is expected that the federal government will continue the work set out in the GRF to bridge gender disparities. As Canada's population becomes more diverse, prioritizing inclusiveness will become increasingly important to its economic growth and prosperity.

Priorities and Achievements (2014-2019)

Canada's economy is strong and growing, with more jobs and opportunities for the middle class and people working hard to join it. The Government of Canada remains committed to taking steps to ensure that everyone benefits from gender equality and economic growth.

⁸ See: https://international.gc.ca/gac-amc/campaign-campagne/inclusive_trade/index.aspx?lang=eng

⁹ See: <https://international.gc.ca/world-monde/assets/pdfs/iap2-eng.pdf>

¹⁰ Marginalized women include women who face additional barriers or challenges as a result of intersecting identities, including but not limited to: women who live in remote and Northern communities, racialized and Indigenous women, women fleeing violence, newcomers, single mothers, LBTQ women, low-income women, and women with disabilities and exceptionalities.

¹¹ Lesbian, Gay, Bisexual, Transgender, Queer, Two-Spirit.

In December 2018, *The Canadian Gender Budgeting Act* became law. Moving forward, when the Minister of Finance tables a Budget in the House of Commons, a GBA+ of the budget documents must either be included in the budget plan or tabled separately within 30 days. The legislation also requires an analysis in terms of how it affects gender and diversity of the federal government's tax expenditures such as exemptions, deductions, or credits to be made publicly available by the Minister of Finance each year. It also requires the President of the Treasury Board, in consultation with the Minister of Finance, to make public an analysis of budget effects in terms of gender and diversity of existing expenditure programs.

In Budget 2018, the Government of Canada introduced the Gender Results Framework (GRF), which is a whole-of-government tool that reflects the government's priorities, identifies issues for the advancement of gender equality, and determines how progress will be measured. GRF goals are outlined under six key areas where change is needed to reach gender equality. These are: education and skills development; economic participation and prosperity; leadership and democratic participation; gender-based violence and access to justice; poverty reduction, health and well-being; and gender equality around the world. The federal government aims to incorporate the GRF into all government planning and reporting activities; therefore, it will also be used to frame Section One of this report, which highlights Canada's priorities and key achievements over the past five years.

Education and Skills Development

Gender roles, expectations, prejudices, stereotypes, and institutional barriers can influence people's choices about their education and constrain their decisions. Gender segregation in education¹² has led to less gender diversity across occupations and has limited career opportunities for women. As Canadian society becomes more equal, it will improve the diversity in the student population. This is expected to produce a prosperous economy with a more diverse and competitive workforce. The Government of Canada continues to make significant efforts towards achieving equal opportunities and diversified paths in education and skills development through a number of key initiatives.

Key Achievements:

CanCode

The CanCode program supports initiatives that provide educational opportunities to Canadian youth from kindergarten to grade 12 (K-12) for coding and digital skills development. It also supports initiatives that provide K-12 teachers with the training and professional development they need to teach digital skills, coding, and related concepts in their classrooms.

The program aims to equip youth, including traditionally underrepresented groups, with the skills and study incentives they need to be prepared for the jobs of today and the future. One of the program's targets is to ensure that at least 50 per cent of participants are girls. Investing in digital skills development will contribute to Canada's success by leveraging diverse talent and providing opportunities for everyone to participate.

Future Skills

Budget 2017 announced significant funding to launch Future Skills,¹³ and this commitment was repeated in Budget 2019. The program will identify emerging in-demand skills, and influence

¹² Gender segregation in education is the uneven distribution of men and women across different fields of study, as a result of societal and individually held norms, beliefs and attitudes about appropriate roles based on gender.

¹³ See: <https://www.canada.ca/en/employment-social-development/programs/future-skills.html>

training and skills development approaches to prepare workers to adapt and be resilient. It will improve access to quality training by demonstrating what type of training works for whom and under what conditions.

To ensure that everyone can be better prepared to obtain employment, half of the funding allocated to Future Skills will focus on addressing the needs of disadvantaged and underrepresented groups, such as Indigenous Peoples, persons living with disabilities, low-income workers, newcomers to Canada, women, and youth. The Future Skills Centre also conducts innovative research projects with partners and stakeholders to identify emerging skills and new approaches to develop these skills for underrepresented groups.

Economic Participation and Prosperity

Advancing women's economic participation drives economic growth and boosts the incomes of families. Every person, regardless of gender, should have the opportunity to reach their full potential while building and benefitting from a strong and growing economy. The federal government remains committed to achieving the equal and full participation of women in the economy and has made significant gains in this area since 2015.

Key Achievements:

New Proactive Pay Equity Legislation

When women receive equal pay for work of equal value, Canada's economy grows stronger, families prosper, and communities thrive. That is why, in December 2018, the federal government passed an *Act to Establish a Proactive Pay Equity Regime within the Federal Public and Private Sectors (Pay Equity Act)*^{14,15} with amendments to related legislation.

Under the *Pay Equity Act*, employers will be required to examine their compensation practices and ensure that women and men working in federally regulated workplaces with more than 10 employees receive equal pay for work of equal value, regardless of their employment status. This includes the federally regulated private sector, the federal public service, and parliamentary workplaces, such as the Prime Minister's and Ministers' offices. To ensure effective implementation, a Pay Equity Commissioner will be appointed within the Canadian Human Rights Commission. The Commissioner will be supported by a Pay Equity Unit to inform, educate and help enforce the *Pay Equity Act* when necessary. Pay equity requirements will also be extended, as a non-legislative measure, to participants in the Federal Contractors Program, who supply the federal government with \$1 million or more worth of goods and services.

The *Pay Equity Act* is expected to come into force in 2020. Until then, the federal government will support its implementation by developing regulations, appointing the Pay Equity Commissioner, and establishing the Federal Contractors Program for Pay Equity.

In Budget 2018, the Government of Canada also announced funding to implement pay transparency for federally regulated employers. This will require federally regulated private-sector employers covered by the *Employment Equity Act* to report any existing wage-gaps within their companies for women, Indigenous Peoples, persons living with disabilities, and racialized persons. The federal government is working to amend the *Employment Equity Act* and its regulations to refine the way salary information is calculated and reported by federally regulated private-sector employers. The online application that collects and publishes employer data will also be updated to ensure the information is posted in a more user-friendly format.

¹⁴ See: <https://www.canada.ca/en/employment-social-development/news/2018/10/backgrounder-pay-equity.html>

¹⁵ See: <https://laws-lois.justice.gc.ca/eng/acts/P-4.2/page-1.html>

While these measures alone will not close the gender wage gap, they are expected to contribute to its reduction by addressing the portion of the gap that is due to the undervaluation of work traditionally done by women.

Similar measures also exist at the provincial level; for example, the Government of Quebec unanimously passed the *Pay Equity Act* in 1996. As of December 2017, 35,294 employers are subject to the *Pay Equity Act*, of which 84.8 per cent are businesses with 10 to 49 employees. The Quebec government continues its work to achieve pay equity in all workplaces, especially for non-unionized workers.

In Saskatchewan, the 2018 employment rate for non-Indigenous women aged 15 and older was 60 per cent, the second highest in Canada and slightly above the national employment average of 57.9 per cent.¹⁶ The same year, the proportion of Indigenous women working full-time in Saskatchewan was 76.6 per cent, which was just above the provincial average for women, at 74.4 per cent.¹⁷ In 2018, the province also had the third highest average hourly wage for women, at \$25.09, which was \$0.52 lower than the 2017 average, and \$4.61 lower than the 2018 average hourly wage for men, at \$29.70.¹⁸ To address this wage gap, Saskatchewan's Status of Women Office is working closely with Women Entrepreneurs of Saskatchewan (WESK) and provincial chambers of commerce to develop programming and approaches to address the wage gap and support women's entrepreneurial participation.

Workforce Development Agreements

To strengthen and grow the middle class, the Government of Canada has new Workforce Development Agreements (WDAs) with most provincial and territorial governments, which provide \$722 million annually, as well as an additional \$900 million over six years, from 2017-2018 to 2022-2023.¹⁹ Budget 2017 announced the creation of the new WDAs, along with new funding, which consolidate and replace the Canada Job Fund Agreements, the Labour Market Agreements for Persons with Disabilities and the Targeted Initiative for Older Workers.

The WDAs support provincial and territorial governments in providing employment assistance and skills training with the flexibility to respond to the diverse needs of their clients. WDA programs seek to help those who are further removed from the labour market, unemployed, underemployed, and those who are seeking to upskill to find and keep good jobs. They also support employers seeking to hire or train current or future employees. WDAs also include specific funding targeted for persons living with disabilities, and are used to support members of underrepresented groups, including women.

Labour Market Development Agreements

The WDAs complement the Labour Market Development Agreements (LMDAs), which are the largest transfer of funds to provincial and territorial governments for the labour market. Each year, the Government of Canada invests over \$2 billion through the LMDAs with provincial and territorial governments to support workers with Employment Insurance (EI) funded skills training and employment assistance.²⁰ Through Budget 2017, the federal government invested an

¹⁶ Statistics Canada. Table 14-10-0018-01 Labour force characteristics by sex and detailed age group, annual (x 1,000)

¹⁷ Statistics Canada. Table 14-10-0364-01 Labour force characteristics by province, region and Aboriginal group

¹⁸ Statistics Canada, Table 14-10-0027-01 Labour Force Survey,

¹⁹ See: <https://www.canada.ca/en/employment-social-development/programs/training-agreements/workforce-development-agreements.html>

²⁰ See: <https://www.canada.ca/en/employment-social-development/programs/training-agreements/lmda.html>

additional \$1.8 billion in the LMDAs over six years, starting in 2017-2018, to expand eligibility for employment programs and services.

The latest available results demonstrate improved labour market outcomes and reduced dependence on government income support for LMDA program participants. Currently, women are more likely to access “lighter-touch” interventions (e.g. employment counselling, résumé writing, etc.). The recently broadened eligibility will help women improve their labour market outcomes with access to more extensive supports such as skills training, wage subsidies, and work experience placements.

Improving Access to Early Learning and Child Care in Canada

The Government of Canada believes that all children deserve a real and fair chance to succeed, and that high-quality early learning and child care (ELCC) provides a solid foundation for future success, through better educational attainment, jobs, and increased potential. The federal government is committed to improving access to affordable and high-quality ELCC to provide parents, particularly women with young children, with increased opportunities to participate in education and training. Over time, this will allow and support more women to join the work force, which will help reduce the labour force participation and gender wage gaps.

In Canada, provincial and territorial governments have jurisdiction for the design and delivery of ELCC systems, and work in collaboration with the federal government to help children get the best start in life and to encourage equal sharing of parenting roles and family responsibilities. The Government of Canada committed \$7.5 billion over 11 years, in Budgets 2016 and 2017, to support and create more high-quality, affordable child care spaces across the country. This investment includes \$1.7 billion over 10 years for Indigenous ELCC starting in 2018-2019, and \$195 million for general ELCC innovation and data.

As a first step, in June 2017, the federal government, and some provincial and territorial governments reached an historic agreement on a *Multilateral Early Learning and Child Care Framework*.²¹ These three-year bilateral agreements outline the ELCC needs of each provincial and territorial government, and set the foundation for a shared long-term vision where all children in Canada can experience the enriching environment of high-quality ELCC. The bilateral agreements are supported by \$1.2 billion over three years, starting in 2017-2018, and are expected to create up to 40,000 more affordable child care spaces by 2019-2020.

For Indigenous children and families, culturally appropriate programs that take into account the cultures, languages, traditions, values, and customs of First Nations, Inuit, and Métis communities can be crucial in creating a foundation for a child’s cultural identity and sense of worth. That is why, in 2017, the federal government undertook a comprehensive engagement process on Indigenous ELCC. Informed by this broad engagement, the federal government and Indigenous partners worked to co-develop the *Indigenous Early Learning and Child Care Framework*.²²

Jointly released with Indigenous leaders in September 2018, this Framework complements the Multilateral Early Learning and Child Care Framework and reflects the unique priorities and cultures of the First Nations, Inuit, and Métis. It sets a vision for happy and safe Indigenous

²¹ While the Government of Quebec subscribes to the general principles of the ELCC Framework, it does not adhere to the Framework, as it intends to retain exclusive responsibility in this area on its territory. The Government of Quebec will continue to invest significantly in programs and services for families and children.

²² See: <https://www.canada.ca/en/employment-social-development/programs/indigenous-early-learning.html>

children and families, strong cultural identity, and a comprehensive and coordinated system of ELCC centred on children, grounded in culture, and anchored in self-determination. Investing in Indigenous ELCC has the potential to empower Indigenous families and communities as a whole.

Improving access to child care is an important priority for provincial and territorial governments across Canada. Some have already introduced changes to improve access to and quality of child care services so parents can remain in or re-enter the workforce.

Since 2015, Ontario implemented a range of reforms and made significant investments in its child care system to increase access while improving oversight and quality of care. For example, Ontario's *Child Care and Early Years Act* was proclaimed in 2015 to better govern child care in the province. It strengthened oversight of the unlicensed child care sector, while increasing access to licensed child care. In 2014-2015, Ontario fully implemented its full-day kindergarten (FDK) program. It reaches approximately 260,000 students annually and requires school boards to ensure the provision of before and after school care for FDK students, where there is sufficient demand. These programs represent a key support for working parents, particularly women, to help them balance caregiving with the participation in paid employment or studies.

Nova Scotia has also made significant investments in ELCC, by introducing a universal pre-primary program for four-year-olds. The first sites opened in September 2017, with expansion planned until September 2020, when the program will be available across the province. Through support from federal-provincial funding, Nova Scotia has made additional investments to increase the number of spaces available for infants, toddlers, and after school care. These investments will create up to 1,000 new regulated child care spaces.²³ Changes were also made to Nova Scotia's Child Care Subsidy Program, allowing eligible families across the province to receive more funding toward the cost of regulated child care.²⁴

A major achievement in the promotion of gender equality and the empowerment of women in British Columbia is the implementation of *Childcare BC*, which lays the groundwork for a new universal child care system. It also focuses on improving the quality of the provincial child care system by supporting child care providers, the majority of whom are women. This is being achieved through enhanced wages, training, and development opportunities totaling \$136 million. It is well documented that having access to affordable and high-quality child care allows more women to participate in the workforce, improves their economic independence and security, and supports a healthy, growing economy. It also ensures that all British Columbians, regardless of gender, can contribute their unique talents to the success of the province.

In 2018, the British Columbia committed more than \$1 billion over three years to support the implementation of *Childcare BC*. This includes the introduction of two key affordability measures for childcare under the its Budget 2018: the Child Care Fee Reduction Initiative, under which over 51,000 licensed child care spaces are now funded, and the Affordable Child Care Benefit, which rolled out province-wide in September 2018 to support lower-income families in B.C. Additionally, as part of Budget 2019, the province increased support payments for foster parents by 20 per cent and provided more funding for Indigenous extended family caregivers. To date, these measures have saved B.C. parents almost \$60 million.

²³ See: <https://novascotia.ca/news/release/?id=20180306003>

²⁴ See: <https://novascotia.ca/news/release/?id=20180201001>

Maternity and Parental Leave and Benefits through the Employment Insurance Program

The FPT governments are committed to addressing barriers to gender equality so women and girls can participate in, and contribute to, Canada's growing economy. Labour legislation across the country provides job protection for parents while they care for a newborn child or newly adopted child. Through Budget 2017, the federal government committed to provide more flexible EI maternity and parental benefits to support Canadian families. Since 2018, there have been two options available to receive parental benefits:

- Standard parental benefits can be paid for a maximum of 35 weeks and must be claimed within a 52 week period after the week the child was born or placed for the purpose of adoption. The weekly benefit rate is 55 per cent of the claimant's average weekly insurable earnings up to a maximum amount, and the two parents can share the 35 weeks of standard parental benefits.
- Extended parental benefits can be paid for a maximum of 61 weeks and must be claimed within a 78-week period after the week the child was born or placed for the purpose of adoption. The benefit rate is 33 per cent of the claimant's average weekly insurable earnings up to a maximum amount and the two parents can share the 61 weeks of extended parental benefits.

To support greater gender equality in the home and in the workplace, the Government of Canada launched a new EI Parental Sharing Benefit in 2019, which will provide five additional weeks of EI parental benefits, when parents agree to share benefits. The Benefit will be available as a "use it or lose it" benefit top-up when both parents agree to share parental leave. In 2016-2017, women represented 85 per cent of all parental benefits claims. It is expected that 96,000 additional parents will apply for benefits annually. The benefit is available to parents, including adoptive or same-sex parents, for a child born or placed for the purpose of adoption, provided they are eligible for, and share, their EI parental benefits. Providing additional weeks of benefits will help encourage greater equality when it comes to child care, and improve the distribution of family and home responsibilities. It will also provide greater flexibility, particularly for mothers, to return to work sooner if they so choose, knowing their family has the support it needs. More equitable parental leave will also help lead to more equitable hiring practices, reducing conscious and unconscious discrimination by employers.²⁵

The federal government has also reduced the EI waiting period from two weeks to one, effective January 1, 2017.²⁶ The waiting period acts as a deductible, similar to other kinds of insurance, and shortening it eases the financial strain for EI claimants and puts an estimated \$650 million back into the pockets of recipients. The reduction of the waiting period applies to all types of EI benefits: regular, fishing, sickness, maternity, parental, compassionate care, and Family Caregiver benefits.

To help federal employees improve their work-life balance, the federal government has also introduced measures to federal labour standards that include flexible work arrangements and access to new personal leave, among others.

This measure is complementary to the initiatives developed to promote a fair distribution of family responsibilities and better balance between family, work, school, social, and political life in the provinces and territories. The Government of Quebec launched the Quebec Parental Insurance Plan in 2006, which offers five weeks of exclusive paternity leave. The plan has enabled thousands of men to play a more important and active role in the lives of their children. In recent years, in order to improve the sharing of domestic work and care between women and

²⁵ See: <https://www.budget.gc.ca/2018/docs/plan/budget-2018-en.pdf>

²⁶ See: <https://www.canada.ca/en/employment-social-development/news/2018/11/backgrounder-employment-insurance-waiting-period.html>

men, the Quebec government has acted on several fronts: promoting non stereotyped parental roles and a fair distribution of parental leave, improving the services offered to families, such as childcare, and supporting workplaces to encourage a fair division in the time women and men devote to family, work, and study. In addition, in August 2018, the Quebec government launched a call for projects under the Support Program for Spring Break and Summer 2019 Child Care Projects to support new projects or increase the existing available childcare for children aged 4 to 12.

Leadership and Democratic Participation

Gender equality and diversity in leadership are associated with better decision-making, more skilled and engaged employees, and higher productivity. For leaders in elected office, these two characteristics are essential to a fair and democratic society. Since 2015, the federal government has worked to advance gender equality in leadership roles and at all levels of decision-making, including making meaningful changes to government processes and introducing supports for women seeking leadership positions.

Key Achievements:

Governor in Council (GiC) Appointments

The federal government is committed to open and transparent processes for the selection of Governor in Council (GiC) appointees. This helps strengthen trust in Canada's democracy and ensure the integrity of its public institutions. GiC appointments are those made by the Governor in Council - the Governor General acting on the advice of Cabinet. GiCs range from heads of agencies and chief executive officers of Crown corporations to members of quasi-judicial tribunals. In February 2016, the Government of Canada established a new merit-based, open, and transparent approach to selecting candidates for some 4,000 GiC and Ministerial appointments on commissions, boards, Crown corporations, agencies, and tribunals across the country. Since late 2015, the representation of women serving as GiC appointees has increased by 13 per cent, and is now at 47 per cent. The federal government's efforts to increase the representation of women in positions of leadership in the public sector is important in the advancement of gender parity and social diversity in senior leadership roles.

Women Entrepreneurship Strategy

In Canada, approximately 16 per cent of small and medium-sized enterprises (SMEs) are majority owned by women, of which only about 11.2 per cent export.²⁷ Women entrepreneurs and women-led businesses face a number of challenges, including in accessing capital. According to recent data, women entrepreneurs are also less likely to seek debt and equity financing.

Fostering diversity and inclusion is integral in the creation of an economy that works for everyone, and women's full and equal economic participation is essential to Canada's future competitiveness and prosperity. The Government of Canada's *Women Entrepreneurship Strategy (WES)*²⁸ is a \$2 billion investment that aims to double the number of women-owned businesses by 2025. Launched in September 2018, WES is a comprehensive, whole-of-government approach to help women develop competitive world-class businesses that can succeed on the world stage. It is designed to boost economic growth, and create jobs by improving women's access to financing, talent, networks, and expertise.

²⁷ Statistics Canada, Survey on Financing and Growth of SMEs, 2017. See: [http://www.ic.gc.ca/eic/site/061.nsf/vwapi/SFGSME-EFCPME_2017_eng_revised_March-21.xlsx/\\$file/SFGSME-EFCPME_2017_eng_revised_March-21.xlsx](http://www.ic.gc.ca/eic/site/061.nsf/vwapi/SFGSME-EFCPME_2017_eng_revised_March-21.xlsx/$file/SFGSME-EFCPME_2017_eng_revised_March-21.xlsx)

²⁸ See: <https://www.ic.gc.ca/eic/site/107.nsf/eng/home>

The WES focuses on four key action areas, supported by various federal actors, to address the challenges women entrepreneurs face as they move through the phases of business development. These include: helping women-led businesses grow through investments in areas such as mentoring, skills development, and networking; increasing access to capital; improving access to federal business innovation programming; and enhancing data and knowledge. The implementation of these four pillars is supported by the creation of an independent Women Entrepreneurship Knowledge Hub.

Venture Capital Catalyst Initiative

Through Venture Capital Catalyst Initiative (VCCI), the Government of Canada will invest \$450 million into venture capital funds through three streams to support Canadian technology firms. VCCI includes a strong focus on gender balance and diversity, which is expected to reduce bias in the investment community and ensure high-performing women-owned firms can access the capital they need. Recipients for Streams 1 and 2 were announced in 2018, while the evaluation of applications received under Stream 3 is ongoing.

Provincial and territorial governments across the country also prioritize advancing gender equality and diversity in leadership, and there has been significant progress made in this area. The Government of the Northwest Territories (GNWT) continues to lead the national averages for women in leadership positions. During the 2017-18 fiscal year, women occupied 64.3 per cent of positions within the GNWT. As this number continues to rise, so does the number of women occupying management positions. In 2017, Statistics Canada reported that women accounted for 34.6 per cent of all managers and 28.9 per cent of senior managers across the country.²⁹ Within the GNWT, women made up more than half of all management employees (51 per cent) and close to half of all senior managers (47 per cent). This is in line with the GNWT's commitment to maintain a workforce that is representative of the population it serves, where 49 per cent of the population is female.

Recognizing the challenges and barriers women face when considering running for elected office, the GNWT has also developed a "Made-in-the-North" Campaign School for Women curriculum, and has sponsored campaign schools for women in communities across the Northwest Territories to help participants develop skills, build confidence, and share ideas on how to run an election campaign.

The Quebec government recognizes that the absence of parity in positions of power is a serious detriment to Quebec's prosperity. Diversity is an added value for our societies. As such, it is imperative that women are represented in management positions, and take part in defining key priorities for the future, so everyone can benefit from their experiences and their journeys. There has been a major shift in the representation of women in Quebec politics since the provincial elections in October 2018 when it reached 43.2 per cent³⁰, which is an increase of 12.8 percent higher than at the dissolution of the chamber in August 2018 (32.8 per cent). As of January 2019, Québec is ranked 10th in the world in terms of the proportion of women in parliament. Today, there are 53 women elected out of a total of 125 Members of Provincial Parliament.

At the municipal level in Quebec, following the fall 2017 elections, women now account for 32.4 per cent of those elected. The proportion of women mayors has increased by 1.6 per cent compared to 2013 (17.3 per cent to 18.9 per cent) and by 2.5 per cent for councillors (32 per cent to 34.5 per cent). A woman was also elected mayor of Montréal, the largest city in Quebec.

²⁹ [Table 14-10-0297-01: Labour Force Characteristics by Occupation, Annual \(x 1,000\)](#) (2018).

³⁰ Inter-Parliamentary Union, "Comparative Country Data", figures updated 1 November 2018, <http://archive.ipu.org/wmn-e/classif.htm>.

Gender-based Violence and Access to Justice

Gender-based violence (GBV) is a violation of human rights and a significant barrier to gender equality. While anyone can be a victim of violence, women³¹ and girls³², lesbian, gay and bisexual people³³, women living with a disability³⁴, elderly women³⁵, women living in rural and remote regions³⁶, and particularly Indigenous women and girls³⁷ are at greater risk of violence that targets them on the basis of their gender. Incidents of GBV can have long-term social and emotional consequences for survivors, often with multigenerational effects.

Key Achievements:

Gender-based Violence Strategy

In June 2017, the Government of Canada announced *It's Time: Canada's Strategy to Prevent and Address Gender-Based Violence*.³⁸ The Strategy is a whole-of-government approach and brings together the efforts of many federal departments and agencies, builds on current federal initiatives and programs, and lays the foundation for greater action on GBV. The Strategy's initiatives are organized across three pillars: preventing GBV; supporting survivors and their families; and promoting responsive legal and justice systems. It addresses gaps to support diverse populations, which include: women and girls, Indigenous women and girls, LGBTQ2 and gender non-binary individuals, women living in northern, rural, and remote communities, women living with disabilities, newcomers, children and youth, and seniors.

The federal government has made significant investments to support the implementation and expansion of the Strategy. These investments will also support the new GBV Knowledge Centre, which acts as a focal point for the Strategy, and is responsible for its coordination, research, reporting on progress, and knowledge mobilization. The goal of the GBV Knowledge Centre is to be a trusted source for reliable data and knowledge products to support the evidence-based decisions required to prevent and address GBV.

Another important function and focus of the GBV Knowledge Centre is to provide opportunities for researchers, stakeholders, and service providers working to end GBV to connect, share evidence, and access relevant and up-to-date information. As part of its knowledge mobilization activities, the GBV Knowledge Centre's online platform was launched in December 2018. This online tool compiles resources and research into a single platform providing information on federal funding opportunities related to GBV and searchable databases that bring together existing data, evidence, and federal initiatives. The platform also includes key information and initiatives in provinces and territories, as well as information on resources available for those affected by GBV.

Through the Strategy, the federal government engages with various organizations to put forward a range of actions to address GBV. New program funding has been allocated to test promising practices that address gaps in supports for at-risk and vulnerable populations.

Through Budget 2018 the federal government also committed funding for the Royal Canadian Mounted Police's (RCMP) to: establish the Sexual Assault Review Team (SART), complete an expanded review of sexual assault files from 2015-2017 coded as 'unfounded' and 'not cleared

³¹ See: <https://www150.statcan.gc.ca/n1/pub/85-002-x/2018001/article/54978/02-eng.htm>

³² See: <https://www150.statcan.gc.ca/n1/pub/85-002-x/2018001/article/54981-eng.htm>

³³ See: <https://www150.statcan.gc.ca/n1/pub/85-002-x/2018001/article/54923-eng.htm>

³⁴ See: <https://www150.statcan.gc.ca/n1/pub/85-002-x/2018001/article/54910-eng.htm>

³⁵ See: <https://www150.statcan.gc.ca/n1/pub/85-002-x/2018001/article/54978/03-eng.htm>

³⁶ See: <https://www150.statcan.gc.ca/n1/pub/85-002-x/2018001/article/54978-eng.htm>

³⁷ See: <https://www150.statcan.gc.ca/n1/pub/85-002-x/2015001/article/14241-eng.htm#a12>

³⁸ See: <https://cfc-swc.gc.ca/violence/knowledge-connaissance/strategy-strategie-en.html>

by charge', and provide accountability across the force for investigations. The funding also provides for the establishment of an external advisory committee, better supports for victims, and the development of training.

Provincial and territorial governments are also taking action to address GBV in their jurisdictions. In 2014, the Intimate Partner Violence Units under each of Newfoundland and Labrador's two police forces, the Royal Newfoundland Constabulary and the RCMP, were funded through the Violence Prevention Initiative of the Office for the Status of Women. These units improve investigations through operational oversight, identify risks and trends, and implement quality assurance controls and measures so as to enhance investigational quality and supervision; prosecute and deter offenders; provide an enhanced response to domestic violence, reduce domestic violence, and improve public protection, order, and safety; identify victims that are at a high risk of violence or death; and provide interventions for victims.

In 2017, Nova Scotia completed its first Sexual Violence Strategy, which focusses on building capacity to address sexual violence. This included "The Birds and the Bees" a public awareness campaign about consent targeted at youth. The Strategy also resulted in an ongoing investment in an expanded province-wide sexual assault nurse examiner program, and prevention and innovation grants that continue to build capacity for innovation and response to sexual violence.³⁹

In 2018, the Manitoba government established the Gender-Based Violence Committee of Cabinet to study and advise on matters relating to the integration of government services for the purpose of ending GBV, and collaboration across government departments to better meet the needs of Manitobans in critical situations relating to domestic or family violence and sexual violence. Its creation is historic for Manitoba, as this is the first time a cabinet committee will focus solely on GBV. It will address the need for an approach to GBV that is comprehensive, inclusive, and based on solid evidence and a whole-of-government approach to coordinate policies, legislation, and initiatives.

To promote a society that respects the rights of women and girls to life, security and integrity, the Quebec government specifically launched its *Government Strategy to Prevent and Counteract Sexual Violence 2016-2021* (SVS), in October 2016. Through the Strategy, the Quebec government will invest more than \$250 million over five years to combat sexual violence, by specifically targeting sexual assault and exploitation. In addition, in August 2018, the Quebec government launched the fourth Government Action Plan on Domestic Violence 2018-2023⁴⁰. The Plan aims to continue and to intensify efforts to address domestic violence in Quebec, including through more than \$600 million in investments over five years.

Police reported sexual assaults in Yukon are 2.5 times higher than in the rest of Canada. GBV remains one of the most significant barriers to gender equality in Yukon. The Yukon Government, in partnership with other key agencies, including the Whitehorse General Hospital and the RCMP, is developing a special unit to respond more effectively to sexual violence. With resource investments announced in December 2017, a multidisciplinary team has begun to collaborate to improve trauma-informed, low-barrier services to victims of sexual assault. While Yukon has many services dedicated to supporting victims of violence, key service gaps include 24/7 victim support, a crisis line, formalized clinical support, regular physician training, and robust clinical protocols at local hospitals. Through this team, key components of implementation are underway. Victims of sexual violence in Whitehorse and rural communities

³⁹ NS Sexual Violence Strategy Final Evaluation Report

https://novascotia.ca/coms/svs/docs/SVS_Evaluation_FINAL_REPORT.pdf

⁴⁰ See: http://www.scf.gouv.qc.ca/fileadmin/Documents/Violences/plan-violence18-23-access_en.pdf

now have priority access to mental wellness care through new Mental Wellness and Substance Use hubs. Additionally, a new Victim Support Worker model has been finalized, and will provide 24/7 on-call Victim Support Workers who can help victims navigate the medical, social services, and justice systems.

National Inquiry into Missing and Murdered Indigenous Women and Girls

In the 14-year period from 2001 to 2015, the homicide rate for Indigenous women in Canada was nearly six times higher than that for non-Indigenous women.⁴¹ In fact, being Indigenous in Canadian society is a key risk factor for experiencing violence. The National Inquiry into Missing and Murdered Indigenous Women and Girls (the National Inquiry) is an important step towards ending this national tragedy.

In December 2015, the federal government launched a pre-inquiry engagement process, led by the Minister for Indigenous and Northern Affairs Canada, now the Minister of Crown-Indigenous Relations and Northern Affairs Canada, the Minister of Justice, and the Minister of the Status of Women, now the Minister for Women and Gender Equality. The federal government held a series of meetings attended by over 2,000 survivors, families, and loved ones, and received over 4,000 submissions from individuals, National Indigenous Organizations⁴², and all provincial and territorial governments on the design of the inquiry. Less than a year later, in August 2016, the Government of Canada, in cooperation with all provincial and territorial governments, launched the National Inquiry with a mandate to investigate and report on the underlying causes and systemic issues that contribute to the high levels of violence against Indigenous women and girls.⁴³ The Inquiry was provided two years to complete its work, including the delivery of an interim report in November 2017, and a final report in November 2018. The Inquiry travelled across Canada and heard from survivors and family members, communities, experts and Knowledge Keepers, and institutions. On November 1, 2017, it released its interim report, *Our Women and Girls Are Sacred*.⁴⁴

The Government of Canada is taking immediate action to respond to recommendations in the National Inquiry's Interim Report to: better meet the needs of survivors, family members, communities, and others affected by the issue of missing and murdered Indigenous women and girls; to support commemoration activities; and to review police policies and practices. In addition, to respond to the Inquiry extension, Justice Canada will extend the timeframe of its support for Family Information Liaison Units and community-based services to support families of missing and murdered Indigenous women and girls beyond the life of the Inquiry.⁴⁵

⁴¹ See: <https://www150.statcan.gc.ca/n1/daily-quotidien/170606/dq170606a-eng.htm>

⁴² National Indigenous Organizations (NIOs) represent Indigenous Peoples on a distinctions basis. The Government of Canada has had formal relationships via the Permanent Bilateral Mechanisms (PBMs) with the Assembly of First Nations, Inuit Tapiriit Kanatami, and Metis National Council. The only National Indigenous Women's Organization that is involved in the PBMs is Pauktuutit Inuit Women of Canada; however, they are only an observer and do not have any voting capacity. Specific to the National Indigenous Women's Organizations, two organizations have agreements in place with the Government of Canada: Pauktuutit Inuit Women of Canada signed a Memorandum of Understanding with the Government of Canada in 2017; and Native Women's Association of Canada signed an Accord with the Government of Canada in February 2019. Les Femmes Michif Otimpemisiwak does not have any formal agreement with the Government of Canada.

⁴³ See: <http://www.mmiwg-ffada.ca/contact/>.

⁴⁴ See: http://publications.gc.ca/collections/collection_2017/ffada-mmiwg/CP32-163-1-2017-eng.pdf

⁴⁵ See: <https://www.newswire.ca/news-releases/statement-from-minister-bennett-on-the-national-inquiry-into-missing-and-murdered-indigenous-women-and-girls-request-for-an-extension-and-interim-report-684583791.html>

In June 2018, the federal government announced an extension and additional funding for the Commission to hold additional hearings, further examine institutional practices and policies, and undertake the research necessary to inform their recommendations. The extension was granted until June 2019 to submit its final report. This approach acknowledges that there are more survivors and family members who want to share their experiences, while underscoring the urgency the federal government places on receiving the Commission's findings and making concrete recommendations.

Public commemoration is a powerful way to honour truths, support healing, create awareness, and advance reconciliation. The Commemoration Fund responds to a recommendation from the National Inquiry into Missing and Murdered Indigenous Women and Girls' Interim Report. Through the Fund, the federal government aims to honour the lives and legacies of missing and murdered Indigenous women, girls, and LGBTQ2 individuals.⁴⁶ Administered by the Department for Women and Gender Equality, the Fund will support Indigenous governments and organizations working with families, communities, and survivors to implement commemorative initiatives.

The Government of Canada also recognizes the importance of addressing gaps in services to Indigenous Peoples throughout the criminal justice system and enhancing law enforcement capabilities. It is acting by funding a review of police policies and practices in regard to their relations with the Indigenous Peoples they serve. Funding will be provided over two years to organizations with expertise in law enforcement and policing to lead the review.

The federal government will also support the RCMP's new National Investigative Standards and Practices Unit, which will provide national oversight to major RCMP investigations. A significant proportion of this oversight will focus on missing and murdered Indigenous women and girls' investigations.

Violence against Indigenous women and girls has been a priority for provincial and territorial governments as well. In 2016, Ontario launched its *Walking Together: Ontario's Long-Term Strategy to End Violence Against Indigenous Women*,⁴⁷ which was the first dedicated strategy focused on ending violence against Indigenous women. The Strategy was developed in collaboration with Indigenous partners and its implementation has resulted in new programs, public awareness, and education activities focused on Indigenous Peoples, as well as training for the justice sector, and the Ontario Public Service.

In December 2016, the Government of Quebec established the Public Inquiry Commission on Relations between Indigenous Peoples and Certain Public Services in Quebec: Listening, Reconciliation and Progress (Commission Viens). The mandate of Commission Viens is to investigate, gather facts, conduct analysis, and make recommendations for concrete, effective and sustainable actions to be established by the Government of Quebec and Indigenous authorities to prevent and eliminate any form of violence, discriminatory practice, or different treatment in the delivery of the following services to the Indigenous Peoples of Quebec: police services, correctional services, justice, health services, social services, and youth protection services. The recommendations are expected in September 2019.

⁴⁶ See: <https://www.canada.ca/en/status-women/news/2019/02/government-of-canada-launches-commemoration-fund-for-missing-and-murdered-indigenous-women-and-girls.html>

⁴⁷ See: <https://www.ontario.ca/page/walking-together-ontarios-long-term-strategy-end-violence-against-indigenous-women>

In June 2017, the Government of Quebec also launched *Do More, Do Better: Government Action Plan for the Social and Cultural Development of the First Nations and Inuit (2017-2022)*.⁴⁸ At the time of its launch, the plan included 26 actions specifically dedicated to Indigenous women and girls, including several aimed at promoting gender equality, and combating sexual, domestic and family violence. The Quebec government's intervention in the social development of Indigenous women and girls occurs in two ways. The first considers the issues faced by First Nations and Inuit women in implementing the main structuring measures of the action plan. The second aims to develop measures that address women-specific needs, including: sexual violence, domestic and family violence, as well as equality and complementarity between women and men in economic autonomy, and social and political leadership. By placing the living conditions of Indigenous women at the centre of its actions, Quebec's government is promoting positive outcomes with respect and regards to the well-being and health of First Nations and Inuit families and communities.

Protection for Gender Identity and Expression

While national data is not yet available on the rates of violence experienced by transgender and other gender-diverse people in Canada, the Government of Canada's Treasury Board Secretariat is working with departments receiving Budget 2019 funding to ensure robust data collection and reporting practices with respect to gender and diversity data, including data on LGBTQ2 individuals and communities, for all initiatives. There is already some evidence that transgender and other gender-diverse people in Canada experience high levels of violent victimization.^{49, 50}

In addition, the federal government is taking measures to begin filling this important data gap, including through the development of three new national surveys on GBV, which will include questions on sexual orientation, and gender identity and expression. Results from these surveys will allow for a better understanding of experiences of GBV among LGBTQ2 individuals in Canada, and provide evidence to ensure that prevention and support programs are tailored to serve different groups.

The federal government has taken steps to protect people of all sexual orientations, gender identities and expressions from discrimination, harassment and violence. In June 2017, the *Canadian Human Rights Act* was amended to add the grounds of "gender identity or expression" to protect against discrimination in federal workplaces and services in the public and private sectors. The Criminal Code was also amended to extend the protection against hate propaganda to any section of the public that is distinguished by gender identity or expression, and by clarifying that a judge, when sentencing for a criminal offence, must consider if the offence was motivated by bias, prejudice, or hate based on gender identity or gender expression.⁵¹

Harassment and Violence in the Workplace

The Government of Canada is committed to ending harassment and violence in the workplace, including sexual harassment and sexual violence. In October 2018, the federal government amended the *Canada Labour Code* and the *Parliamentary Employment and Staff Relations Act* to create a more robust and integrated regime to protect employees in federal workplaces,

⁴⁸ See: https://www.autochtones.gouv.qc.ca/publications_documentation/publications/PAS/plan-action-social-en.pdf

⁴⁹ Veale J. et al. 2015. *Being Safe, Being Me: Results of the Canadian Trans Youth Health Survey*. School of Nursing, University of British Columbia. Online.

⁵⁰ Bauer, G & Scheim, A. 2015. *Transgender People in Ontario, Canada: Statistics to Inform Human Rights Policy*. London, ON. Trans PULSE Project Team.

⁵¹ See: <https://www.justice.gc.ca/eng/csj-sjc/pl/identity-identite/aboutleg-aproposleg.html>

including the federally regulated private sector, the federal public service, and parliamentary workplaces. These amendments are expected to come into force in 2020.

To support these amendments, the federal government announced significant funding in Budget 2018. To date, funding has been allocated towards regulatory development, training and hiring new special investigators, and the development of educational materials and tools. Additionally, an Outreach Hub to support employees was launched in March 2018. In November 2018, the Workplace Harassment and Violence Prevention Fund⁵² was launched to assist these employers with training programs in sectors that have reported higher incidents of harassment and violence and make tools and resources available for vulnerable and precarious workers.

Starting in 2019-2020, the federal government will make further investments to address sexual harassment in the workplace, provide legal aid funding to support complainants of sexual harassment in the workplace, and develop a pan-Canadian outreach program to better inform workers, particularly those who are most vulnerable, about their rights and how to access assistance and support.⁵³

As provincial and territorial governments are responsible for addressing workplace harassment issues, they have also implemented measures to address this issue. In 2015, Ontario launched its *Action Plan to Stop Sexual Violence and Harassment*⁵⁴ to help change attitudes, provide more support for survivors, and make workplaces and campuses safer and more responsive to complaints about sexual violence and harassment. To date, the Action Plan has led to effective public education campaigns; more funding for sexual assault centres; the passing of Ontario's *Sexual Violence and Harassment Action Plan Act* (Supporting Survivors and Challenging Sexual Violence and Harassment) in 2016; and the development and enhancement of a prosecution model to provide education, training, and mentorship on sexual violence prosecutions and improve data collection.

In June 2018, Quebec passed legislation to amend its labour norms, the *Loi modifiant la loi sur les normes du travail et d'autres dispositions législatives*, to reinforce the provisions on psychological and sexual harassment in the workplace. The amendments also provide for spousal violence and sexual violence to be recognized as reasons for absence.

Leave for victims of family/domestic violence

A new leave for victims of family violence was introduced as part of a series of amendments to the *Canada Labour Code* that were passed in 2017⁵⁵ and 2018.⁵⁶ Once in force, employees in the federally regulated private sector will have up to 10 days of job-protected leave per year (the first five days of which are paid) if they or their minor child are victims of family violence. This will allow employees who are victims of family violence or the parents of victims of family violence to take time off work to recover without fear of losing their livelihood. The leave will especially benefit women, as statistics show that the rate of family violence against women is nearly double the rate for men.

In 2018, Family Violence Leave was also included in the *Labour Standards Act* of Newfoundland and Labrador to provide up to three days of paid leave and seven days of unpaid leave for individuals experiencing family violence. The leave is available to any individual who

⁵² See: <https://www.canada.ca/en/employment-social-development/news/2019/03/backgrounder-workplace-harassment-and-violence-prevention-fund.html>

⁵³ See: <https://www.justice.gc.ca/eng/fund-fina/harassment-harcelement.html>

⁵⁴ See: <https://www.ontario.ca/document/action-plan-stop-sexual-violence-and-harassment>

⁵⁵ See: <http://www.parl.ca/LegisInfo/BillDetails.aspx?Language=E&billId=9188589>

⁵⁶ See: <http://www.parl.ca/LegisInfo/BillDetails.aspx?Language=E&billId=10127729>

has been employed for a continuous 30 day period with the same employer. This means women and others fleeing situations of domestic violence will not have to suffer loss of pay or employment due to violence.

In 2018, Nova Scotia made amendments to its *Labour Standards Code* to provide protected employment leave for survivors of domestic violence. As of January 2019, these survivors can take three days of paid leave, up to 16 continuous weeks of domestic violence leave, and 10 continuous or intermittent days of protected leave. In addition, a free on-line training tool on domestic violence leave was developed for employers and employees.⁵⁷

The Legal Aid Commission of the Northwest Territories recognizes the need for specialized legal assistance to address problems experienced by those of limited means. In March 2017, its Outreach Program was expanded to include family law duty counsel services, including support to individuals appearing in the weekly Supreme Court Family Law Chambers

Saskatchewan has the highest rate of police-reported interpersonal and domestic violence of all provinces across all relationships. Most of the victims are female, and the majority of the perpetrators are male.⁵⁸ To assist survivors of intimate partner violence, Saskatchewan provides 10 days of unpaid leave from work to survivors of intimate partner violence. In November 2018, the province also introduced the *Interpersonal Violence Disclosure Protocol Act*.

Poverty Reduction, Health and Well-Being

Canada is a prosperous country, yet many still struggle to support their families and afford basic necessities like healthy food and clothes for growing kids. Women are disproportionately affected, as they are more likely to live alone, be lone parents, provide care for a loved one living with a life-limiting condition, require financial assistance in old age, and be affected by chronic diseases and disabilities. Advancing gender equality and growing the middle class can help to ensure that everyone has an equal opportunity to lead healthy, happy and fulfilling lives. The Government of Canada continues to work to reduce poverty and improve health outcomes and has made key investments in poverty reduction and health.

Key Achievements:

Canada's First Poverty Reduction Strategy

The Government of Canada is committed to growth that benefits everyone and investments that help grow the middle class and reduce poverty. In August 2018, the federal government launched *Opportunity for All – Canada's First Poverty Reduction Strategy*.⁵⁹ The Strategy offers a bold vision for Canada as a world leader in poverty eradication, with progress validated in terms of its alignment with the United Nations (UN) Sustainable Development Goal of ending poverty.

The Strategy brings together new investments of \$22 billion that the federal government has made since 2015 to support the social and economic well-being of everyone in Canada and help lift many people out of poverty by 2019. These investments include the Canada Child Benefit (CCB), the Canada Workers Benefit (CWB), the National Housing Strategy (NHS), the Guaranteed Income Supplement (GIS) increase, and additional health-related initiatives. In

⁵⁷ See: <https://novascotia.ca/news/release/?id=20181205002>

⁵⁸ Statistics Canada. Victims of police-reported violent crime in Canada: National, provincial and territorial fact sheets, 2016.

⁵⁹ See: <https://www.canada.ca/en/employment-social-development/programs/poverty-reduction/reports/strategy.html>

2016, the federal government also restored the eligibility age for Old Age Security (OAS), and GIS benefits, from 67 to 65 to help an additional 100,000 people from falling into poverty.

To implement elements of the Strategy, the federal government introduced Canada's first *Poverty Reduction Act* in Parliament.⁶⁰ This includes, for the first time in Canada's history, an official measure of poverty, Canada's Official Poverty Line, as well as ambitious targets to reduce poverty by 20 per cent by 2020 and 50 per cent by 2030, based on the official measure of poverty. Relative to 2015 levels, these measures will lead to the lowest poverty rate in Canada's history. This also includes the establishment of a National Advisory Council on Poverty to provide advice and report on the progress toward poverty reduction each year. If passed, the *Act* will entrench the targets, Canada's Official Poverty Line, and the Advisory Council into legislation.

Based on the 2017 Canadian Income Survey data released in February 2019, the Strategy's interim target of reducing poverty by 20 per cent by 2020 has been reached a full three years ahead of the targeted timeline. Between 2015 and 2017, the poverty rate fell by more than 20 per cent, from 12.1 to 9.5 per cent of the total population. This represents roughly 825,000 fewer persons living below the poverty line in a two-year period.⁶¹

Canada Child Benefit

In July 2016, the federal government introduced the CCB⁶² to help families with the high cost of raising children. The CCB replaced an old system of multiple benefits with one tax-free monthly benefit that provides higher payments to nine out of ten families. In 2017-2018, almost 3.7 million households received CCB payments.

As the CCB is income-based, it provides more support to those who need it most. Nearly 65 per cent of families receiving the maximum CCB amounts are lone-parent families, more than 90 per cent of which are led by women. The CCB has helped lift over half a million individuals, including nearly 300,000 children, out of poverty.⁶³ People in lone-parent families recorded among the largest decreases in poverty in 2017—the proportion of people in these families living below the Official Poverty Line fell from 29.2% in 2016 to 22.7% in 2017. The poverty rate for persons in lone-parent families has been declining steadily over the previous five years, associated with increases in child benefits.⁶⁴

The federal government also offers services to ensure that those who are entitled to the CCB and other benefits receive them. For example, the Community Volunteer Income Tax Program offers free clinics through community organizations to help prepare tax returns for eligible individuals, many of whom are women, low-income individuals, seniors, Indigenous Peoples, and newcomers, who may not have the means or knowledge to prepare their own returns. As the CCB and other benefits are based on the income earned and reported in annual income tax filings, this program helps those more vulnerable to poverty to understand and gain access to their benefits and creates greater equality in the tax system.

⁶⁰ See: <https://www.parl.ca/DocumentViewer/en/42-1/bill/C-87/first-reading?col=2>

⁶¹ See: <https://www.canada.ca/en/employment-social-development/news/2019/02/canadas-first-poverty-reduction-target-met-three-years-ahead-of-schedule.html>

⁶² Canada's Child Benefit is a tax-free monthly payment made to eligible families to help them with the cost of raising children under 18 years of age.

⁶³ See: <https://www.canada.ca/en/employment-social-development/campaigns/poverty-reduction.html>

⁶⁴ See: <https://www150.statcan.gc.ca/n1/daily-quotidien/190226/dq190226b-eng.htm>

National Housing Strategy

Announced by the Government of Canada in 2017, *Canada's National Housing Strategy; A place to call home*⁶⁵ (NHS) is a \$40 billion, 10-year plan to help ensure people across the country have access to safe and affordable housing. It prioritizes the most vulnerable people, including women and children fleeing domestic violence, Indigenous Peoples, seniors, people living with a disability, those dealing with mental health and addiction issues, racialized communities, veterans, and young adults. At least 25 per cent of the NHS investments will support projects that specifically target the unique needs of women and girls.⁶⁶

The NHS sets ambitious targets to ensure that investments and programming deliver results. This includes a 50 per cent reduction in chronic homelessness, the reduction or elimination of housing need for as many as 530,000 households, and the construction of 100,000 new housing units and 300,000 repaired or renewed housing units.

The NHS is grounded in the federal government's commitment to GBA+, and is based on consultations with people with lived experience of homelessness and housing need. Moving forward, the federal government will continue to take a proactive approach to integrating GBA+ throughout the NHS program cycle.

Gender Equality around the World

The Government of Canada's feminist foreign policy advances overarching international objectives of strengthening a rules-based international system, supporting lasting peace and security, fostering sustainable and inclusive economic growth, and upholding progressive values. Numerous studies have found a strong link between gender inequalities and prosperity, with one study estimating that achieving gender equality around the world could increase global GDP by \$12 trillion by 2025.⁶⁷ There is also a strong correlation between gender equality and peace; for example, when women fully participate in peace processes, agreements are 20 per cent more likely to last at least 2 years and 35 per cent more likely to last 15 years (while half of conflict resolution agreements forged in the 1990s failed within 5 years).⁶⁸ The federal government is therefore pursuing a feminist approach across all its international policies and programming, including trade, diplomacy, and development.

Key Achievements:

Trade

The Government of Canada is committed to supporting trade in an open society and pursuing economic growth that benefits everyone, while recognizing the importance of advancing broader economic, social and environmental policy priorities. As part of its Trade Diversification Strategy⁶⁹, the federal government is advancing an inclusive approach to trade by seeking provisions in free trade agreements (FTAs) that allow all segments of society, particularly under-represented groups, to take advantage of the benefits and opportunities that flow from these agreements. The Strategy engages domestic stakeholders in trade negotiations through consultations, communications, promotion, and international engagements.

⁶⁵ See: <https://www.placetocallhome.ca/pdfs/Canada-National-Housing-Strategy.pdf>

⁶⁶ See: <https://open.canada.ca/data/en/dataset/8f6b5490-8684-4a0d-91a3-97ba28acc9cd>

⁶⁷ See: <https://www.mckinsey.com/featured-insights/employment-and-growth/how-advancing-womens-equality-can-add-12-trillion-to-global-growth>

⁶⁸ Laurel Stone, "Annex II, *Quantitative Analysis of Women's participation in Peace Processes* in Marie O'Reilly, Andrea Ó Súilleabháin, and Thania Paffenholz, "Reimagining Peacemaking: Women's Roles in Peace Processes," New York: International Peace Institute, June 2015.

⁶⁹ See: <https://international.gc.ca/gac-amc/campaign-campagne/trade-diversification-commerce/index.aspx?lang=eng>

The modernized Canada-Chile Free Trade Agreement (CCFTA), which came into force in February 2019, is the first Canadian FTA, and the first for any G20 country, to include a dedicated Trade and Gender chapter. The chapter acknowledges the importance of incorporating a gender perspective into economic and trade issues to ensure that economic growth benefits everyone. This was followed by the modernized Canada-Israel FTA (CIFTA), which was signed in May 2018. Once in force, the CIFTA will seek to ensure that the benefits and opportunities that flow from trade and investment are more widely shared. A new preamble to the Comprehensive and Progressive Agreement for Trans-Pacific Partnership also reaffirms the importance of promoting gender equality. Under the Canada-European Union Comprehensive Economic and Trade Agreement (CETA), Canada and the EU agreed to a Trade and Gender Recommendation in September 2018.

While gender equality was one of many elements pursued during trade negotiations, notably via commitments to non-discrimination in the Labour chapters, the federal government is now mainstreaming gender considerations throughout its FTAs. This includes priority areas such as transparency, labour rights, the environment, SMEs, gender equality and the empowerment of women and girls, and Indigenous rights. By conducting a GBA+ on each FTA chapter, opportunities are being identified for new trade provisions that are gender responsive and inclusive. The GBA+ also informs new provisions in dedicated Trade and Gender chapters.

In the Canada-United States-Mexico Agreement⁷⁰ (CUSMA), the federal government played a leadership role in integrating gender-related provisions throughout the Agreement, including in chapters on labour, investment, and SMEs. The federal government is also pursuing the inclusion of gender responsive provisions, including dedicated Trade and Gender chapters, in ongoing negotiations with the Pacific Alliance and Mercosur.

The federal government also provides support through the Trade Commissioner Service (TCS) to export-ready and export-active businesses owned by women, Indigenous Peoples, youth, and individuals of all sexual orientations, and gender identities and expressions who are looking to market their products and services beyond Canada's borders. For example, as part of the Government of Canada's progressive trade agenda, Global Affairs Canada led an LGBTQ2 business delegation to the United States in August 2018 to ensure that LGBTQ2 suppliers gained access to some of the world's largest buyers and created more wealth and well-paying jobs for LGBTQ2 communities as a result. The LGBTQ2 trade mission followed the largest minister-led delegation of Canadian business women, to the Women's Business Enterprise National Council (WBENC) National Conference and Business Fair in Detroit, held in June 2018. In October 2018, the first-ever Canadian Indigenous trade mission also participated in the World Indigenous Business Forum in New Zealand.⁷¹

Diplomacy

Canada's 2018 G7 Presidency was an important opportunity to speak with a strong voice on the international stage, engage counterparts on pressing global challenges, and make real progress on shared goals. As one of its five key themes, the Government of Canada ensured that advancing gender equality and women's empowerment was at the forefront of its Presidency by applying a gender equality lens to all G7 work and promoting specific initiatives with targeted outcomes. To advance this goal and gain insight from a diverse array of experts on integrating gender equality and women's empowerment across all topics of discussion and at all levels, the Government of Canada established the Gender Equality Advisory Council (GEAC). During the

⁷⁰ See: <https://international.gc.ca/trade-commerce/trade-agreements-accords-commerciaux/agr-acc/cusma-aceum/text-texte/toc-tdm.aspx?lang=eng>

⁷¹ See: <https://www.canada.ca/en/global-affairs/news/2018/08/minister-carr-to-visit-pennsylvania-to-promote-canadian-businesses-and-bilateral-trade.html>

Leaders' Summit, Canada and its G7 partners committed nearly \$3.8 billion to support quality education for women and girls in crisis and conflict situations. A few months later, during the UN General Assembly, the Government of Canada welcomed an additional \$527 million from partners to help developing countries give every child access to quality education and skills training. These unprecedented commitments recognize education as the key to advancing gender equality and achieving a more equal and inclusive world.

In addition to working with the GEAC, the federal government placed significant effort in engaging with Women 7, Business 7, Civil Society 7, Labour 7, Science7, Think 7, Youth 7, and other civil society organizations (CSOs), which provided the opportunity for frank and open discussions on gender equality within the G7 and helped elevate the discourse.

In September 2018, the Government of Canada co-hosted with the EU the first formal Women Foreign Ministers' Meeting in Montreal, which provided an opportunity for women foreign ministers from all over the world to address the challenges facing global relations today. The meeting underscored the benefits of integrating a gender perspective into efforts to building peace, security, prosperity, and development.

Beyond the G7 and the Women Foreign Minister's Meeting, Canada continues to advance gender equality at bilateral, multilateral, and international forums, including through broad engagement with the UN system. Canada has been at the forefront of multilateral efforts to address violence against women for over 20 years, dating back to 1994 when Canada spearheaded the establishment of a UN Special Rapporteur of Violence Against Women, its Causes and Consequences. The Canadian-led Violence Against Women (VAW) resolution at the Human Rights Council (HRC) in Geneva, as well as the UN General Assembly resolution on Child, Early and Forced Marriage co-led by Canada and Zambia are also important elements of our approach. The Government of Canada's multilateral engagement also includes membership in the UN Commission on the Status of Women (UNCSW) for the 2017-2021 term. Through this engagement, the Government of Canada, along with provincial and territorial governments, have worked to promote gender equality and the rights of women and girls. The Government of Canada also supported regional or multilateral efforts such as the Francophonie Strategy for the promotion of gender equality adopted at the Yerevan Summit in October 2018.

Canada has participated in the UNCSW since its creation in 1947. The annual CSW sessions are an important opportunity for Canada to strengthen collaboration with its domestic and international partners on various thematic issues pertaining to building inclusive, prosperous societies where all women and girls can reach their full potential. For the past five years, the Government of Canada has consistently co-hosted, sponsored, and participated in numerous side event discussions on critical issues in the context of advancing gender equality, including, for example: preventing and addressing gender-based violence; sexual and reproductive health and rights; enhancing women's economic empowerment; gender-based budgeting; issues affecting Indigenous women and girls; engaging men and boys as allies; and empowering women living with disabilities.

As part of its UNCSW engagement, the Government of Canada invites civil society representatives to serve on the official Canadian delegation following open nomination processes, thus increasing the participation of women's and other civil society organizations at the annual sessions.

The Government of Canada also plays an active role in the negotiations of the CSW's Agreed Conclusions, and engages constructively to ensure balanced language therein and, where possible, to advance international commitments that are consistent with Canadian domestic and foreign policy. In 2017, Canada was elected as a member of the Commission for a four-year

term until 2021, which has helped to strengthen Canada's voice in shaping the Commission's work to address challenges that women and girls face around the world.

The Government of Canada has also strengthened its regional engagement on the issues of gender equality and the rights of women and girls, including through the Organization of American States (OAS). In May 2019, Canada became a Vice President of the Executive Committee of the Inter-American Commission of Women (CIM) of the OAS, for a three year term (2019-2021). This role offers Canada a unique opportunity to share its best practices and lessons learned through recent domestic work, learn from the achievements of other CIM Member States, encourage greater participation of Member States, and work with them to strengthen the Secretariat of the CIM. It is also an opportunity for Canada to continue to advance its feminist international agenda.

International Development

The last three decades have seen dramatic reductions in global poverty, but not everyone has benefited equally. Women and girls are particularly at risk, struggle with poverty, have unequal access to resources and opportunities, and face major risks of violent conflict, climate and environmental hazards, and economic and political insecurity. The Government of Canada believes that by eliminating barriers to equality and creating better opportunities for women and girls, they can become powerful agents of change and can improve their own lives and those of their families, communities, and countries. In June 2017, the federal government launched its *Feminist International Assistance Policy*, which recognizes that supporting gender equality and the empowerment of women and girls is the most effective way to eradicate poverty and build a more peaceful, inclusive, and prosperous world.⁷²

The Policy supports targeted investments, partnerships, innovation, and advocacy efforts and adopts an integrated approach to development, humanitarian, and peace and security assistance through six action areas in support of the 2030 Agenda for Sustainable Development; gender equality and the empowerment of women and girls (core action area); human dignity, which includes health and nutrition, education, and gender-responsive humanitarian action; growth that works for everyone; environment and climate action; inclusive governance; and peace and security.

The Policy commits that 95 per cent of its bilateral international development assistance will target or integrate gender equality and the empowerment of women and girls by 2021-22. In 2017-18, Canada reached 90 per cent.

In June 2017, the federal government launched its Women's Voice and Leadership Program to support local women's organizations in developing countries who advance the rights of women and girls, and promote gender equality. The federal government is a leading donor behind women's rights organizations in developing countries.

The Government of Canada also launched its second National Action Plan on Women, Peace and Security (WPS) for the period 2017-2022. This plan seeks to integrate the WPS agenda through the federal government's diplomacy, international assistance, and peace and security interventions.

⁷² See: https://international.gc.ca/world-monde/issues_development-enjeux_developpement/priorities-priorites/policy-politique.aspx?lang=eng&_ga=2.223360667.147286167.1550778911-767840062.1524853441

In June 2019, the Government of Canada will host the Women Deliver Conference⁷³ in Vancouver. The federal government is providing *Women Deliver* with significant funding over three years to support global advocacy work for the health, rights, and well-being of girls and women, with a focus on sexual and reproductive health and rights (SRHR). For women and girls, sexual and reproductive health services and rights (SRHR) have an enormous effect on their health and economic opportunities. In March 2017, the federal government announced its investment of \$650 million over three years to improve SRHR for all women and girls and has worked to address the full range of issues⁷⁴ and existing gaps and barriers. These include family planning, comprehensive sexuality education, basic reproductive health care, and safe abortion and post-abortion care. Sexual and gender-based violence (SGBV) is also being addressed, including child, early and forced marriage (CEFM) and female genital mutilation or cutting (FGM/C).

In addition, the federal government is funding a 12-month project with the Canadian Partnership for Women and Children's Health (CanWaCH), which will enable it to support and coordinate the domestic efforts of the Women Deliver 2019 Mobilization Canada Secretariat in the lead-up, during, and after to the Global Conference. This includes domestic mobilization events across Canada, side-events, and exhibition spaces, as well as funds to sponsor the participation of approximately 50 participants from diverse communities and regions across Canada in the conference. This will help build synergies between communities, NGOs and public and private sector actors working to achieve gender equality.

The federal government also provided funding support to the *Nutsamaht. We are One. Our Voices. Our Stories. Indigenous Women's Pre-Conference*, which was organized by a consortium of B.C.-based Indigenous organizations on June 2, in Vancouver. The pre-conference was designed to highlight issues of importance to Indigenous women and girls and celebrate Indigenous women of diverse perspectives, strengths, abilities, sexual orientations (Two spirit and LGBTQ2), and gender identities and expressions. The federal government also funded the participation of 11 Indigenous representatives from across Canada to ensure Indigenous perspectives are part of the Women Deliver Conference. By mobilizing national partners and leaders on gender equality and extending their reach across Canada, the Government of Canada will advance its feminist agenda, and efforts to strengthen and ensure the sustainability of the women's movement in Canada.

Provincial and Territorial Government Examples

At the provincial and international level, the promotion of equality between women and men is a priority for the Government of Quebec. This priority includes combating violence against women; women's economic empowerment; and, increased participation of women in positions of power. The Quebec government actively participates in multilateral forums, such as the Organisation internationale de la Francophonie, to advance this priority.

⁷³ See: <https://wd2019.org/>

⁷⁴ The sexual and reproductive health and rights commitment will include support for: comprehensive sexuality education; reproductive health services; family planning services; safe and legal abortion services and post-abortion care; preventing and managing HIV/AIDS and sexually transmitted infections; preventing and responding to sexual and gender-based violence, including child and early forced marriage and female genital mutilation/cutting, and the provision of psycho-social services for survivors; training health care professionals in the provision of sexual and reproductive health-care services and family planning; advocacy activities of women's, youth, Indigenous and LGBTQ2 civil society groups; addressing social norms that limit women's and adolescents' control over their bodies and reproductive decision-making; and removing judicial and legal barriers to the fulfilment of sexual and reproductive health and rights. See: https://international.gc.ca/world-monde/issues_developpement-enjeux_developpement/global_health-sante_mondiale/reproductive_faq-reproductifs_faq.aspx?lang=eng

Challenges and Priorities Going Forward

Challenges

The Government of Canada, as well as provincial and territorial governments have made significant progress in many areas that support greater gender equality, such as education and workforce participation. Despite significant achievements, women continue to face challenges in achieving full equality. Women are still underrepresented in leadership roles, earn less on average than men, and continue to experience high rates of gender-based violence (GBV). Certain groups of women and girls face multiple and intersecting forms of violence and discrimination that create disproportionate obstacles to their equality, including Indigenous women and girls, migrant and refugee women and girls, older women, women and girls who live in rural and remote areas, and women and girls living with a disability.

Over the past several decades, a great deal of progress has been made in terms of women's educational attainment, which now exceeds that of men. For example, in 2016, 31 per cent of women aged 25 to 64 had a bachelor's degree or higher, compared to 26 per cent of men in the same age group.⁷⁵

Despite this progress, academic segregation still exists, and leads to less gender diversity across educational paths. This also results in gender segregation in the labour market. For example, women aged 25 to 34 accounted for the majority of postsecondary qualification holders in health care (83 per cent), education and teaching (82 per cent), social and behavioural sciences (71 per cent), and legal and professional studies (69 per cent) in 2016.⁷⁶ In contrast, for the same period, women accounted for the minority of postsecondary qualification holders in mathematics and computer and information science (27 per cent), and in engineering and engineering technology (19 per cent).⁷⁷ While Canada has made some progress on improving women's representation in science, technology, engineering and mathematics (STEM), this progress has been uneven across STEM fields of study and throughout the years. Over the past years, and despite a high degree of policy concern, women's share of enrolments in all STEM degree programs has even remained relatively stable.⁷⁸ Similarly, there is a substantial gender gap in apprenticeship training, with women accounting for about 14 per cent of those in registered apprenticeship training programs in 2016.⁷⁹

Women's higher levels of education have helped to increase the labour market participation rate for women aged 15-64 years from 51 per cent to 75 per cent between 1976 and 2018.⁸⁰ However, some women continue to experience challenges in certain areas of the labour market, including persistent gaps in workforce participation, and wages and earnings.

⁷⁵ Statistics Canada. 2017. *Education in Canada: Key results from the 2016 Census*. Online: <https://www150.statcan.gc.ca/n1/daily-quotidien/171129/dq171129a-eng.htm>

⁷⁶ Statistics Canada, 2016 Census of Population, Table 98-400-X2016251. And: Statistics Canada. 2017. *Education in Canada: Key results from the 2016 Census*. Online: <https://www150.statcan.gc.ca/n1/daily-quotidien/171129/dq171129a-eng.htm>

⁷⁷ Statistics Canada, 2016 Census of Population, Table 98-400-X2016251. And: Statistics Canada. 2017. *Education in Canada: Key results from the 2016 Census*. Online: <https://www150.statcan.gc.ca/n1/daily-quotidien/171129/dq171129a-eng.htm>

⁷⁸ Statistics Canada. 2019. *Persistence and representation of women in STEM programs*. Online: <https://www150.statcan.gc.ca/n1/daily-quotidien/190502/dq190502b-eng.htm>

⁷⁹ Statistics Canada. 2018. *Registered Apprenticeship Training Programs, 2016*. Online: <https://www150.statcan.gc.ca/n1/en/daily-quotidien/180528/dq180528c-eng.pdf?st=OZbRMc-z>

⁸⁰ See: Statistics Canada. [Table 14-10-0018-01 Labour force characteristics by sex and detailed age group, annual \(x 1,000\)](#)

In addition, women's employment continues to be concentrated in service industries, as well as administrative, healthcare, and social services work. They are underrepresented in rapidly growing, high-demand, and high-paying fields such as management, natural and applied sciences, technology, engineering and mathematics (STEM), skilled trades, and fields like mining and oil and gas extraction. In 2018, women accounted for 24 per cent of workers in natural and applied sciences, which includes scientists and engineers, but represented 80 per cent of the workforce in health occupations.⁸¹ This gender segregation, as well as the prevalence of men in highly paid occupations, are due to many factors such as social norms about gender roles, discrimination, and harassment, and workplaces that do not offer flexibility for caregiving, which is often provided by women.

In recent decades, the gender wage gap has narrowed, but there is still a long way to go. In 2018, women earned \$0.88 for every dollar earned by men, based on median earnings of full-time workers.⁸² There is an even larger gap in annual earnings, which reflects women's lower hourly wages and number of hours worked compared to men.

There are a many deep rooted, complex, and interconnected issues influencing the gender wage gap. Compared to men, women tend to shoulder greater care-giving responsibilities, including child and elder care, as well as care for loved ones living with disabilities. They are more likely to make accommodations to balance paid and unpaid work. The gender wage gap is particularly significant among young women with at least one child. Gender bias and discrimination in the workplace also contribute to the gender wage gap. For example, in 2016, the Canadian Agricultural Human Resource Council surveyed⁸³ women in the agriculture sector who reported "breaking into the old boys club" and challenging preconceived notions of women at work as barriers to their participation in the sector. They also reported limited access to mentorship and few women role models to encourage their participation in sectors where they are underrepresented.

Women are overrepresented in part-time, temporary and lower-wage jobs, most of which provide fewer non-wage benefits and limited opportunities for advancement. For example, 56 per cent of women workers are employed in occupations involving the "5 Cs" of caring, clerical, catering, cashiering, and cleaning, which tend to be lower-paid and offer few or no benefits.⁸⁴ Certain groups of women often face additional barriers. Immigrant women, including those with higher educational attainment, tend to have lower employment rates than Canadian-born women and are less likely to be employed in positions that match their education.

The economic well-being of women, particularly those from marginalized communities, is also a persistent challenge for provincial and territorial governments. Nova Scotia, for example, has identified advancing women's economic well-being and understanding the important linkage between economic well-being and safety as a key concern. Women from marginalized communities are particularly disadvantaged, and face challenges linked to historic inequities and systemic issues, including access to culturally appropriate supports and services.

While there are more women in decision-making positions today, including elected office, business and entrepreneurship, and public sector leadership, women continue to face barriers to advancement in leadership roles. Canada's diversity is vastly underrepresented in top

⁸¹ See: Statistics Canada. [Table 14-10-0297-01 Labour force characteristics by occupation, annual \(x 1,000\)](#)

⁸² Statistics Canada, Labour Force Survey, custom tabulation G0514_07_AnnuaLivt

⁸³ See: <https://cahrc-ccrha.ca/sites/default/files/SAWA-advisory-group/SAWA%20Employer%20Guide.pdf>

⁸⁴ Statistics Canada. 2017. *Women in Canada: A Gender-based Statistical Report. Women and Paid Work*. Online.

corporate positions. This includes women, Indigenous Peoples, people living with a disability, racialized persons, and persons of all sexual orientations and gender identities and expressions. Today, women represent just under one-third of senior managers, with most of the progress over the last 30 years being limited to the public sector.⁸⁵

The number of private businesses that are majority-owned by women in the SME landscape has grown, and women in Canada are more involved in business start-ups than in most other OECD countries. However, women remain underrepresented as business owners, and are less likely than men to seek to grow their businesses, and to export.

In 2015, Prime Minister Justin Trudeau appointed the Government of Canada's first gender balanced Cabinet but women are still underrepresented at all levels of government. Women represent only 27 per cent of Members of Parliament (MPs) in the House of Commons and 47 per cent in the Senate.⁸⁶ Persons of all sexual orientations and gender identities and expressions, racialized persons, persons living with disabilities and Indigenous Peoples are also underrepresented. Barriers that prevent women from engaging in politics include a lack of support for families, fear of violence and negative attacks based on gender norms, difficulty obtaining private donations, and gender-biased perceptions about appropriate career paths.

As of October 2018, Women represented 33 per cent (253 out of 762) of all provincial and territorial legislators across the country. In the Northwest Territories, women make up 49 per cent of the population, but are largely underrepresented in elected positions at all levels of government. Only 10 per cent (2 out of 19) members of the 18th Legislative Assembly are women. The GNWT recognizes that women face many challenges and barriers when considering running for elected office. These challenges and barriers include the potential effect on the family, especially in a household with young children, lack of self-esteem, financial concerns, and biases attributed to cultural beliefs.

Gender-based violence (GBV) is a preventable and significant barrier to gender equality, with immediate and long-lasting effects on the physical and mental health of survivors, as well as lasting consequences for families, communities and society as a whole. While violence affects people from all genders, ages, cultures, ethnicities, geographic locations, and socio-economic backgrounds, some populations are at a higher risk of experiencing violence, including women and girls, Indigenous Peoples, lesbian, gay and bisexual people, women living in northern, rural, and remote communities, people living with disabilities, and children and youth.

Eliminating GBV is a challenge across the country. Among Canadian provinces in 2017, rates of police-reported violence against girls and young women were highest in Saskatchewan and Manitoba at 2,769 per 100,000 and 2,635 per 100,000, respectively.⁸⁷

Women living in rural and remote communities who seek to leave a violent relationship may face barriers as many do not have access to shelter services as noted by Women's Shelters Canada's latest report⁸⁸. While there are women's shelters in many rural communities in Canada, and some in remote and northern locations, they often have a large catchment area. Additionally, isolated communities in the surrounding areas might not have easy access to their

⁸⁵ Statistics Canada. Table 14-10-0297-01 Labour force characteristics by occupation, annual (x 1,000).

See: <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410029701>

⁸⁶ See: <https://www.ourcommons.ca/Parliamentarians/en/members>

⁸⁷ See: <https://www150.statcan.gc.ca/n1/pub/85-002-x/2018001/article/54981-eng.htm>

⁸⁸ Women's Shelters Canada 2019. More Than a Bed. A National Profile of VAW Shelters and Transition Houses. See: <https://endvaw.ca/national-profile/>

services. According to Statistics Canada, there were 174 short-term facilities⁸⁹ for victims of abuse in rural areas across the country representing about 40 per cent of all such facilities in Canada.⁹⁰ While the exact numbers of short-term facilities for victims of abuse that were located in the territories in 2018 is not available, they had the highest occupancy rate across the country on the day that Statistics Canada conducted its survey with a rate of 98 per cent versus 78 per cent nationally.⁹¹

The enduring high rates of GBV and the ongoing violence against Indigenous women and girls, is a challenge for British Columbia as well. The legacy of colonialism and residential schools have resulted in the suppression of Indigenous cultures, languages, governments, and economies.⁹² This legacy continues today with systemic discrimination and prejudicial attitudes, leading to Indigenous women and girls being disproportionately affected by violence and poverty. From 2001 to 2015, B.C. had the seventh highest homicide rate in Canada for Indigenous females at 4.55 per 100,000. In comparison, the non-Indigenous female homicide rate for the same period was 1.08 per 100,000 population.⁹³

Poverty is also a challenge in Canada and affects individuals differently. In Canada, about one in 10 people (9.5 per cent in 2017) live below the poverty line, and women in particular are disproportionately affected. Among female lone-parent families, 24.8 per cent are living in low-income compared to 14.5 per cent of male lone-parent families.⁹⁴ This negatively affects the health of children and their outcomes in school, and often has lasting effects across generations. This is particularly true for Indigenous women, who are more likely to be lone parents. Across the country, women also face unique barriers to housing because they are more likely to have low incomes, engage in part-time and precarious work, take on more caregiving responsibilities, and may depend on a partner for income. For Canadian families, 55 per cent in need of housing are female-led. In addition, women living with disabilities face higher rates of core housing needs⁹⁵ (i.e., 19 per cent) than the overall population.⁹⁶

Members of the LGBTQ2 community also face multiple and intersecting forms of discrimination that create disproportionate obstacles to equality and the realization and enjoyment of their rights. In November 2016, the Prime Minister appointed the first Special Advisor on LGBTQ2 issues, whose principal role has been to advise the Prime Minister on the development and coordination of the Government of Canada's LGBTQ2 agenda. This includes working with LGBTQ2 organizations from across the country to promote equality for the LGBTQ2 community, protect the rights of its members, and address discrimination against them – both historical and current.

⁸⁹ Include facilities with a general policy of providing accommodation for less than three months, and they typically provide individual beds to residents, as opposed to separate apartments or units. These include facilities considered to be transition homes, domestic violence shelters, or private homes that are part of safe home networks.

⁹⁰ Statistics Canada 2019. Canadian residential facilities for victims of abuse, 2017/2018.

<https://www150.statcan.gc.ca/n1/pub/85-002-x/2019001/article/00007-eng.htm>

⁹¹ Statistics Canada 2019. Canadian residential facilities for victims of abuse, 2017/2018.

<https://www150.statcan.gc.ca/n1/pub/85-002-x/2019001/article/00007-eng.htm>

⁹² TRC 2015

⁹³ See: https://www150.statcan.gc.ca/n1/pub/89-503-x/2015001/article/14785/c-g/c-g10-eng.htm#c-g10n_1

⁹⁴ See: <https://www150.statcan.gc.ca/t1/tbl1/en/cv.action?pid=1110013601>

⁹⁵ A household is said to be in core housing need if its housing falls below at least one of the adequacy, affordability or suitability, standards and it would have to spend 30% or more of its total before-tax income to pay the median rent of alternative local housing that is acceptable (meets all three [housing standards](#)).

See: https://cmhc.beyond2020.com/HiCoDefinitions_EN.html#_Core_Housing_Need_Status

⁹⁶ See: <https://www.placetocallhome.ca/what-is-the-strategy.cfm>

In April 2017, the LGBTQ2 Secretariat was established within Privy Council Office, which supports the Prime Minister's Special Advisor on LGBTQ2 issues, working with LGBTQ2 stakeholders across the country and advising the Government on issues of importance to LGBTQ2 communities. The Secretariat also helps link LGBTQ2 stakeholders and organizations to relevant funding opportunities within the Government of Canada.

In November 2017, the Prime Minister delivered a formal apology in the House of Commons to individuals harmed by federal legislation, policies, and practices that led to the oppression of and discrimination against LGBTQ2 people in Canada. The Prime Minister spoke to his hope that "by acknowledging our failings we can make the crucial progress LGBTQ2 people in Canada deserve". The apology began the process of addressing the systemic discrimination faced by LGBTQ2 persons, and responding to the historical and ongoing discrimination that still persists today. Addressing this inequality is a key part of the Government of Canada's efforts to create a stronger, more diverse, and more inclusive society.

LGBTQ2 communities across Canada continue to face barriers related to inequitable economic opportunity, homophobic, transphobic, and gender-based violence, and unequal health and social outcomes. They have also been ignored, missed or incorrectly captured in surveys and studies. Work is currently underway to modernize data collection methods and to make them more inclusive to better represent these communities. In addition, LGBTQ2 communities are over-represented in their experiences of homelessness and feel unsafe staying in shelters. Suicide-related behaviour⁹⁷ is also disproportionately prevalent among LGBTQ2 people and aging LGBTQ2 persons face social isolation due to ongoing and historical discrimination, exclusion, and fear of stigmatization.

In fall 2018, the federal Department for Women and Gender Equality was established with a mandate that includes advancing equality with respect to sex, sexual orientation, gender identity and expression. The Department also works to advance gender equality by addressing diversity and helping to ensure a more inclusive future for LGBTQ2 individuals and communities. To further support its commitment to promoting diversity and inclusion through Budget 2019 the federal government proposed \$20 million over 2 years, starting in 2019-2020, to help address the unique needs and persisting disparities among LGBTQ2 persons in Canada by investing in capacity building and community-level work of Canadian LGBTQ2 service organizations.⁹⁸

Gaps in Data

While the Government of Canada has bolstered the systematic use of GBA+ for evidence-based federal policies and initiatives, some gaps in data related to gender, race, and other intersecting identities exist. To address these data gaps, the federal government continues to modernize its approach to collecting and producing statistics by, for example, increasingly acquiring, integrating, and making use of existing data from a variety of administrative sources, adding relevant questions to existing surveys, developing new surveys, and supporting community-driven approaches to collecting data (e.g., with Indigenous Peoples). As filling data gaps related to gender involves both data collection and its accessibility, Canada has improved access to existing data and analysis through the creation of centralized online tool and the

⁹⁷ Suicide-related behaviour refers to a range of behaviours related to suicide and include thinking about or considering suicide (thoughts), planning for suicide, intending, attempting suicide and suicide itself. The inclusion of thoughts in suicide-related behaviour is a complex issue about which there is meaningful ongoing academic dialogue. The decision to include thoughts in suicide-related behaviour was made for the purpose of simplicity since the diversity of research sources included in this report is not consistent in their positions on thoughts. See: <https://www.canada.ca/en/public-health/services/publications/healthy-living/suicide-prevention-framework.html>

⁹⁸ See: <https://www.budget.gc.ca/2019/docs/plan/budget-2019-en.pdf>

publication of numerous gender-related reports. This includes the launch of the Centre for Gender, Diversity and Inclusion Statistics Hub, in September 2018.⁹⁹ Also, through Budget 2019, the federal government proposed significant investments to the Treasury Board Secretariat, enabling them to work with departments receiving Budget 2019 funding to ensure robust administrative data collection and reporting practices with respect to GBA+ information for all initiatives. The Secretariat will draw on the expertise of Statistics Canada and the Department for Women and Gender Equality in developing standardized frameworks and tools for GBA+ disaggregated data collection and reporting. This will achieve greater consistency and comparability over time and across programs with the goal of improving the inclusiveness of Government of Canada programs.

Provincial and Territorial Government Examples

Gender mainstreaming in governments has been established as a best practice in advancing gender equality through a broad array of programs, policies, and legislation. In the Government of Yukon, Gender Inclusive and Diversity Analysis (GIDA) is not mandatory. While some advancements, such as a department-wide capacity-building initiative in the Department of Tourism and Culture, have recently been made, the use of GIDA remains low. This is in part because the knowledge, capacity, and integration of GIDA is not required as a core competency among public servants and no formal accountability mechanisms exist to ensure consistent and high-quality application. Strong GIDA analysis falls on a small staff of trained public servants within the Women's Directorate, which functions as a centre of excellence.

For Saskatchewan's Indigenous population, research indicates that Indigenous women and girls face the effects of intergenerational trauma and are at a higher risk than other populations for interpersonal violence and abuse, including sexual assault. The Province has a high percentage of missing Indigenous women and girls at 38 per cent, which is 18 per cent higher than the national average of 20 per cent¹⁰⁰. In addition, access to resources, especially in northern communities, and educational barriers can effect participation in entrepreneurial activities by Indigenous women.

Priorities 2020-2025

Canada's economic future depends on people having equal opportunity to reach their full potential, regardless of gender. FPT governments will continue to advance gender equality across the country and abroad. The federal government will do so by working towards the areas of work identified under the Gender Results Framework, including exploring opportunities to strengthen coordination and collaboration.

Education and Skills Development

Today's knowledge-based economy demands a skilled, adaptable, and diversified workforce to support Canada's competitiveness and prosperity. Everyone should have the opportunity to make choices about their education based on their interests, aptitudes, and economic goals without being constrained by gender-related expectations or prejudices. The Government of Canada will continue to focus on skills development policies and programs that are prepared to meet these changing needs. This includes supporting the skills and training programs Indigenous Peoples need to fully participate in the economy and improve their communities. The federal government supports education and skills development for a globally competitive economy through:

- More diversified educational paths and career choices;

⁹⁹ See: <http://www.statcan.ca/gender-diversity-inclusion>

¹⁰⁰ Native Women's Association of Canada. (2015). Fact Sheet: Missing and Murdered Aboriginal Women and Girls in Saskatchewan.

- Reduced gender gaps in reading and numeracy skills among youth, including Indigenous youth; and
- Equal lifelong learning opportunities and outcomes for adults.

This support includes a recent Budget 2019 proposal to support post-secondary education (PSE) for Indigenous Peoples. Engaging more Indigenous Peoples in the workforce can boost economic outcomes for nearly 1.5 million Indigenous Peoples and spur economic opportunities to raise living standards for all Canadians, potentially adding \$7 billion to Canada's GDP. Budget 2019 proposes significant investments, starting in 2019-2020, to ensure better access to PSE for Indigenous students, and more support to ensure they can succeed during their studies. This includes support for First Nations communities by renewing and expanding funding for the Post-Secondary Student Support Program, while engaging with them on the development of long-term First Nations-led PSE models. In addition, Budget 2019 includes significant and long-term investments in an Inuit-led PSE strategy and a Métis Nation-led PSE strategy consisting of significant and long-term financial assistance for Métis Nations students.¹⁰¹

Economic Participation and Prosperity

Everyone should have the opportunity to reach their full potential by contributing to and benefitting from a strong growing economy. Reaching higher labour force participation rates for women requires an understanding of the different needs of the more vulnerable groups, such as single parents, older women, women living with disabilities, newcomer women, racialized women, Indigenous women, and people of all sexual orientations and gender identities and expressions. Moving forward, the federal government will continue to provide support to improve women's economic participation and gender equality.

The full and equal participation of women in the economy is essential to Canada's competitiveness, which is why the federal government ensures that its programs, policies, and initiatives are inclusive and benefit everyone regardless of their gender. Canada aims to advance this goal by continuing to work in the following areas:

- Increased labour market opportunities for women, especially women in underrepresented groups;
- Reduced gender wage gap;
- Increased full-time employment of women;
- Equal sharing of parenting roles and family responsibilities;
- Better gender balance across occupations; and
- More women in higher-quality jobs, such as permanent and well-paid jobs.

The Government of Canada will continue to improve the economic participation and prosperity of everyone in Canada. In the 2018 Fall Economic Statement, the Government proposed up to \$755 million on a cash basis over 10 years to establish a Social Finance Fund.¹⁰² The Social Finance Fund was re-announced in Budget 2019, and will help charitable, non-profit and other social purpose organizations access financing for projects that will have a positive social effect, such as poverty reduction, more employment opportunities for persons living with disabilities, and additional affordable housing units. Under the Fund, a minimum of \$100 million will be allocated to support greater gender equality by leveraging existing philanthropic and private sector funds to help reduce the social and economic barriers faced by diverse groups. In addition, \$50 million investment will be made in the newly proposed Indigenous Growth Fund.

¹⁰¹ See: <https://www.budget.gc.ca/2019/docs/plan/toc-tdm-en.html>

¹⁰² See: <https://www.budget.gc.ca/2019/docs/plan/toc-tdm-en.html>

Budget 2019 also provides funding to develop a strategy and improve capacity to better measure, monitor, and address gender disparities and promote access of under-represented groups across skills programming.¹⁰³ This initiative builds on the work already underway to improve the quality and accessibility of labour market information.

Leadership and Democratic Participation

Women make up 48 per cent of the Canadian workforce but hold approximately 23 per cent of the board seats in Canada's Financial Post 500 companies. Gender equality and diversity in positions of leadership is associated with better management and decision-making, increased availability of skilled employees, stronger employee engagement, and higher productivity. The federal government is committed to improving diversity in leadership and democratic participation and will continue to work on improving gender equality in leadership roles and democratic participation. This includes:

- More women in senior management positions, and more diversity in senior leadership positions;
- Increased opportunities for women to start and grow their businesses, and succeed on a global scale;
- More company board seats held by women, and more diversity on company boards;
- Greater representation of women and underrepresented groups in elected office and ministerial positions in national and sub-national governments; and
- Increased representation of women and underrepresented groups as administrators of the justice system.

As an example of the federal government's commitment to improving diversity in leadership, the government proposed measures to update federal financial sector statutes. These new measures will also introduce new requirements for federally regulated financial institutions to disclose policies aimed at promoting greater diversity on boards and in senior management.

Gender-based Violence and Access to Justice

GBV can take many forms and have profound effects on victims, their families, and their communities. Discrimination, harassment, and sexual violence in the workplace have negative effects on health and safety, absenteeism, and productivity. The Government of Canada knows that preventing and addressing GBV requires a whole-of-government approach based on solid evidence and that access to and confidence in the legal and justice systems are a central feature of Canadian society.

The federal government is committed to working to end GBV, promoting security of the person, and improving access to justice for everyone. This includes providing support to ensure:

- Workplaces are harassment free;
- Fewer women are victims of intimate partner violence and sexual assault;
- Fewer victims of childhood maltreatment;
- Fewer women killed by an intimate partner;
- Increased police reporting of violent crimes;
- Fewer Indigenous women and girls are victims of violence; and
- Increased accountability and responsiveness of the Canadian criminal justice system.

The Government of Canada will continue its efforts to promote access to justice and protect vulnerable people across the country from violence and exploitation. Budget 2019 proposed additional investments to address child sexual exploitation online¹⁰⁴ and support the federal government's efforts to raise awareness of this issue, while reducing the stigma associated with

¹⁰³ See: <https://www.budget.gc.ca/2019/docs/plan/toc-tdm-en.html>

¹⁰⁴ See: <https://www.budget.gc.ca/2019/docs/plan/toc-tdm-en.html>

reporting. The federal government will also increase capacity to pursue and prosecute offenders and work together with industry and key stakeholders to find new and more effective ways to address the sexual exploitation of children online.

Poverty Reduction, Health and Well-Being

In Canada, poverty is a challenge faced by men and women alike, but its effects can be different for women and girls as they are more likely to be victims of violence,¹⁰⁵ to live alone,¹⁰⁶ and be affected by chronic conditions¹⁰⁷ and disabilities at older ages.¹⁰⁸ Poverty is closely linked to issues of mental and physical health and well-being, which affect many people on a daily basis. Ensuring all members of our society have a real and fair chance at success is part of the federal government's plan to strengthen and grow the middle class, by reducing poverty and improving health outcomes. This includes work to ensure:

- Fewer vulnerable individuals living in poverty;
- Fewer women and children living in food-insecure households;
- Fewer vulnerable individuals lacking stable, safe and permanent housing;
- Child and spousal support orders enforced;
- More years in good health;
- Improved mental health; and
- Improved access to contraception for young people and reduced adolescent birth rate.

Through Budget 2019, the federal government also proposed to invest a further \$4.5 billion over five years, beginning in 2019-2020, to continue efforts to close the gap between the living conditions of Indigenous Peoples and the non-Indigenous population, bringing total planned investments in Indigenous programs to more than \$17 billion in 2021-2022, an increase of 50 per cent compared to 2015.¹⁰⁹

Budget 2019 also includes significant investments to permanently fund the Surveys on Indigenous Peoples and the First Nations Regional Health Survey.¹¹⁰ These surveys provide important information on education, health, employment, and language proficiency, which is necessary for decision-making in First Nations communities and designing programs and services tailored to community needs. These surveys are conducted under the leadership of the First Nations Information Governance Centre, in collaboration with Statistics Canada.

Gender Equality around the World

The Government of Canada is committed to eradicating poverty, and building a more peaceful, inclusive, and prosperous world. Grounded in the Agenda 2030 for Sustainable Development, the federal government has made significant investments in women's empowerment and gender equality. The federal government also takes a feminist approach across all its international policies and programming, including diplomacy, trade, security, and development. It remains committed to promoting gender equality and addressing the barriers to the full and equal participation of everyone in economic, leadership and democratic life, which will help build a more peaceful, inclusive, rules-based and prosperous world. To this end, the federal government will continue to focus on:

¹⁰⁵ Statistics Canada. 2018. *Police-reported violence against girls and young women in Canada, 2017*. Online.

¹⁰⁶ Statistics Canada. 2017. *Families, households and marital status: Key results from the 2016 Census*. Online.

¹⁰⁷ Statistics Canada. 2017. *Health Fact Sheets. Chronic Conditions, 2016*. Online.

¹⁰⁸ Statistics Canada. 2017. *Women in Canada: A Gender-based Statistical Report. Women with Disabilities*. Online.

¹⁰⁹ See: <https://www.budget.gc.ca/2019/docs/plan/toc-tdm-en.html>

¹¹⁰ See: <https://www.budget.gc.ca/2019/docs/plan/toc-tdm-en.html>

- Increased and meaningful participation of women in peace and security efforts;
- More women in leadership and decision-making roles, and stronger women's rights organizations;
- More women and girls have access to sexual and reproductive health services and their rights are promoted;
- More of Canada's trade agreements include gender related provisions;
- More women have equitable access and control over the resources they need to build their own economic success and the economic success of their communities;
- Fewer people are victims of sexual and gender-based violence and sexual exploitation, including in conflict settings and online; and,
- More girls and women access quality education and skills training.

Canada's global leadership includes a commitment to reducing global poverty and advancing gender equality and the empowerment of women and girls around the world. Through Budget 2019, the federal government announced an additional \$700 million to the International Assistance Envelope in 2023-2024.¹¹¹ This commitment will ensure there is clear and predictable funding in place to allow Canada to make strategic investments in international assistance and continue our leadership on the global stage.

Other Areas of Work – Engaging Men and Boys

The Government of Canada understands that advancing gender equality requires everyone to participate in challenging and changing harmful and biased attitudes and behaviours. Research shows that a more gender equal society is associated with a higher quality of life for everyone including lowering the rates of depression and divorce, as well as the chances of being a victim of violent death. Internationally and domestically, governments and civil society are becoming increasingly aware that men and boys must be engaged as allies, partners, and co-beneficiaries of gender equality to create lasting change.

To address this issue, the federal government is exploring a strategy to engage men and boys in advancing gender equality. This includes a series of roundtable discussions on the challenges in engaging men and boys, and best practices to promote inclusive attitudes and behaviours. Efforts will be made to support the conditions for women's empowerment and gender equality more broadly by changing biased attitudes, norms, and behaviours that limit individuals' opportunities and outcomes in the workplace, home, and community. These efforts will complement the efforts of women's and LGBTQ2 movements while supporting better outcomes for men and boys through healthy communities and workplaces, balanced work and family responsibilities, and positive gender identities and relationships.

Other Areas of Work – Engaging Youth

For the first time in Canadian history, the Prime Minister is also the Minister of Youth, signalling the federal government's commitment to young people across the Country. The Government of Canada recognizes the contributions that young people make to a strong, healthy society: the federal government has a responsibility to listen to the voices of young people, and young people have an equal responsibility to participate. With this goal in mind, Budget 2018 included funding for a national conversation on gender equality with young Canadians.

This funding will be used to engage youth from diverse backgrounds and life experiences on behaviours and attitudes that perpetuate gender inequalities and how their actions can support positive social change to create a more inclusive society. This initiative will be delivered through two streams: a national youth stream with diverse groups of youth across the country, and an Indigenous-led stream, co-created by Indigenous youth and Indigenous organizations. The

¹¹¹ See: <https://www.budget.gc.ca/2019/docs/plan/toc-tdm-en.html>

Department has begun this work through co-developing an engagement strategy on gender equality with a diverse group of young Canadians.

These two streams will be combined to ensure that the ideas, challenges, and best practices that emerge from these engagements are shared with the wider community. Expanding dialogue on gender equality with young people will support their capacity to develop leadership skills, support peer-to-peer engagement on gender equality issues, and support social change to help create more inclusive and equitable ideas, attitudes, and behaviours.

The Government of Canada also recently launched the first Youth Policy, which aims to create meaningful opportunities for the voices of youth to be heard and respected, and to provide accessible supports to meet the evolving needs of youth. This policy will ensure that young people across Canada are equipped to live healthy, fulfilling lives and feel empowered to create positive change for themselves, their communities, and the world.

Provincial and Territorial Priorities

Nova Scotia has identified GBV as a key priority and has committed to work with communities to create *Standing Together*, a four-year action plan to prevent domestic violence. A key outcome of this approach will be a coordinated plan for change, built on learning, innovation, and evidence.¹¹²

Violence prevention is also a priority for Newfoundland and Labrador. The Province is developing its Violence Prevention Initiative Action Plan, *Working Together for Violence-Free Communities (2015-19)*¹¹³, through which it will explore ways to enhance future violence prevention efforts. The Province's vast geography, as well as regional and cultural differences, present a challenge and an opportunity for violence prevention programming. The Office for the Status of Women will utilize a multi-faceted approach to ensure that diverse perspectives, and needs are incorporated into Violence Prevention Initiative activities moving forward. The next five years will be a collaboration with governmental partners and key stakeholders including communities, academia, and persons with lived experience, to advance violence prevention across Newfoundland and Labrador.

Ontario remains committed to supporting women's equality by advancing women's participation in the labour force and improving responses to violence against women. This can include strengthened responses to human trafficking, advanced economic opportunities for women in specific sectors including skilled trades and STEM, and the promotion of women in leadership roles.

The Government of the Northwest Territories (GNWT) is committed to creating a diverse and inclusive workplace, and is exploring ways to advance gender equality by developing gender-neutral guidelines for written correspondence and providing civil servants with a workshop on gender equality and gender identity or expression. The GNWT is also committed to supporting the participation of women in politics, which includes a March 2018 motion calling for Members of the Legislative Assembly to identify and implement strategies to increase women's representation in the Legislative Assembly. The goal is to increase the number of women elected to 20 percent by 2023 and 30 percent by 2027.

The GNWT is committed to maintaining cooperative and collaborative relationships with external partners to advance and address issues related to gender equality. This includes a three-year contribution agreement with the Status of Women Council of the NWT and the Native Women's

¹¹² See: <https://novascotia.ca/standingtogether>

¹¹³ See: https://www.gov.nl.ca/VPI/initiative/violence_free_communities.pdf

Association of the NWT. Both organizations are governed by a Board of Directors made up of community representatives, and are actively involved in raising public awareness and providing programs and services that address gender equality and violence against women and girls.

Alberta's Ministry of Status of Women maintains focus on gender equality through its three key mandate areas: women's economic security; women's leadership and democratic participation; and ending violence against women and girls. The ministry works with all Government of Alberta ministries to apply GBA+ to policies, programs, and legislation across government to see how different populations are affected by government programs and policies prior to their finalization to help determine if any group benefits more than others.

In Prince Edward Island, the Interministerial Women's Secretariat provides assistance to the provincial government to promote the legal, health, social, and economic equality of women. The Secretariat's mandate includes partnering with the community on all of the Province's projects to promote gender equality and the status of women.

British Columbia takes a systemic approach to advancing gender equality and the economic empowerment of women and people of all sexual orientations and gender identities or expressions. Priorities include a focus on addressing barriers to economic equality, ensuring access to affordable housing, and addressing poverty. A priority for B.C. is closing the gender pay gap and increasing labour market participation through a number of different measures, including more economic opportunities for women and ensuring access to affordable and quality child care for all. Another key priority to advance gender equity is the implementation of GBA+ and Gender-Responsive Budgeting across the B.C. Public Service. British Columbia recently committed to be the first Canadian province to introduce legislation to implement the UN Declaration on the Rights of Indigenous Peoples (UNDRIP) which includes a commitment to address and eliminate violence against Indigenous women and girls.

The Québec government's recent work on equality between women and men has revealed the public's lack of awareness of the persistent inequalities in this area in Québec society. The promotion of egalitarian relations and the fight against sexist and gender-based stereotypes is aimed at changing the mentalities and representations underlying these inequalities. This complementary approach is based on the socialization of children and young people, but also on educating the population of Quebec as a whole. With this in mind, one of the Quebec government's major cross-cutting objectives for the coming years involves the use of structured intervention tools, to reduce persistent inequalities, raise women's awareness of these issues, and engage men as allies, with the aim of working together to advance true gender equality and eliminate GBV in all environments and regions.

The Government of Quebec has also committed to submit, by 2021, a draft framework bill aimed at realizing effective equality between women and men. The bill promote the systematic implementation of concrete actions aimed at achieving de facto equality between women and men and the operationalization of the application of gender-based analysis. It will allow Quebec to take another step toward de facto equality between women and men and to join the limited group of countries that have passed similar bills.

Saskatchewan's Status of Women Office works with internal and external stakeholders to ensure gender considerations and gender-based analysis are included in government policy-making, legislation and program development. The Office adds capacity to government's policy and decision-making function by identifying changes that will modify and shape programs and services to respond to the emerging priorities for women and their families. The Province will also develop an interpersonal violence and abuse plan that lays out common priorities for all partners to action.

FPT governments are proud of the progress achieved and are committed to building upon this success. The Beijing Declaration and Platform for Action will remain an important tool in this work.

SECTION 2: PROGRESS ACROSS THE 12 CRITICAL AREAS OF CONCERN (2014-2019)

This section follows the six thematic clusters identified by UN Women, which are all interconnected for Canada. The following provides an overview of key initiatives of the Government of Canada and provincial and territorial governments that effect women and girls across Canada. While some programs across the federal, provincial and territorial governments may be comparable, they are developed by each government to reflect their own priorities and needs.

2.1 Inclusive Development, Shared Prosperity and Decent Work

FPT governments are committed to inclusive growth where everyone has an equal opportunity to participate in, contribute to, and benefit from sustainable economic growth. As such, advancing gender equality and the empowerment of women and girls is a key priority. Success in a rapidly changing global economy requires the full and equal participation of women in the economy.

FPT governments have made significant progress in supporting and promoting gender equality including in education and workforce participation. In fact, women in Canada are among the most educated in the world and are more likely than men to hold a bachelor's degree or higher.¹¹⁴ Although women continue to be somewhat less likely than men to participate in the labour force, the gap in labour force participation has narrowed considerably, from approximately 14 per cent points in 1995 to about 7 per cent points in 2018.¹¹⁵

Despite this progress, women in Canada continue to face challenges in achieving full economic equality. Women earned \$0.88 for every dollar earned by men in 2018, based on median earnings of full-time workers.¹¹⁶ There is an even wider gap in annual earnings, which reflects women's lower hourly wages and the number of hours worked compared to men. The gap is also wider for Indigenous women who earned \$0.82 for every dollar earned by Indigenous and non-Indigenous men in 2018, based on median earnings for full-time workers.¹¹⁷

Women continue to be overrepresented in low paying occupations and underrepresented in high paying ones.¹¹⁸ In 2015, 21 per cent of women who worked full-time had occupations with average hourly wages in the bottom 20 per cent of the wage distribution, compared to 17 per cent of their male counterparts.¹¹⁹ Women also continue to be underrepresented in some occupations such as managerial positions (35 per cent) STEM professions (23 per cent), skilled trades (about 5 per cent). They are also underrepresented among entrepreneurs; women owned 18 per cent of Canadian enterprises over the 2005-2013 period, while men owned 67 per

¹¹⁴ Statistics Canada. 2017. *Education in Canada: Key results from the 2016 Census*. Online: <https://www150.statcan.gc.ca/n1/daily-quotidien/171129/dq171129a-eng.htm>

¹¹⁵ Statistics Canada. [Table 14-10-0018-01 Labour force characteristics by sex and detailed age group, annual \(x 1,000\)](#)

¹¹⁶ Statistics Canada, Labour Force Survey, custom tabulation G0514_07_Annual.ivt

¹¹⁷ Statistics Canada, Labour Force Survey, custom tabulation 0219_12 Table 1.ivt

¹¹⁸ Statistics Canada. 2017. *Women and Paid Work*. Online: <https://www150.statcan.gc.ca/n1/pub/89-503-x/2015001/article/14694-eng.htm>

¹¹⁹ Statistics Canada. 2017. *Women and Paid Work*. Online: <https://www150.statcan.gc.ca/n1/pub/89-503-x/2015001/article/14694-eng.htm>

cent, and 15 per cent were equally owned enterprises.¹²⁰ Women also continue to take on the majority of caregiving and domestic responsibilities, which impacts their labour market attachment and their long-term economic prosperity. In 2015, women aged 15 to 64 spent an average of 4.1 hours daily on unpaid work, compared to 2.6 hours for men.¹²¹ They are also more likely than men to experience family-related work interruptions and twice as likely as men to work part time (26 per cent v. 13 per cent in 2017).¹²²

Workplace harassment can have an effect on physical and psychological health that may result in job changes and affect career development. In Canada, according to self-reported data, workplace harassment affects more women than men (19 per cent vs 13 per cent in 2016), especially when considering sexual harassment in the workplace (3.8 per cent for women v. less than 0.7 per cent for men).¹²³

Certain groups of women face multiple and intersecting forms of discrimination that play a role in their economic equality. These groups include Indigenous women, migrant and refugee women, older women, women who live in rural and remote areas, women living with a disability, LGBTQ women, and persons of all sexual orientations and gender identities and expressions. For example, 31 per cent of women aged 25-64 hold a bachelor's degree or higher, in comparison with only 14 per cent of Indigenous women (8 per cent for Indigenous men).¹²⁴

With respect to the labour force participation of Indigenous Peoples, 74 per cent of Indigenous women in the core working age participated in the labour force compared to 83 per cent for Indigenous men, 83 per cent for non-Indigenous women, and 91 per cent for non-Indigenous men.¹²⁵ The gender pay gap is wider when considering Indigenous women, who earned \$0.82 for every dollar earned by Indigenous and non-Indigenous men.¹²⁶ Similarly, with respect to workplace harassment, Indigenous women were nearly three times more likely than non-Indigenous women to be sexually harassed in the workplace and bisexual and lesbian women were more than three times more likely than heterosexual women to be sexually harassed.¹²⁷

Since 2014, much work has been done by federal, provincial and territorial governments to advance gender equality, support women's economic empowerment, promote work-family conciliation, and recognize the issues surrounding unpaid caregiving.

Measures taken by FPT governments to advance women's economic empowerment include introducing and updating existing legislation and workplace policies to address gender-based discrimination in the workplace; measures to address the gender wage gap, including pay equity legislation; gender-responsive labour standards and labour market policies; measures to

¹²⁰ Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016251 and Statistics Canada. 2018. Women-owned Enterprises in Canada. Online:

<https://www150.statcan.gc.ca/n1/pub/11-626-x/11-626-x2018083-eng.htm>

¹²¹ Statistics Canada. 2018. *Time use: Total work burden, unpaid work, and leisure*. Online:

<https://www150.statcan.gc.ca/n1/pub/89-503-x/2015001/article/54931-eng.htm>

¹²² Statistics Canada. [Table 14-10-0018-01 Labour force characteristics by sex and detailed age group, annual \(x 1,000\)](#)

¹²³ Statistics Canada. 2018. *Harassment in Canadian Workplaces*. Online:

<https://www150.statcan.gc.ca/n1/pub/75-006-x/2018001/article/54982-eng.htm>

¹²⁴ Statistics Canada. [Table 37-10-0100-01 Distribution of population aged 25 to 64 \(total and with Aboriginal identity\), by sex and educational attainment](#)

¹²⁵ Statistics Canada. [Table 14-10-0365-01 Labour force characteristics by region and detailed Aboriginal group](#)

¹²⁶ Statistics Canada, Labour Force Survey, custom tabulation

¹²⁷ Statistics Canada. 2018. *Harassment in Canadian Workplaces*. Online:

<https://www150.statcan.gc.ca/n1/pub/75-006-x/2018001/article/54982-eng.htm>

prevent and address harassment and violence in the workplace; improving financial and other supports for women entrepreneurs; and initiatives to increase the number of women in politics, leadership roles and decision-making positions.

Gender Equality and Women's Economic Empowerment

Modernizing Federal Labour Standards

The Government of Canada passed significant changes to the federal labour standards set out in Part III of the *Canada Labour Code* in 2017 and 2018.¹²⁸ Under the new code, employees in the federally regulated private sector have the right to request flexible work arrangements, such as flexible start and finish times and the ability to work from home. The changes also grant access to a new five-day personal leave, of which three days are paid, which employees can take for family responsibilities, personal illness, injury or emergencies, or to attend their citizenship ceremony. These measures will especially benefit female employees who traditionally bear a disproportionate share of caregiving responsibilities, compared to men.

Through these amendments, federally regulated employers will be required to give employees predictable scheduling; eliminate the minimum length of service requirements for a number of protections and benefits, including maternity and parental leave; expand sick leave to include medical appointments; provide unpaid nursing breaks for employees who nurse or express breast milk; and eliminate unpaid internships in federally regulated sectors, where they are not part of a formal educational program. Once the necessary regulations have been drafted and outreach to the relevant employers and employees has been completed, these changes are expected to become law in 2019.

These amendments also include: extending the maximum length of parental leave to 63 weeks; creating a new leave of 17 weeks for a family member to care for a critically ill adult; requiring employers to provide employees with 96 hours advance notice of their work schedules; providing leave for Traditional Indigenous Practices for up to five days with three days paid; giving employees the right to request overtime as time off, and to divide, interrupt, and postpone vacation leave; and repealing the requirement to establish a Commission of Inquiry before making or amending regulations relating to certain hours of work provisions. Taken together, these important amendments to federal labour standards support caregivers and promote a positive work-life balance.

Student Work Placement Program

The Student Work Placement (SWP) Program, previously known as the Student Work-Integrated Learning Program, aims to help students, especially underrepresented groups such as women in STEM, Indigenous students, people living with disabilities, and newcomers to enter and succeed in the workplace. The Government of Canada is supporting the creation of up to 10,000 student work placements in high-demand fields for young people enrolled in STEM and business programs. Through Budget 2017, the federal government also announced \$221 million in funding over five years for *Mitacs*, a not-for-profit organization that provides research internships with a goal of creating 10,000 work placements per year. Additionally, in 2018, Canada made a G7 commitment to invest \$3 million over 3 years to create up to 500 new student work placements for students in the artificial intelligence sector, with specific support for female students.

To support the federal government's National Cyber Security Strategy, Budget 2018 announced support for the creation of 1,000 new student work placements in cyber security and for the

¹²⁸ See: <https://www.canada.ca/en/employment-social-development/news/2018/10/background-modernizing-labour-standards.html>

creation of 500 placements in artificial intelligence fields. The Strategy offers increased wage subsidies of up to 70 per cent to encourage opportunities for these underrepresented groups. Early results show that over 48 per cent of the work placements are being created for underrepresented people.

Women in Agriculture and Agri-Food

In 2016, the agriculture and agri-food system generated \$111.9 billion or 6.7 per cent of Canada's GDP. It employed approximately 2.3 million people, representing 12.5 per cent of Canadian employment in 2016.¹²⁹ However, women remain underrepresented in this sector.

In 2016, more than 90 per cent of farms in Canada had at least one male operator¹³⁰ and 60 per cent were operated solely by men. While 33 per cent were operated by both sexes, only 7 per cent were operated solely by women. Women-only farms tend to be smaller, with 78 per cent of them generating less than \$100,000 in gross farm revenue in 2015, compared to 54 per cent for farms operated solely by men and 56 per cent for farms operated by both sexes. Research conducted by the Royal Bank of Canada estimated that closing the gap between male and female participation rates in this sector could boost GDP by 4 per cent and offset the expected effects of an aging population.

To address this inequality and help women and other underrepresented groups participate fully in the sector, the federal government has invested in a 5-year program called AgriDiversity. The Program aims to help in the development of skills, leadership, and entrepreneurial capacity for underrepresented groups in the sector, including women, by facilitating the sharing of industry experience, best practices, and knowledge.

The Government of Canada has not had public sector downsizing in the past five years, but there have been targeted program expenditure reviews since 2015. These reviews have undergone a GBA+, as required by the Treasury Board Submission process, to ensure the effects of downsizing for women, men, and persons of all sexual orientations and gender identities and expressions are considered before any decisions are made.

Provincial and Territorial Government Examples

Across Canada, provincial and territorial governments have made substantial investments in advancing gender equality and women's economic empowerment. Changes to Nova Scotia's *Labour Standards Code* resulted in updated pregnancy and parental provisions to provide the option for an 18-month extended parental leave, aligning it with federal changes. Nova Scotia has also removed the waiting period to access this leave, and beginning January 1, 2019, employees will not need a required length of service to qualify.¹³¹

Since 2007, the Government of Newfoundland and Labrador has required proponents of large-scale resource development projects in the Province to develop Gender Equity, Inclusion and Diversity Plans (GEIDPs) to improve employment opportunities for women, Indigenous Peoples, racialized persons, and people living with disabilities. The plans also include special measures for redress among these four target groups. Diversity plans like these are designed to promote cultural change to ensure work environments are free of barriers and help to correct gender inequality in training, employment, procurement and advancement.

¹²⁹ An Overview of the Canadian Agriculture and Agri-Food System 2017 (<http://www.agr.gc.ca/eng/about-us/publications/economic-publications/an-overview-of-the-canadian-agriculture-and-agri-food-system-2017/?id=1510326669269>)

¹³⁰ 2016 Census of Agriculture (<https://www.statcan.gc.ca/eng/ca2016>)

¹³¹ See: [Employment Rights Nova Scotia Leaves](https://novascotia.ca/lae/employmentrights/leaves.asp) <https://novascotia.ca/lae/employmentrights/leaves.asp>

In addition, the Government of Newfoundland and Labrador has put further measures in place to improve women's economic status by increasing their range of occupational choice and diversifying their employment opportunities. During the Environmental Assessment process, for example, the Province requires proponents of mid-size projects with moderate employment and duration of work to develop Women's Employment Plans. These plans help companies to establish proactive policies, practices, and lines of accountability aimed at creating inclusive workplaces free from harassment and discrimination. They also address some of the pressing social and economic issues affecting women today, such as the gender wage gap, under-representation of women in skilled trades, and in business contracts.

The Government of the Northwest Territories (GNWT) is committed to providing a respectful workplace free of harassment where individuals, including all employees, clients, and visitors are treated with fairness, dignity, and respect. Its *Duty to Accommodate Injury and Disability Policy* promotes the full workplace participation of persons living with disabilities, including those with mental illness, and helps to ensure the workplace is accessible, non-discriminatory and inclusive. It is also undertaking a review of its *Harassment Free and Respectful Workplace Policy*¹³², which provides every person in the workplace the right to freedom from personal and sexual harassment, and abuse of authority. The updated Policy and Guidelines will come into effect early in the 2019-2020 fiscal year and will provide more emphasis on Alternate Dispute Remedies, as well as education and tools for employees, managers, and human resource practitioners. The GNWT also recognizes examples of workplace harassment that affect an employee's dignity and not covered by prohibited grounds under the Human Rights Act.

The GNWT supports women's participation in public life by improving gender balance on territorial boards. Its *Boards Policy* was amended in 2017 to enhance gender equity in appointments to territorial boards and agencies. In addition, the GNWT provides "top up" payments of up to 93 per cent of an employee's salary for up to 17 weeks during maternity and/or parental leave for new parents. Employees eligible for maternity leave can combine it with parental leave for a total of 34 weeks, at 93 per cent of their salary. Recipients are required to complete a 6-month return of service with the GNWT for either maternity or parental leave, or 12-month return of service if they take both sets of leave.

In addition to launching its Equality Strategy in June 2017 to ensure economic participation, prosperity, and the reduction of poverty among women, the Government of Quebec also launched the *Plan d'action favorisant l'application de la Loi sur l'équité salariale à l'égard des travailleuses non syndiquées 2017-2019*.¹³³ The purpose of this Action Plan is to help non-unionized workers understand the scope of the *Act* and support them in exercising their rights.

To encourage women's economic empowerment, the Quebec government has also continued to promote gender diversity in employment since many jobs traditionally held by men usually offer higher salaries. Of particular note is the launch in March 2015 of the new *Programme d'accès à l'égalité des femmes dans l'industrie de la construction 2015-2024*,¹³⁴ which aims to increase the proportion of women practising a trade or occupying a position in the construction industry.

Funding provided by the Government of Yukon to women's organizations has increased significantly, from \$20,000 in 1995 to \$1,307,000 in 2019. Of this funding, \$800,000 is reserved for the three Indigenous women's organizations in Yukon through the Indigenous Women's Equality Fund (IWEF). The IWEF aims to build capacity and enhance support provided to

¹³² See: <https://www.fin.gov.nt.ca/en/resources/harassment-free-and-respectful-workplace-policy>

¹³³ See: <https://www.cnesst.gouv.qc.ca/Publications/1000/Documents/DC1000-248web.pdf>

¹³⁴ See: https://www.ccq.org/~/_media/PDF/DossierFemmes/PAEF_2015_2024.pdf

Indigenous women and girls. The Government of Yukon partnered with Government of Canada to provide additional funding for the IWEF of \$173,500 in 2018-2019 and \$347,000 per year for the fiscal years 2019-2020, and 2020-2021.

Unpaid Care and Work-Family Conciliation

FPT governments recognize the negative impact on women's economic empowerment caused by unpaid caregiving and domestic responsibilities. Women in Canada continue to take on the greater share of these responsibilities, which impacts their labour market attachment and their long-term economic prosperity. Women are also more likely than men to experience family-related work interruptions and twice as likely to work part time.

Support for Caregivers

Over eight million people across the country provide care to family members or friends with serious health conditions or disabilities, and this number is expected to grow as the population ages. The Government of Canada recognizes the critical role that caregivers play and the challenges they sometimes face in balancing work with other personal responsibilities. While the provinces and territories have primary responsibility for health care, including the provision of home care and direct supports to those providing care, the Government of Canada can also play a key role. It is therefore improving access to Employment Insurance (EI) caregiving benefits and making them more flexible and inclusive for caregivers. This includes increases to the maximum duration of Compassionate Care Benefits from 6 to 26 weeks.

In December 2017, the *Parents of Critically Ill Children Benefit* was renamed the *Family Caregiver Benefit for Children* was expanded to help any eligible family member, or person considered to be like family, to take up to 35 weeks off work to provide care for a critically ill or injured child under the age of 18. In 2016-2017, there were approximately 4,200 claims under the benefit, of which 81 per cent were made by women. The same year, the federal government earmarked significant funds to support the *new EI Family Caregiver Benefit for Adults*. The benefit gives eligible caregivers up to 15 weeks of EI assistance over a period of 52 weeks to support or care for a critically ill or injured adult family member.

In 2017, the federal government also introduced a new *Canada Caregiver Credit*, which simplifies the existing system of tax relief for caregivers and provides streamlined financial support by replacing the Caregiver Credit, Infirm Dependant Credit, and Family Caregiver Tax Credit. The new credit came into effect for the 2017 tax year, and provides \$310 million in additional tax relief over its first five years.

The federal government also provides a range of other supports for unpaid caregivers including: the provision of funds to provinces and territories to improve access to home and community care services;¹³⁵ legislative amendments to the Canada Labour Code that give federally regulated workers the right to request a flexible work arrangement from their employer;¹³⁶ the pursuit of a National Dementia Strategy¹³⁷ and community-based projects that will support

¹³⁵ <https://www.canada.ca/en/health-canada/corporate/transparency/health-agreements/principles-shared-health-priorities.html>

¹³⁶ <https://laws-lois.justice.gc.ca/PDF/L-2.pdf> , Pg. 305, Canada Labour Code, Division I.1, Flexible Work Arrangements.

¹³⁷ <https://www.canada.ca/en/public-health/services/diseases/dementia/national-dementia-strategy.html> and https://laws-lois.justice.gc.ca/PDF/2017_19.pdf

people living with dementia and their caregivers;¹³⁸ targeted measures for specific populations;¹³⁹ and the Caregiver Recognition Benefit.¹⁴⁰

Provincial and Territorial Government Examples

Provincial and Territorial governments across the country have also worked to support caregivers and promote work-family conciliation. This work includes capturing unpaid care and domestic work in national statistics and accounting; improving the availability and quality of child care services; and expanding maternity and parental leave to support greater gender equality in the home and in the workplace. Provincial and territorial governments have also introduced changes so parents can remain in or re-enter the workforce. For example, Nova Scotia's *Caregiver Benefit Program* provides \$400 a month for unpaid care for 20 or more hours per week to low-income adults living with a high level of disability or impairment.¹⁴¹ The majority of these unpaid caregivers are women.

2.2 Poverty Eradication, Social Protection and Social Services

Canada is a prosperous and productive country with comprehensive federal, provincial and territorial social safety programs. Nevertheless, not everyone in the country is prosperous. In 2017, 9.5 per cent of people in Canada lived below the Canadian poverty line,¹⁴² based on the market basket measure (MBM).¹⁴³

Women and girls, especially female lone-parent families, unattached elderly women, Indigenous women, and recent immigrant women, are affected by poverty more than other groups. The fact that these groups are more likely to have low-income suggests that the issues they face go beyond insufficient income. They often face systemic and organizational barriers that limit their ability to progress and prosper. Without the federal government's transfer programs, which reduce low-income rates and mitigate the difference in low-income rates between women and men, these rates of low-income and poverty would be much higher.¹⁴⁴

Lone-parents, especially female lone-parent families, are more likely to live in low-income situations, based on the Low Income Measure (LIM).¹⁴⁵ In 2016, the low income-rate of female lone-parent families was the highest among all family types, reaching 39.7 per cent (compared to 13 per cent for male lone-parent families).¹⁴⁶ The *Canada Child Benefit* (CCB) reduced the low-income rate among individuals in female lone-parent families by 14.7 percentage points,

¹³⁸ <https://www.canada.ca/en/public-health/services/funding-opportunities/grant-contribution-funding-opportunities/call-proposals-application-process-dementia-community-investment.html>

¹³⁹ <https://www.veterans.gc.ca/eng/housing-and-home-life/help-at-home/veterans-independence-program-caregivers> and <https://www.veterans.gc.ca/eng/housing-and-home-life/help-at-home/veterans-independence-program-survivors>

¹⁴⁰ <https://www.veterans.gc.ca/eng/family-caregiver/financial-programs-services/caregiver-recognition-benefit>

¹⁴¹ See: <https://novascotia.ca/news/release/?id=20180313003>

¹⁴² Statistics Canada. [Table 11-10-0136-01 Low income statistics by economic family type](#)

¹⁴³ The MBM is Canada's official poverty line and defines low income in relation to the cost of a predefined set of goods and services. The price of this "basket" of goods and services takes into account the regional differences in the cost of living.

¹⁴⁴ Statistics Canada. 2018. *The effect of government transfer programs on low-income rates: a gender-based analysis, 1995 to 2016*. Online: <https://www150.statcan.gc.ca/n1/pub/75f0002m/75f0002m2018003-eng.htm>

¹⁴⁵ The Low Income Measure (LIM) is based on the distribution of household income across the Canadian population. Specifically, the LIM is a fixed percentage (50 per cent) of median adjusted household income, where "adjusted" indicates that household needs are taken into account.

¹⁴⁶ Statistics Canada, Canadian Income Survey, 2016

from 54.4 per cent without transfers, to 39.7 per cent with transfers, and from 21.8 per cent without transfers to 13 per cent for male lone-parent families.¹⁴⁷

With respect to single elderly women, 34.3 per cent lived in low-income situations in 2016 based on the LIM, compared to 32.5 per cent for single elderly men.¹⁴⁸ Without the Old Age Security (OAS) and Guaranteed Income Supplement (GIS), and Canada Pension Plan (CPP)/Quebec Pension Plan (QPP) government transfer programs, this rate would have reached 77.1 per cent.¹⁴⁹

Indigenous Peoples also face specific challenges and structural barriers that create greater obstacles to their economic equality. Indigenous women are particularly vulnerable and continue to be less likely to participate in the paid workforce. They tend to have fewer post-secondary qualifications and worse health outcomes than non-Indigenous women. In 2016, 25.1 per cent of Indigenous women and 22.1 per cent of Indigenous men lived in a low-income situation, based on the LIM.¹⁵⁰

Recent immigrants, especially recent immigrant women who have been in Canada for less than 5 years, often face a number of barriers including language and issues with the recognition of their educational and professional credentials. They are particularly at risk of living in a low-income situation and the most recent statistics from 2016 indicated 31.4 per cent of recent immigrant women lived in a low-income situation, based on the LIM.¹⁵¹

Across the country, federal, provincial, and territorial (FPT) governments are taking steps to address the root causes of women's economic vulnerability through social protection programs that supplement income for those who need it most, including women and racialized communities. This is being achieved through initiatives that address homelessness and access to housing, and recognize the importance of diverse gender identity.

Poverty Reduction / Eradication and Access to Social Protection

Canada Workers Benefit

Budget 2018 introduced the *Canada Workers Benefit (CWB)*, a more generous and accessible version of the *Working Income Tax Benefit*, which will take effect for the 2019 tax year. The CWB is a refundable tax credit that supplements the earnings of low-income workers by letting them take home more money while they work. It encourages more people to join and remain in the workforce, and offers real help to people across the country.

Through Budget 2018, the Government of Canada increased the maximum benefits under the CWB and the income level at which the benefit is phased out. The federal government also increased the maximum benefit provided through the CWB disability supplement to support people living with disabilities whose attempts to join the work force are deterred by financial barriers.

¹⁴⁷ Statistics Canada. 2018. *The effect of government transfer programs on low-income rates: a gender-based analysis, 1995 to 2016*. Online:

<https://www150.statcan.gc.ca/n1/pub/75f0002m/75f0002m2018003-eng.htm>

¹⁴⁸ Statistics Canada, Canadian Income Survey, 2016

¹⁴⁹ Statistics Canada. 2018. *The effect of government transfer programs on low-income rates: a gender-based analysis, 1995 to 2016*. Online:

<https://www150.statcan.gc.ca/n1/pub/75f0002m/75f0002m2018003-eng.htm>

¹⁵⁰ Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016173.

¹⁵¹ Statistics Canada, 2016 Census of Population, Statistics Canada Catalogue no. 98-400-X2016206.

The federal government recognizes that not all people who are eligible for the benefit are receiving it, and starting in the 2019 tax year, it will make it more accessible: The federal government will automatically determine the eligibility of tax filers who have not claimed the CWB so that anyone who can benefit from it will receive it when they file their taxes.

Improving overall access to the CWB will encourage people to join the labour market by allowing more low-income workers to keep more of their paycheque. The CWB will deliver real help to more than two million people across the country and is expected to lift around 74,000 people out of poverty by 2020. These enhancements will advance Canada's gender and diversity objectives and benefit eligible low-income individuals and families, including vulnerable populations such as women and racialized communities.

Guaranteed Income Supplement

The GIS provides financial assistance to seniors who have little or no income other than the OAS pension, regardless of their gender. Through Budget 2016, the federal government increased the GIS for the lowest-income single seniors and helped nearly 900,000 low-income seniors, of whom nearly 70 per cent are women. As of January 2019, the OAS pension and the GIS provide up to \$18,000 annually for a single OAS pensioner. Through Budget 2019, the federal government proposed to introduce legislation to enhance GIS earnings exemptions, beginning with the July 2020 to July 2021 benefit year, by allowing low-income seniors to effectively take home more money while they work.¹⁵²

Canada Pension Plan Enhancement

The federal government has also enhanced the CPP, a sustainable social insurance program that provides partial income replacement for Canadian workers and their families in the event of retirement, disability, or death. These enhancements will increase income replacement from one-quarter to one-third of pensionable earnings, with an increase to the maximum insurable earnings. This is a major step in improving retirement outcomes and removing financial uncertainties for workers who want to enjoy a secure and dignified retirement.

Some Canadians are missing out on their CPP benefit because they applied for the benefit late, or not at all. To ensure that all Canadian workers receive the full value of the benefits to which they contributed, the federal government proposed through Budget 2019 to proactively enroll Canada Pension Plan contributors who are age 70 or older in 2020 but have not yet applied to receive their retirement benefit.¹⁵³ It is estimated that with this change, approximately 40,000 individuals over the age of 70 who are currently missing out would receive an average monthly retirement pension of \$302 in 2020.

Reaching Home: Canada's Homelessness Strategy

Homelessness has an economic and social effect on every community in Canada, and the Government of Canada is committed to helping those who are in need. Launched in April 2019, *Reaching Home: Canada's Homelessness Strategy*, part of the *National Housing Strategy*, aims to support the most vulnerable people in Canada in maintaining safe, stable, and affordable housing. Through *Reaching Home*, the federal government aims to reduce chronic homelessness by 50 per cent by 2027–2028 and has committed \$2.2 billion over 10 years to tackle homelessness across the country.

Reaching Home reinforces the federal government's community-based approach through direct delivery funding to municipalities and service providers, as well as Indigenous, rural and remote

¹⁵² See: <https://www.budget.gc.ca/2019/docs/plan/toc-tdm-en.html>

¹⁵³ See: <https://www.budget.gc.ca/2019/docs/plan/toc-tdm-en.html>

communities across Canada. Its outcomes-based approach keeps decision making at the local level, making it easier for communities to address local priorities, including homelessness prevention and programming designed to meet the needs of vulnerable populations, such as young people, LGBTQ2 communities, women and children fleeing violence, racialized communities, veterans, and persons living with disabilities.

According to data from the upcoming National Shelter Study on homelessness, which will be published in Summer 2019, approximately 37,000 women used an emergency shelter in 2016 and accounted for 27.8 per cent of all shelter users. The proportion of shelter users who are women has remained stable in recent years. It is important to note that Violence Against Women shelters are not included in the National Shelter Study.

Settlement Programming for Minority Newcomers

Ensuring that newcomers, including racialized women, integrate and contribute to Canada's economy and communities remains a priority for the federal government. Racialized newcomer women often face multiple barriers to employment, including gender- and race-based discrimination, precarious or low-income employment limited access to affordable childcare, and few social supports. To address these challenges, the federal government supports the delivery of a range of targeted services, including those offered by the Visible Minority Newcomer Women Pilot,¹⁵⁴ to assist newcomers and refugees, including women, girls, and LGBTQ2 persons, in overcoming barriers to settlement and integration, while encouraging host communities to be welcoming and inclusive. These services include women-only language classes and conversation circles, activities aimed at fostering social connections within communities, employment supports, and transportation supports to ensure access to training and appointments. Through Budget 2018, the federal government committed \$31.9 million over three years to support employment-related programming for racialized newcomer women.

Poverty and Health

Years of research tells us poverty and ill health are closely connected. In Canada, as elsewhere, poverty is associated with shorter life expectancy, higher rates of chronic diseases, certain cancers, stress, mental health issues, and higher rates of family violence and substance use.

The federal government invests in community-based programs that reach priority populations at greater risk across Canada, including pregnant and breastfeeding women, children younger than six years old, and their families. These programs include the Community Action Program for Children (CAPC),¹⁵⁵ the Canada Prenatal Nutrition Program (CPNP),¹⁵⁶ and the Aboriginal Head Start in Urban and Northern Communities program (AHSUNC).¹⁵⁷ These programs provide access to culturally appropriate upstream prevention programs and services. They focus on risk and protective factors related to health disparities, including Indigenous pregnant women, mothers and girls, recent immigrants, and those experiencing low income, social or geographic isolation, teen parenthood, family violence, and problematic substance use.

The CPNP promotes and supports breastfeeding to improve the health of pregnant women and their infants and to increase the incidence of babies born with healthy birth weights. The CAPC

¹⁵⁴ See: <https://www.canada.ca/en/immigration-refugees-citizenship/news/2018/12/supporting-visible-minority-newcomer-women.html>

¹⁵⁵ See: <https://www.canada.ca/en/public-health/services/health-promotion/childhood-adolescence/programs-initiatives/community-action-program-children-capc.html>

¹⁵⁶ See: <https://www.canada.ca/en/public-health/services/health-promotion/childhood-adolescence/programs-initiatives/canada-prenatal-nutrition-program-cnp.html>

¹⁵⁷ See; <https://www.canada.ca/en/public-health/services/health-promotion/childhood-adolescence/programs-initiatives/aboriginal-head-start-urban-northern-communities-ahsunc.html>

aims to reduce health inequities and strengthen skills and capabilities of communities and parents/caregivers, children and families. The AHSUNC provides funding to Indigenous community-based organizations to deliver programs that support the spiritual, emotional, intellectual, and physical development of Indigenous children while supporting their parents and guardians as their primary teachers.

A Food Policy for Canada

The Government of Canada is working on *A Food Policy for Canada*, to set a long-term vision for the Canadian food system and address key issues related to food security. Throughout 2017, the federal government held extensive public consultations that integrated gender and diversity considerations. It was clear that food is an important issue for women, with 76 per cent of the approximately 45,000 online survey respondents identifying as female. Further research and self-led Indigenous engagement showed Indigenous women may be more susceptible to food insecurity and poverty due to intersectional factors and ongoing effects of colonialism on the Indigenous Peoples of Canada. Findings of the consultations are available in the *What we heard report: A Food Policy for Canada*.¹⁵⁸ The federal government integrated these findings into the development of a policy that recognizes the intersectionality of social, health, environmental, and economic aspects of the food system from production to consumption.

Provincial and Territorial Government Examples

A number of provincial and territorial governments have also implemented poverty reduction legislation. Some provincial and territorial governments, as well as some municipalities have stand-alone poverty reduction strategies, and in some cases, have mandated poverty reduction legislation.

Prince Edward Island's *Belonging and Thriving: A Poverty Reduction Action Plan for Prince Edward Island (2019-2024)*¹⁵⁹ builds on work currently underway and includes significant actions to support the most vulnerable and enhance social and economic well-being for everyone in the Province. The Action Plan will work to protect everyone in the Province from falling into poverty and enhance dignity and quality of life for all. The Province is making significant investments to implement the Action Plan.

In fall 2018, British Columbia introduced the *Poverty Reduction Strategy Act*, which sets the framework for a poverty reduction strategy to be introduced in spring 2019. The legislation commits B.C. to reducing overall poverty by 25 per cent and child poverty by 50 per cent over five years and ensures that the strategy will reflect its commitment to reconciliation, UNDRIP, and the Truth and Reconciliation Commission (TRC). As poverty is often the root cause of other issues, including violence, the strategy will contribute to solving the problems faced by women, including Indigenous women and girls. The *Act* also requires the government to consider the role of gender in poverty and establish of a committee, comprised of at least 50 per cent women, to advise the government on these matters.

In addition, B.C. will incrementally raise its minimum wage to \$15 an hour by 2020, which will benefit women, especially women of colour, who make up 62 per cent of the minimum wage workforce in B.C., a disproportionately large segment. Starting in April 2019, income and disability assistance rates increased and the BC Employment Assistance Programs were enhanced to help remove barriers to access, especially for youth, those with mental health and addictions issues, and persons living with disabilities.

¹⁵⁸ See: <https://www.canada.ca/en/campaign/food-policy/what-we-heard/fullreport.html>

¹⁵⁹ See: https://www.princeedwardisland.ca/sites/default/files/publications/pei-poverty-reduction-action-plan_web.pdf

Respecting diversity and inclusion in B.C. means recognizing the importance of diverse gender identity. The lack of an option on identity documents for those who do not identify as male or female have resulted in cases presented to the Human Rights Tribunal. As of November 2018, British Columbians who do not identify as male or female have the choice to display an X as a third option in the gender field of their provincial driver's licence, identity card, birth certificate, and BC Services Card. The Province is also exploring the next steps required to move to a non-medical model of gender identification to advance equity and inclusivity. This change aligns with emerging national and international standards as established by organizations including Passport Canada and the United Nations' International Civil Aviation Organization.

Nova Scotia has made a \$20 million, four-year Poverty Reduction commitment that focuses on four objectives: building vibrant communities; preventing poverty by breaking the cycle; alleviating the effects of poverty; and enabling more Nova Scotians to exit poverty. These initiatives will have a positive effect on women and children in particular, many of whom face significant economic insecurity that affects their ability to enter the workforce and support their basic needs.

Through an interagency partnership, Yukon developed the Safe at Home Plan, designed to create best practice solutions to end and prevent homelessness. One key initiative of this plan includes a Housing First project, which will provide 16 housing units and help Yukoners to access and maintain supports. The plan acknowledges that certain groups of people are more likely to become homeless than others: First Nations citizens, people living with disabilities, women and families, those living with addictions or mental health issues, members of the LGBTQ2 community, and youth. It recommends transitional housing for women leaving a correctional facility, emergency shelter services for women and families not fleeing abuse, and a safe place for young pregnant women to reside and receive support. Yukon Housing Corporation also provided \$400,000 to assist housing solutions for vulnerable populations through the Victims of Violence program including renovations for women's shelters.

In 2017, the Government of Quebec began implementing the *Government Action Plan to Foster Economic Inclusion and Social Participation 2017-2023*¹⁶⁰ to improve social housing, of which women are the majority beneficiaries. The Plan promotes the social participation of low-income individuals and families and aims to lift more than 100,000 people out of poverty while increasing the incomes of people living in poverty, many of whom are women.

As of May 2019, the Quebec government also increased the hourly minimum wage to \$12.50 per hour. This will benefit 288,200 people, the majority of whom are women. Between May 2008 and May 2018, there was an increase of 41.2 per cent in the Province's minimum hourly wage.¹⁶¹

Improved Health Outcomes

Social determinants such as income, education, gender, and ethnicity may have a negative effect on health outcomes, which, in turn, may affect individuals' well-being, their capacity to participate in the economy, and their engagement in their communities. Women in Canada have a higher life expectancy at birth than men (83.9 years v. 79.8 years in 2015), but according to the health-adjusted life expectancy, they spend an average of 13.4 years in diminished health compared to 10.8 years for men.¹⁶²

¹⁶⁰ See: https://www.mess.gouv.qc.ca/publications/pdf/ADMIN_plan_action_2017-2023_en.pdf

¹⁶¹ Institut de la statistique du Québec, Taux du salaire minimum, Québec.

¹⁶² Statistics Canada. 2018. *Health-adjusted life expectancy in Canada*. Online: <https://www150.statcan.gc.ca/n1/pub/82-003-x/2018004/article/54950-eng.htm>

The *Pan-Canadian Health Inequalities Reporting Initiative* aims to strengthen health inequalities measurement, monitoring, and reporting capacity in Canada. This Initiative includes the Health Inequalities Data Tool, which utilizes inequality measures for over 70 indicators of health outcomes and health determinants reported at national, provincial, and territorial levels, and disaggregated by a range of economic, social, and demographic factors, such as sex, race/ethnicity, Indigenous populations, and sexual orientation. *Key Health Inequalities in Canada: A National Portrait* released in 2018, highlights pronounced and widespread health inequalities in Canada as potential priority areas for initial action. The evidence presented through the Data Tool and the Report will support surveillance and research activities, inform policy and program decision making to more effectively reduce health inequalities, and enable the monitoring of progress in this area over time.

Monitoring health outcomes is an important component of improving them, which is why the federal government implemented the Canadian Perinatal Surveillance System (CPSS)¹⁶³ to assess temporal and regional variations in indicators of maternal health. National data show that the adolescent birth rate is associated with higher health risks such as postpartum depression, pregnancy-related morbidity and mortality, and increased risk of entering a cycle of poverty due to lower opportunities for education and training. In 2017, the adolescent birth rate decreased to 7.9 per 1,000, compared to 8.5 in 2016.¹⁶⁴ However, high rates persist in Nunavut, by far the highest adolescent birth rate in Canada, with 109.9 per 1,000, and in the Northwest Territories, with an adolescent birth rate of 34.4 per 1,000.¹⁶⁵

National Dementia Strategy

Dementia has a significant and growing effect in Canada.¹⁶⁶ In 2019, there were over 419,000 people living with dementia (PLWD) in Canada aged 65 and older.¹⁶⁷ This number is expected to increase with an aging population. Women are disproportionately affected, as they represent two-thirds of PLWD and the majority of family/friend caregivers.¹⁶⁸

In an effort to improve the lives of PLWD, and their caregivers, the Government of Canada passed the *National Strategy for Alzheimer's Disease and Other Dementias Act*. The *Act* came into force in June 2017 and calls for a national dementia strategy, as well as an annual report to Parliament, starting in June 2019. In May 2018, the federal government established a Ministerial Advisory Board on Dementia and held a national conference with stakeholders to inform the development of the strategy. In November 2018, the Dementia Community Investment was launched to fund community-based projects that address the challenges of dementia and optimize the well-being of PLWD and their caregivers.¹⁶⁹

In addition, the federal government proposed additional funding through Budget 2019 to support the implementation of Canada's first National Dementia Strategy.¹⁷⁰ Working with key stakeholders, including the provinces and territories, this funding will help improve the quality of

¹⁶³ See: <https://www.canada.ca/en/public-health/services/injury-prevention/health-surveillance-epidemiology-division/maternal-infant-health/canadian-perinatal-surveillance-system.html>

¹⁶⁴ Statistics Canada. [Table 13-10-0418-01 Crude birth rate, age-specific fertility rates and total fertility rate \(live births\)](#)

¹⁶⁵ Statistics Canada. [Table 13-10-0418-01 Crude birth rate, age-specific fertility rates and total fertility rate \(live births\)](#)

¹⁶⁶ See: <https://www.canada.ca/en/public-health/services/diseases/dementia.html>

¹⁶⁷ See: <https://infobase.phac-aspc.gc.ca/ccdss-scsmc/data-tool/>

¹⁶⁸ See: <https://infobase.phac-aspc.gc.ca/datalab/dementia-alzheimers-blog-en.html>

¹⁶⁹ See: <https://www.canada.ca/en/public-health/services/funding-opportunities/grant-contribution-funding-opportunities/call-proposals-application-process-dementia-community-investment.html>

¹⁷⁰ See: <https://www.budget.gc.ca/2019/docs/plan/toc-tdm-en.html>

life of PLWD and their caregivers by: increasing awareness about dementia through targeted campaigns and activities that focus on prevention, as well as reducing risk and stigma; developing treatment guidelines and best practices for early diagnosis, and improving our understanding of the prevalence and effects of dementia on our communities.

Sexual and Reproductive Health

The federal government recognizes the importance of ensuring that people across the country have access to sexual and reproductive health information and services that are relevant and sensitive to their needs. The federal government provides funding through the Canada Health Transfer to help ensure access to comprehensive health care, services, and information aimed at promoting good sexual and reproductive health, including family planning programs and services, STI/HIV clinics and programs, and pregnancy health services. The Canadian Guidelines for Sexual Health Education guides the federal government's support for providing comprehensive, inclusive, evidence-based, age-appropriate, and culturally sensitive sexual health education. The *Family-Centred Maternity and Newborn Care National Guidelines* provide culturally safe and evidence-based advice on maternal and newborn health issues.

Indigenous Health

Forced or coerced sterilization is a form of GBV and a serious violation of human rights and medical ethics. It is evidence of a broader need to eliminate racism and discriminatory practices; ensure cultural safety and humility; improve culturally-competent informed consent; and remove barriers that Indigenous women face when accessing health services in Canada. Addressing it is a matter of reconciliation, as cited by the TRC. The federal government aims to engage with all provincial and territorial governments, as well as health educators, associations of health professionals, and Indigenous partners on next steps.

The federal government is collaborating with provincial and territorial governments, as well as medical associations, to ensure the safety and respect for Indigenous women in Canada's healthcare systems. In February 2019, it met with relevant officials, Indigenous groups, national service provider organizations, and stakeholders to discuss measures to ensure cultural safety and humility in health systems, mobilize action for Indigenous women's reproductive health, and discuss recommendations received in February 2018 from the Inter-American Commission on Human Rights (IACHR), to issue guidance regarding sterilization procedures.

The federal government is also committed to implementing the TRC Calls to Action, including Calls 22, 23 and 24, which pertain to using and recognizing the value of Indigenous healing practices; retaining and increasing the number of Indigenous health-care professionals; providing cultural competency training; and providing anti-racism and cultural competency training for all medical and nursing students.

To support these Calls to Action, the federal government is investing in Indigenous midwifery, a longstanding traditional practice. Midwifery care improves the health and well-being of the entire community and signals a repatriation of birthing into communities. This investment represents a first step, as most Indigenous families still have little or no access to midwifery care. There is evidence that midwives not only support women in their reproductive health planning, which may prevent forced or coerced sterilization, but also provide support in preventing custodial loss of their children.

The federal government is also investing in a Maternal Child Health (MCH) Program, which provides home-visits by nurses and distant family members to over 8,100 pregnant women and families with young children in 309 First Nations communities. The MCH Program provides case management, screening, assessment, referrals, and health promotion strategies to improve MCH and identify risk factors.

Budget 2017 included new investments in the Non-Insured Health Benefits Program to strengthen maternal supports by ensuring that all pregnant First Nations and Inuit women are provided coverage for an escort to accompany them. The federal government has also established a new Advisory Committee on Indigenous Women's Well-being to provide advice on current and emerging health issues. The committee will consist of representatives from National Indigenous Organizations, National Indigenous Women's Organizations, the National Aboriginal Council of Midwives, the National Aboriginal Circle Against Family Violence, and the Society of Obstetricians and Gynaecologists of Canada. The federal government is also exploring project ideas for an online repository of cultural competency learning tools with the Royal College of Physicians and Surgeons of Canada and Indigenous organizations. In 2018, the Royal College approved Indigenous health and cultural safety as a mandatory component of postgraduate medical education and certification.

In 2013, all Indigenous Services Canada's health-related operations in British Columbia came under the control of B.C. First Nations under a newly established First Nations Health Authority (FNHA). The FNHA has done remarkable work with the provincial government and its Regional Health Authorities in finalizing a Declaration on Cultural Health Safety and informing cultural safety and humility training across the provincial health system. It is presently developing the first-ever Cultural Safety and Humility standard in partnership with the Health Services Organization.

Immigrant and Refugee Health

Helping vulnerable and marginalized populations around the world is at the core of Canada's refugee and protected persons programs. In April 2016, the federal government fully restored the Interim Federal Health Program (IFHP) to provide limited, temporary coverage of health-care benefits to specific groups of people, including resettled refugees, asylum-seekers, and certain other groups, such as victims of human trafficking and persons detained under IRPA, who are not yet eligible for provincial or territorial health coverage. The Program provides basic in-Canada coverage that includes hospital and physician care, services specific to women's sexual and reproductive health, supplemental coverage such as urgent dental and vision care, and mental health counseling, and prescription drug coverage.

In April 2017, the Program was expanded to include certain pre-departure medical services, such as the Immigration Medical Examination (IME), which is used to determine the admissibility of all permanent resident applicants and certain temporary resident applicants based on health conditions that may pose a danger to the public health or safety of Canadians.

Applicants may be inadmissible to Canada if the services required to treat their health conditions, or those of accompanying dependents, are expected to cost more than the annual cost threshold or negatively affect wait-times for services in Canada. In 2018, the federal government announced an increase in the annual cost threshold and the removal of certain social services from the definition of excessive demand to ensure that the federal government's immigration policies are better aligned with Canadian values around diversity and the inclusion of persons living with disabilities.

International Development – Sexual and Reproductive Health and Rights

Since 2015, the Government of Canada has committed \$3.5 billion to improve sexual and reproductive health and rights (SRHR) and advance gender equality and the empowerment of all women and girls. The federal government's approach includes seeking opportunities to support investments that provide an integrated package of health services and focusing on helping the most vulnerable, including the poor and those in fragile and conflict-affected states.

In March 2016, the Government of Canada announced significant funding to support the UN Population Fund (UNFPA), which includes: UNFPA Supplies for their flagship contraceptive supplies initiative; a project in Honduras to prevent adolescent pregnancies; a project in South Sudan to train midwives and other front-line providers; and institutional funding to UNFPA. The federal government announced funding in March 2017 for 2017-2018 to advance SRHR for women and girls, by providing comprehensive SRHR services and information, including safe and legal abortion. This included funding for the International Planned Parenthood Federation, Population Services International, Marie Stopes International, the UNFPA, and *ipas*. The Government also announced \$650 million in funding to support a full range of sexual and reproductive health services and information.

Improved Education Outcomes and Skills

Education is recognized internationally as an efficient and effective strategy to tackle poverty. FPT governments recognize that education and skills training are essential for Canada's economic and social prosperity, as well as the well-being of people in Canada. Canada has one of the highest educated populations in the world. In 2016, 54 per cent of Canadian adults aged 25 to 64 had completed post-secondary education, compared to an OECD average of 37 per cent, with women being more likely than men to hold a postsecondary qualification.¹⁷¹ At the 2015 Programme for International Student Assessment (PISA), students in Canada aged 15 achieved mean scores higher than the OECD averages in science, reading, and mathematical literacy.¹⁷² While girls outperformed boys in reading, they were slightly surpassed by boys in mathematics but remained above the OECD average and there was no gender gap in science in Canada.¹⁷³

Despite these high scores in science and mathematics, Canada still experiences academic segregation and young women remain less likely to choose STEM fields of study, which are associated with high paying jobs that contribute to a country's competitiveness and economic prosperity. For example, in 2016, only one third of women aged 25-34 graduated from STEM fields, with an even greater disparity in engineering and computer science programs and skilled trades.¹⁷⁴ On the other hand, women aged 25-34 accounted for 83 per cent of postsecondary qualification holders in health care.¹⁷⁵ This gender segregation in education leads to less gender diversity across occupations and limits career opportunities for men and women in certain disciplines.

Women in the Skilled Trades

Attracting and retaining more women in the skilled trades is key to improving their access to well-paying jobs, advancing gender equality, and meeting the increasing demand for skilled tradespeople in an ever changing economy. Nevertheless, there is currently a substantial gender gap in apprenticeship training.

As women are an under-represented group in the skilled trades, the Government of Canada has introduced initiatives to increase their participation in this sector. Recognizing that women only accounted for 14 per cent of new registrants in Red Seal trades in 2017, the federal government introduced the new Apprenticeship Incentive Grant for Women (AIG-W) to encourage women to

¹⁷¹ Statistics Canada. 2017. *Education in Canada: Key results from the 2016 Census*. Online: <https://www150.statcan.gc.ca/n1/daily-quotidien/171129/dq171129a-eng.htm>

¹⁷² CMEC. 2016. *Canadian Results of the OECD PISA Study*. Online: <https://www.cmec.ca/Publications/Lists/Publications/Attachments/365/PISA2015-CdnReport-EN.pdf>

¹⁷³ CMEC. 2016. *Canadian Results of the OECD PISA Study*. Online: <https://www.cmec.ca/Publications/Lists/Publications/Attachments/365/PISA2015-CdnReport-EN.pdf>

¹⁷⁴ Statistics Canada, 2016 Census of Population, Table 98-400-X2016251.

¹⁷⁵ Statistics Canada, 2016 Census of Population, Table 98-400-X2016251.

enrol and complete their training in Red Seal¹⁷⁶ trades. The Red Seal Program¹⁷⁷ was first established to support the mobility of apprentices and skilled tradespeople across Canada and has become a nationally-recognized standard. The AIG-W is a taxable cash grant of \$3,000 per year/level (or equivalent), up to a maximum amount of \$6,000 per person. The AIG-W began as a pilot program aimed at creating momentum for greater inclusiveness of women in the skilled trades.

Other initiatives include a new Women in Construction Fund, launched in 2018-2019, which provides supports such as mentoring, coaching, and individually tailored supports to help women progress through their training, and find and retain jobs.

A new Pre-Apprenticeship Program started in 2018-2019 to encourage people, including groups that face barriers to higher education such as women, LGBTQ2 persons, Indigenous Peoples, newcomers, persons living with disabilities, and youth, to explore and prepare for careers in the skilled trades. The Union Training and Innovation Program was launched to help unions purchase up-to-date training equipment and to support innovative approaches to solving problems that limit apprentice outcomes. A key component of this Program is to support women and Indigenous Peoples who wish to enter and succeed in the skilled trades.

Youth Employment Strategy

The Government of Canada invests over \$330 million annually in the Youth Employment Strategy (YES) to help young people gain the skills, abilities, and work experience they need to find and maintain good employment. The Strategy offers three streams:

- (1) *Skills Link* helps youth who face additional barriers to employment (i.e. youth who have not completed high school, youth living in rural or remote area, single parents, Indigenous youth, persons living with disabilities, and newcomers) to develop basic skills and gain valuable job experience to transition to the labour market or return to school.
- (2) *Career Focus* helps post-secondary graduates through paid internships and helps provide youth with the information and experience they need to make informed career decisions or pursue advanced studies.
- (3) *Summer Work Experience* provides wage subsidies to employers to create summer employment for secondary and post-secondary students.

In 2018, the Government of Canada provided additional funding to modernize the YES to better connect with all youth aged 15-30 and their allies so young people can find jobs regardless of their circumstances or life stage. There is also the potential to improve outcomes for young women who earn less than their male counterparts and are traditionally underrepresented in many occupations.

In addition to the YES, the federal government began an Indigenous youth employment program to attract more young Indigenous Canadians into the federal public service.¹⁷⁸ Some federal departments have customised their own strategies to support the inclusion of Indigenous Peoples. For example, the Canada Revenue Agency (CRA) developed a Strategy for the Recruitment, Inclusion and Retention of Indigenous peoples and an Indigenous Mentoring Initiative that pairs Indigenous employees with a non-Indigenous mentor to assist in their development.

¹⁷⁶ <http://www.red-seal.ca/w.2lc.4m.2-eng.html>

¹⁷⁷ <http://www.red-seal.ca/about/pr.4gr.1m-eng.html>

¹⁷⁸ See: https://www.canada.ca/en/treasury-board-secretariat/news/2017/02/government_of_canadalaunchesindigenouslyouthemploymentprogram.html

New Indigenous Skills and Employment Training Program

In 2018, the federal government announced significant investments to support the creation of the new Indigenous Skills and Employment Training (ISET) Program to replace the Aboriginal Skills and Employment Training Strategy. Starting April 2019, the Program helps close the employment, skills, and earnings gaps between Indigenous and non-Indigenous Peoples with a stronger focus on moving clients along the skills continuum and training for employment.

The Program includes separate labour market strategies to meet the needs of First Nations, Métis Nation, Inuit, and Urban/ Non-affiliated Indigenous Peoples. It provides customized, culturally-appropriate, wrap-around supports, such as dependent care costs and child care to ensure equal access for Indigenous women so they can contribute more fully to the economic success of their communities.

To complement the ISET program, the federal government established the Skills and Partnership Fund (SPF). The SPF supports skills development and encourages training institutions, community organizations, local business, and industry to partner with Indigenous organizations to address a broad range of socio-economic issues, by increasing access to economic opportunities and meeting labour market demand. Many commodity sectors in Canada are developing targeted human resources strategies aimed at recruiting Indigenous Peoples, particularly Indigenous women.

Canada's Feminist International Assistance Policy

Education is a powerful tool for empowerment and a catalyst for economic, political, and social progress. In 2017-2018, the federal government invested \$274 million in education initiatives. These contributions have resulted in increased access to education for vulnerable populations, including those in fragile and conflict areas, improved literacy outcomes and levels of educational attainment, and improved skills and employability of graduates from technical and vocational training programs.

The federal government is working to improve the provision of accessible, gender-responsive, quality education and learning for all, which particularly effects women and girls, and marginalized individuals in developing countries, including those in conflict and crisis situations, and humanitarian settings. This will be available from early childhood to the end of secondary education and will increase access to quality skills development for youth and adults. This education will be provided in safe, secure, welcoming spaces that meet these individuals' specific needs and address the unique barriers they face. To support this work, the Government of Canada is helping build capacity for education ministries, actors, and key stakeholders.

The Global Partnership for Education (GPE) is a multi-stakeholder partnership that aims to ensure inclusive and equitable quality education for all. Since 2014, the GPE has helped 18.5 million children, including 8.8 million girls, attend school. The federal government has invested \$120 million in the GPE and in January 2018, Canada doubled its annual investment by committing a further \$180 million until 2020. Under the GPE banner, 76 per cent of children in partner countries completed primary school and 50 per cent completed lower secondary school.

Provincial and Territorial Government Examples

In Manitoba, women represent 15.1 per cent of newly licensed engineers and approximately 9 per cent of all registered engineers. The Province is collaborating with Engineers Geoscientists Manitoba on a campaign to increase the number of newly licensed women engineers to 30 per cent in Manitoba by 2030. Known as the *30 by 30* campaign or the *Engineering Changing Lives initiative*, Engineers Canada is working with the Province and providing over \$100,000 in the first phase of a multi-phase program, with further investments in future years. The Government of Manitoba provides in-kind support by sitting on the task force, applying a "gender and

diversity analysis” lens throughout the campaign, attending key events, and acknowledging and promoting the goals of the initiative as feasible in the various events held throughout the year in Manitoba.

In January 2019, the Manitoba Status of Women Secretariat provided the Manitoba Institute of Trades and Technology (MITT) with \$25,000 to address the shortage of women in trades through the creation of the *Empower Project*. The project, in partnership with industry and government, will engage young Indigenous and non-Indigenous women in communities across the Province to: overcome negative stigmas attached to skilled trades and non-traditional careers; increase enrollment in post-secondary trades and information and communications technology (ICT) training; and remove barriers for women to enter non-traditional careers.

The project has two parts:

- (1) *Empower recruiters*: part-time student recruiters engage women throughout the Province to discuss the importance of women working in the skilled trades, ICT sector, and other non-traditional occupations for women;
- (2) *Marketing strategy and materials*: develops promotional materials and media content to generate interest in underrepresented careers and related MITT program options.

British Columbia’s Industry Training Authority (ITA) Women in Trades initiative is part of a long-term strategy to match women’s skills to the needs of B.C.’s workplace. The Canada-British Columbia Workforce Development Agreement funds training and offers pre-apprenticeship programs to various equity-seeking populations. It aims to connect individuals to trades training and guide and encourage them towards trades employment or further education.¹⁷⁹

As part of its Equality Strategy, the Government of Quebec is committed to promoting gender diversification in education and employment, particularly through internships and e-mentoring in occupations where women are underrepresented. Another key achievement of the Government of Quebec is the launch of the *Sans Stereotypes* project, which offers tools to equip parents, childcare staff, and school staff to act against gender-based stereotypes.¹⁸⁰ In addition, in 2016, Quebec, along with a number of countries, partnered with the UN’s Educational, Scientific and Cultural Organization’s (UNESCO) SAGA project to promote the advancement of women in all areas of STEM.¹⁸¹

2.3 Freedom from Violence, Stigma and Stereotypes

In Canada, crime statistics are gathered and measured using a combination of police-reported data and victim-reported information (self-reported data). When combined, these sources of data provide a much more robust measure of the extent and effect of violent crimes in Canada and show that, overall, women are more likely to be the victims of violent crime than men.

According to 2017 police-reported data, women experience violent crimes at higher rates than men (1,021 versus 915 incidents per 100,000 population), and violence against women peaked overall at age 15, with a rate of 2,684 victims per 100,000 population.¹⁸² While women are generally more at risk of violent victimization than men, some are even more likely to experience violence, such as young women, women living with a disability, lesbian or bisexual women, women living in the territories, and Indigenous women. The most recent self-reported data show

¹⁷⁹ See: <https://www.itabc.ca/women-trades/overview>

¹⁸⁰ See: <http://www.scf.gouv.qc.ca/sansstereotypes/quest-ce-quun-stereotype/>

¹⁸¹ See: <http://www.scientifique-en-chef.gouv.qc.ca/dossiers/equite-diversite-et-inclusion/projet-saga/>

¹⁸² Statistics Canada. 2018. *Police-reported violence against girls and young women in Canada, 2017*. Online.

that in 2014, women living with a disability were twice as likely to self-report being a victim of a violent crime as women who did not have a disability. Those living with a cognitive or mental health-related disability were even more at risk of violent victimization with rates about four times higher than women without a disability.¹⁸³

According to the 2014 self-reported data, lesbian, gay, or bisexual people were twice as likely to have experienced violent victimization as heterosexual people, after controlling for other risk factors.¹⁸⁴ According to 2017 police-reported data, rates of violent crimes were significantly higher for women living in the territories and in rural areas.¹⁸⁵ Victimization studies consistently show that Indigenous women are also at a higher risk of being the victims of a violent crime. In the 14-year period from 2001 to 2015, the homicide rate for Indigenous women was nearly six times higher than that for non-Indigenous women.¹⁸⁶ In fact, being an Indigenous woman is, in and of itself, a significant risk factor.¹⁸⁷

Human Trafficking

The rate of human trafficking incidents has increased from 2009 to 2016, from 0.12 incidents per 100,000 population to 0.94.¹⁸⁸ The vast majority of these victims - 95 per cent - were women and girls. Young women under the age of 25 are particularly at risk, and accounted for 70 per cent of all police-reported victims¹⁸⁹ while 81 per cent of those accused of human trafficking between 2009 and 2016 were men.¹⁹⁰

National Action Plan to Combat Human Trafficking

Canada is a State Party to the *United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children* (the Protocol) and its parent *Convention, the United Nations Convention against Transnational Organized Crime*. In 2012, the Government of Canada launched the *National Action Plan to Combat Human Trafficking (National Action Plan)*, which was based on existing federal responses, the Protocol, and the internationally recognized 4-pillar model (4Ps): prevention, protection, prosecution, and partnerships. The federal government's work included domestic and international initiatives focused on addressing forced labour by raising awareness of temporary foreign workers, employers, and third parties, as well as addressing sexual exploitation through investment in initiatives to end violence against women and girls.

While the National Action Plan expired in 2016, the federal government continues its work and collaborates with domestic and international partners to prevent human trafficking, support victims, and help to ensure that perpetrators are brought to justice. A Human Trafficking Taskforce, comprised of key federal departments and agencies, and the RCMP's Human Trafficking National Coordination Centre,¹⁹¹ are responsible for overseeing the Government of Canada's anti-trafficking efforts.

The federal government will establish a National Human Trafficking Hotline that will be a bilingual, 24/7, toll-free line capable of responding to calls, emails, and texts. This will provide a

¹⁸³ Statistics Canada. 2018. *Violent victimization of women with disabilities, 2014*. Online.

¹⁸⁴ Statistics Canada. 2018. *Violent victimization of lesbians, gays and bisexuals in Canada, 2014*. Online.

¹⁸⁵ Statistics Canada. 2018. *Police-reported violence against girls and young women in Canada, 2017*. Online.

¹⁸⁶ See: <https://www150.statcan.gc.ca/n1/pub/89-503-x/2015001/article/14785-eng.htm#n115-refa>

¹⁸⁷ Statistics Canada. 2016. *Victimization of Aboriginal people in Canada, 2014*. Online.

¹⁸⁸ Statistics Canada. 2018. *Trafficking in persons in Canada, 2016*. Online.

¹⁸⁹ Statistics Canada. 2018. *Trafficking in persons in Canada, 2016*. Online.

¹⁹⁰ Statistics Canada. 2018. *Trafficking in persons in Canada, 2016*. Online.

¹⁹¹ See: <http://www.rcmp-grc.gc.ca/ht-tp/index-eng.htm>

centralized, victim-centered, survivor-informed referral service and resource centre for every victim and survivor across the country, and work to increase public awareness, and inform policy and program development.¹⁹² The Canadian Centre to End Human Trafficking, a national charitable organization, was selected to implement the Hotline, which is anticipated to be operational in 2019-2020.

In October 2018, the federal government increased funding through the Victims Fund to provincial and territorial governments, and non-governmental organizations (NGOs). In fall 2018, the Government of Canada also held consultations to inform ways to strengthen its approach to human trafficking. These events brought together diverse stakeholders including Indigenous partners, survivors, law enforcement, and others.¹⁹³ In Budget 2019, Canada announced its intention to develop a whole-of-government strategy to combat human trafficking.¹⁹⁴

The federal government participates in multilateral fora, international assistance and cooperation, and high-level engagement to counter human trafficking. For example, in 2018, the Government of Canada and international partners made commitments at the G7 Security Ministers meeting, and the Five Eye Country Ministerial meeting to address human trafficking. Additionally, the G20 Labour and Employment Ministers endorsed the G20 Strategy to Eradicate Child Labour, Forced Labour, Human Trafficking and Modern Slavery.

Provincial and Territorial Government Examples

In Canada, the protection of victims of human trafficking is a shared responsibility between federal, provincial and territorial governments. Provincial and territorial governments have prioritized this work, and are key partners in combatting human trafficking in Canada. British Columbia, Manitoba, Ontario, Quebec, and New Brunswick have also launched strategies to stop human trafficking.

*Ontario's Strategy to End Human Trafficking*¹⁹⁵ launched in 2016, was the first comprehensive provincial strategy developed in collaboration with survivors, community agencies, law enforcement, and Indigenous partners. Through the Strategy, Ontario established the Provincial Anti-Trafficking Coordination Office to support a whole-of-government approach to ending human trafficking; provide trauma-informed training to help mental health and addiction professionals; respond appropriately to the needs of survivors; and passed the *Anti-Human Trafficking Act 2017* to increase protections for survivors and make it easier for them to pursue compensation. Each year, Ontario recognizes February 22 as Human Trafficking Awareness Day.

Family Violence

Between 2009 and 2017, the rate of police reported family violence against children and youth (17 years and younger) decreased by 7 per cent.¹⁹⁶ During this time period, girls experienced family violence at rates about 1.5 times higher than boys.¹⁹⁷ In 2017, 77 per cent of those accused of police-reported family violence against children and youth were men.¹⁹⁸ Overall in 2017, physical assault was the most common type of family violence experienced by youth at 56

¹⁹² See: <https://www.canadiancentretoendhumantrafficking.ca/nationalhotline/>

¹⁹³ See: <https://www.canada.ca/en/services/policing/police/crime-and-crime-prevention/human-trafficking-smuggling/engagement-way-forward-end-human-trafficking.html>

¹⁹⁴ See: <https://www.budget.gc.ca/2019/docs/plan/toc-tdm-en.html>

¹⁹⁵ See: <https://www.mcsc.gov.on.ca/en/mcsc/programs/humantrafficking/index.aspx>

¹⁹⁶ Statistics Canada. 2018. *Family violence in Canada: A statistical profile, 2017*. Online.

¹⁹⁷ Statistics Canada. 2018. *Family violence in Canada: A statistical profile, 2017*. Online.

¹⁹⁸ Statistics Canada. 2018. *Family violence in Canada: A statistical profile, 2017*. Online.

per cent, followed by sexual offences at 32 per cent.¹⁹⁹ Rates of sexual offences were almost five times higher for female children and youth than for their male counterparts (134 v. 27 victims per 100,000 population).²⁰⁰ Between 2007 and 2017, the rate of family-related child and youth homicides decreased by 18 per cent, from 3.4 to 2.8 per 1 million population.²⁰¹

Family Violence Initiative

The federal government's Family Violence Initiative (FVI) brings together 14 departments and agencies to prevent and respond to family violence and support survivors.²⁰² This collaborative initiative has adopted a life course perspective to address common risk factors and the interconnectedness of various forms of family violence. The FVI approaches family violence across a range of perspectives by promoting healthy relationships, supporting survivors of GBV, enhancing the availability of shelter beds and services, and tracking and analyzing data on the nature and extent of family violence.

To strengthen the justice system's response to family violence, the FVI funds projects that: enhance knowledge, promote development, and inform the public and legal community about family violence issues. Projects funded by FVI aim to improve access to justice, equality, and human rights by promoting the development of legislative and socio-legal reforms, and supporting the development, testing, and implementation of program options, new multi-disciplinary approaches and models for community involvement, and modern protection methods to avoid family violence.²⁰³ It also provides a forum for collaboration and exchange across sectors to foster consistent and effective prevention and response measures.

Health-related Supports

The federal government supports the development of guidance and training to equip health professionals to recognize and respond safely to family violence. The Government of Canada is investing in projects aimed at preventing child maltreatment and teen/youth dating violence. Additional investments are being made in community-based programs that promote and improve the physical and mental health and well-being of survivors.

Support for Minority Groups

In 2017-18, the federal government invested over \$730 million to support the settlement needs of newcomers outside of Quebec²⁰⁴, more than half of whom are women. The federal government provides funding to more than 500 settlement service provider organizations across the country to deliver pre- and post-arrival settlement services. Many of these organizations deliver settlement programming and violence prevention and seek to mitigate the risks of exposure to GBV by strengthening their clients' knowledge of Canadian laws. They also have strong community partnerships in place with local transition houses, police, and key emergency services to ensure culturally appropriate programming for victims of abuse.

The Government of Canada invests in projects that support the health of LGBTQ2 survivors of family violence. For example, the federal government funds a trauma-informed boxing program for women, including transgender women, who are survivors of family violence. It also funds a

¹⁹⁹ Statistics Canada. 2018. *Family violence in Canada: A statistical profile, 2017*. Online.

²⁰⁰ Statistics Canada. 2018. *Family violence in Canada: A statistical profile, 2017*. Online.

²⁰¹ Statistics Canada. 2018. *Family violence in Canada: A statistical profile, 2017*. Online.

²⁰² See: <https://www.canada.ca/en/public-health/services/health-promotion/stop-family-violence/initiative.html>

²⁰³ See: <https://www.justice.gc.ca/eng/fund-fina/cj-jp/fv-vf.html>

²⁰⁴ In Quebec, since the signing of the Canada-Quebec Accord (1991), the provincial government has been responsible for funding the reception, integration and Frenchification services through a financial transfer from the federal government.

project that explores how intimate partner violence is experienced by persons of all sexual orientations and gender identities and expressions.

International Support

In March 2018, the Government of Canada joined the Global Partnership to End Violence Against Children, a unique collaboration that includes organizations from every sector, as well as children themselves. By joining as a Pathfinding Country, the federal government has committed to developing a road map of actions to address violence against children over the next three to five years. Canada will also become a Learning Site to develop and share evidence and knowledge about ending violence against children.

Supports in the Justice System

In May 2018, the federal government proposed changes to strengthen the Canadian family justice system.²⁰⁵ The proposed amendments to the *Divorce Act* and the *Family Orders and Agreements Enforcement Assistance Act* address family violence. For example, under the proposed changes, courts would be required to consider the effect of family violence and any related criminal, child protection, or civil protection proceedings when determining parenting arrangements in proceedings under the *Divorce Act*.

Provincial and Territorial Government Examples

Provincial and territorial governments have implemented diverse initiatives to address family violence, an important issue for all levels of government. Dependable access to transition and second-stage housing enables women and children experiencing violence to rebuild their lives and gain economic independence in a safe environment.

The *Building BC: Women's Transition Fund* is a \$734 million investment over 10 years to build 1,500 transition and second-stage housing, and long-term housing spaces in British Columbia for women and children leaving violent situations. The transition includes building critically needed new housing options in remote and First Nations communities.

The Government of Yukon launched its *Shifting Territory: Yukon Gender Equality Indicators*²⁰⁶ website in March 2016. The new site includes 10 statistical indicators based on themes to help track the advancement of gender equality. In addition, the Yukon Government's "*Violence Ends with Us*" initiative aims to improve positive social responses to victims of domestic violence by offering resources such as: factsheets to help employees recognize and respond to domestic violence in the workplace; a language guide to support clear and accurate communication regarding violence; online training videos to encourage positive social responses; an upcoming internal website to increase awareness, and offer resources and employee supports; and a pilot training model for human resources employees, supervisors, and managers.

Sexual Assaults and Intimate Partner Violence

Sexual assault is one of the most underreported crimes in Canada. Prior to the #MeToo movement it was estimated that only 5 per cent of all sexual assaults were reported to police.²⁰⁷ Between 1995 and 2016, the rates of police-reported sexual assaults declined from 96 incidents per 100,000 population to 60,²⁰⁸ but in 2017 there was a 13 per cent increase from the previous

²⁰⁵ See: <https://www.justice.gc.ca/eng/rp-pr/fl-lf/famil/c78/index.html>

²⁰⁶ See: <http://www.yukongenderequality.com/>

²⁰⁷ Statistics Canada. 2018. *Police-reported sexual assaults in Canada before and after #MeToo, 2016 to 2017*. Online.

²⁰⁸ Statistics Canada. 2018. *Police-reported crime statistics in Canada, 2017*. Online.

year.²⁰⁹ This recent increase was likely caused by a combination of factors, including the #MeToo movement, as well as a review by Canadian police services of ‘unfounded’ sexual assaults cases.²¹⁰ As in previous years, 90 per cent of police-reported victims of sexual assaults were females, and males accounted for 96 per cent of the accused.²¹¹ Research indicates that some groups of women are more at risk of being victims of a sexual assault, such as young women and girls,²¹² Indigenous women,²¹³ women living with a disability,²¹⁴ and bisexual women.²¹⁵

Police-reported data indicate that rates of intimate-partner violence (IPV)²¹⁶ declined by 14 per cent between 2009 and 2017²¹⁷ but still remains the most common type of violence against women, and represented nearly 30 per cent of all police-reported violent crime in 2017.²¹⁸ Also in 2017, women experienced IPV at a rate 3.5 higher than men.²¹⁹ While the rates of intimate partner physical assault have significantly decreased from 2009 to 2016, rates of intimate partner sexual assault have increased from 14 to 20 per 100,000 population.²²⁰ Indigenous women,²²¹ women living in rural areas,²²² women living with a disability,²²³ and women aged 25 to 34 years²²⁴ were more likely to experience IPV than other women.

Support for Newcomers

In 2015, Government of Canada changed the minimum age of a recognized spouse in all permanent and temporary resident immigration programs from 16 to 18 to reduce the number of potentially vulnerable young spouses immigrating to Canada who may not have the capacity to act in their own best interests. At the same time, regulations came into force to ensure that marriages conducted by proxy, telephone, fax, over the internet, or by way of any media (where one or both parties are not physically present at the marriage ceremony), would no longer be recognized within permanent and temporary immigration programs.

In 2017, the Government of Canada repealed a requirement that applied to some sponsored spouses and partners to live with their sponsors for two years, as a condition for maintaining permanent resident status. Noting that women made up the majority of affected individuals, the federal government assessed that this requirement may potentially result in vulnerable spouses and partners remaining in abusive relationships out of fear of losing their permanent resident

²⁰⁹ Statistics Canada. 2018. *Police-reported sexual assaults in Canada before and after #MeToo, 2016 to 2017*. Online.

²¹⁰ Statistics Canada. 2018. *Police-reported sexual assaults in Canada before and after #MeToo, 2016 to 2017*. Online.

²¹¹ Statistics Canada. 2018. *Police-reported sexual assaults in Canada before and after #MeToo, 2016 to 2017*. Online.

²¹² Statistics Canada. 2018. *Police-reported sexual assaults in Canada before and after #MeToo, 2016 to 2017*. Online.

²¹³ Statistics Canada. 2017. *Self-reported sexual assault in Canada, 2014*. Online.

²¹⁴ Statistics Canada. 2018. *Violent victimization of women with disabilities, 2014*. Online.

²¹⁵ Statistics Canada. 2018. *Violent victimization of lesbians, gays and bisexuals in Canada, 2014*. Online.

²¹⁶ IPV includes violent offences that occur between current and former legally married spouses, common-law partners, dating partners and other kinds of intimate partners.

²¹⁷ Statistics Canada. 2018. *Family violence in Canada: A statistical profile, 2016*. Online.

²¹⁸ Statistics Canada. 2018. *Family violence in Canada: A statistical profile, 2017*. Online.

²¹⁹ Statistics Canada. 2018. *Family violence in Canada: A statistical profile, 2017*. Online.

²²⁰ Statistics Canada. 2018. *Family violence in Canada: A statistical profile, 2016*. Online.

²²¹ Statistics Canada. 2017. *Women in Canada: A Gender-based Statistical Report. Women and the Criminal Justice System*. Online.

²²² Statistics Canada. 2018. *Family violence in Canada: A statistical profile, 2017*. Online.

²²³ Statistics Canada. 2018. *Violent victimization of women with disabilities, 2014*. Online.

²²⁴ Statistics Canada. 2018. *Family violence in Canada: A statistical profile, 2017*. Online.

status. This repeal was made with the knowledge that a sponsored spouse or partner can be vulnerable for many reasons, including gender.

Supports in the Justice System

Since 2016, the Government of Canada has made funding available to the provinces and territories in support of pilot projects to provide independent legal advice to victims of sexual violence. Ontario, Saskatchewan, Nova Scotia and Newfoundland and Labrador have developed programs aimed at enhancing access to justice for survivors and increasing the amount of information provided to them after a sexual assault has occurred.

To respect the principle of judicial independence, training for judges is carried out by the National Judicial Institute (NJI), a judge-led institution affiliated with the Canadian Judicial Council (CJC). Through Budget 2017, the federal government increased funding to the CJC, to support judicial education, ethics, and conduct. The federal government also announced funding to the NJI to develop training for provincially appointed judges on how to consider the social context in sexual assault and other cases of GBV. The videos focus on GBV along with evidentiary, courtroom management, and substantive issues that are unique to these challenging trials.

Strengthening Criminal Code Provisions

The federal government is taking significant steps to strengthen the criminal justice system's responses to sexual assault and IPV. For example, in March 2018, the federal government proposed amendments to strengthen the *Criminal Code* to enhance victim safety and toughen criminal laws.²²⁵ These reforms include: imposing a reverse onus at bail for accused persons charged with an offence involving IPV, if they have previous convictions for the same conduct; clarifying that abusing current and former spouses/common law partners and dating partners in the commission of an offence is an aggravating factor for sentencing purposes; and allowing a higher maximum penalty in cases involving repeat IPV offences. The proposed amendments would also facilitate human trafficking prosecution, as well as forfeiture of proceeds of crime for human trafficking offences.

In December 2018, Parliament enacted legislation²²⁶ to clarify and strengthen the sexual assault provisions in the *Criminal Code*.²²⁷ The amendments include clarifications that: an unconscious person is incapable of consenting; and the defence of mistaken belief in consent is not available if the mistake is based on a mistake of law.

Provincial and Territorial Government Examples

In November 2018, Federal, Provincial and Territorial (FPT) Ministers approved the content and released a report: *Reporting, Investigating and Prosecuting Sexual Assault Committed Against Adults – Challenges and Promising Practices in Enhancing Access to Justice for Victims*.²²⁸ The report was the result of research and analysis conducted over two years by FPT officials and contains recommendations on practice, policy, and legislative approaches for improving access to justice for adult complainants in sexual assault matters.

Work to prevent and address IPV and support victims and their families is undertaken by provincial and territorial governments across the country. In November 2018, Ontario

²²⁵ See: <https://www.justice.gc.ca/eng/rp-pr/csj-sjc/jsp-sjp/c75/p3.html>

²²⁶ See: <https://www.parl.ca/LegisInfo/BillDetails.aspx?Language=E&billId=9002286>

²²⁷ See: https://www.canada.ca/en/department-justice/news/2017/06/cleaning_up_the_criminalcodeclarifyingandstrengtheningsexualassa.html

²²⁸ See: <http://www.scics.ca/en/product-produit/reporting-investigating-and-prosecuting-sexual-assaults-committed-against-adults-challenges-and-promising-practices-in-enhancing-access-to-justice-for-victims/>

announced an investment of \$11.5 million to better support frontline shelter workers who serve women and children and deliver counselling programs. This funding directly supports more than 400 agencies, including Indigenous centres. In December 2018, Ontario announced an additional investment of \$1.5 million for rural frontline agencies to increase collaboration, strengthen service delivery, improve culturally relevant supports for Indigenous women, and reduce geographic and transportation barriers.

Nova Scotia has also made progress in the areas of IPV, GBV and access to justice. This includes the Independent Legal Advice Program for victims of sexual assault,²²⁹ which provides up to 4 hours of free legal advice to victims. The Province has also implemented specialized court programs that enhance access to justice and provide victim supports, which include the Domestic Violence Court Program and a Mental Health Court Program. The Domestic Violence Court Program offers supports and services to offenders and survivors. These include programs for offenders, to help change their behaviour and prevent future violence, and a coordinated community response that connects family members to services and supports where they live.²³⁰ The goal of the Province's Mental Health Court is to treat criminal offenders with mental disorders fairly and compassionately and help them improve their mental health to reduce the future risk to public safety.²³¹

Between 2017 and 2018, the Quebec government led a major awareness campaign on violence against women. Ninety per cent of respondents felt the campaign demonstrated that sexual and conjugal violence have no place in Quebec and that anyone can take action to stop it.

As a result of the #Agressionnondénoncée and #MeToo movements, sexuality education was also presented by a number of stakeholders as a way to prevent sexual assault and educate youth on the issue of consent. With this in mind, the Government of Quebec announced in 2017 the reintroduction of compulsory sex education classes at the elementary and secondary levels. Since the fall of 2018, these courses, which were developed in accordance with the age and development of the students and conform to the recommendations of experts including UNESCO, have been integrated into school curriculums at a rate of 5 to 15 hours per year.

Sexual harassment and violence in public places

Self-reported victimization data from 2016 show that women were more likely than men to report having experienced workplace harassment in the past 12 months (19 per cent vs. 13 per cent, respectively).²³² While verbal abuse was the most common type of workplace harassment experienced by both women and men in 2016, it also includes humiliation, threats of physical violence, and unwanted sexual attention or sexual harassment. Women were over five times more likely than men to report having experienced workplace sexual harassment or unwanted sexual attention (3.8 per cent vs. 0.7 per cent, respectively), and younger women between the ages of 15 and 24 were particularly vulnerable.²³³ Indigenous women were nearly three times more likely than non-Indigenous women to experience workplace harassment 10 per cent versus 4 per cent, respectively. Bisexual and lesbian women were over three times more likely than heterosexual women to report experiencing workplace sexual harassment (11 per cent versus 4 per cent, respectively).²³⁴

²²⁹ Independent Legal Advice Program <https://novascotia.ca/sexualassaultlegaladvice/>

²³⁰ The Nova Scotia Domestic Violence Court Program https://novascotia.ca/just/global_docs/DV_Court_FAQ.pdf

²³¹ Nova Scotia Mental Health Court https://novascotia.ca/just/global_docs/MHC_Overview-EN.pdf

²³² Statistics Canada. 2018. *Harassment in Canadian workplaces, 2016*. Online.

²³³ Statistics Canada. 2018. *Harassment in Canadian workplaces, 2016*. Online.

²³⁴ Statistics Canada. 2018. *Harassment in Canadian workplaces, 2016*. Online.

Supports in the Justice System

Through the Victims Fund, the federal government has made significant investments from 2016-2020 to NGOs and to provincial and territorial governments to enhance the criminal justice system's response to sexual assault.²³⁵ These resources support delivery of specialized training on the legal frameworks and unique dynamics inherent to GBV and IPV. They also support projects designed to enhance victim services and increase access to justice for survivors of sexual assault.

In addition to the *Canada Labour Code* amendments contained in Budget 2018, the federal government responded to public and stakeholder concerns relating to sexual harassment in the workplace by announcing funding to provide legal advice across the country to support complainants, and develop a national outreach program to better inform workers, particularly the most vulnerable, about their rights and how they can access help.²³⁶ A Call for Proposals to deliver this funding was launched in the fall of 2018 and projects are expected to begin in the spring of 2019.

Operation HONOUR

In 2015, the Government of Canada launched Operation HONOUR, to eliminate sexual misconduct in the Canadian Armed Forces (CAF). Attitudes or behaviours that undermine the camaraderie, cohesion, and confidence of serving members threaten the CAF's long-term operational success, and the well-being of those who wear the uniform with pride and serve with honour.

To address this issue, and assure and support victims and survivors that the CAF is taking the matter seriously, Commanders at all levels have been directed to be more vigilant in identifying the issue and more diligent in responding to it. The CAF has adopted an operational approach with four well-defined lines of effort: support persons affected by sexual misconduct; understand the issue; respond to incidents; and prevent it from occurring. In addition, the CAF has established the Sexual Misconduct and Response Centre to receive and respond to complaints and provide support to victims and survivors. Since July 2017, CAF members worldwide have been able to access counsellors by phone 24/7.²³⁷ The CAF also launched an interactive mobile app, Respect in the CAF, which assists victims and survivors in securely accessing information and resources when needed.²³⁸ The CAF also provides members with training and resources to help them recognize sexual misconduct, respond appropriately, and how to support victims and survivors.²³⁹

In February 2019, the CAF published its fourth annual report on Operation HONOUR.²⁴⁰ Operation HONOUR remains the CAF's highest institutional priority. Current work focuses on enhancing victim support and developing a fully coordinated, expertly informed and resourced long-term response to address the issue by fostering a culture of respect and dignity for all.

²³⁵ See: <https://www.justice.gc.ca/eng/fund-fina/cj-jp/fund-fond/asa.html>

²³⁶ See: <https://www.justice.gc.ca/eng/fund-fina/harassment-harcelement.html>

²³⁷ See: <http://www.forces.gc.ca/en/caf-community-support-services/inappropriate-sexual-behaviour.page>

²³⁸ See: <http://www.forces.gc.ca/en/caf-community-support-services/download-respect-caf.page>

²³⁹ See: <https://www.canada.ca/en/department-national-defence/services/benefits-military/conflict-misconduct/operation-honour/understand-prevent-respond/training-education/respect-caf-workshop.html>

²⁴⁰ See: <https://www.canada.ca/en/department-national-defence/corporate/reports-publications/sexual-misbehaviour/progress-report-four.html>

Supports on School, College, and University Campuses

Police-reported sexual assaults at schools and post-secondary educational (PSE) institutions increased after the #MeToo movement.²⁴¹ In response to this, the federal government will work with a variety of stakeholders, including provincial and territorial governments, to develop a common framework that ensures consistent, comprehensive, and sustainable approaches to addressing GBV at post-secondary institutions. The federal government established an Advisory Committee on the new Framework to Prevent and Address Gender-Based Violence at Post-Secondary Institutions. The Committee will provide advice and feedback on the development, consultation, and implementation of the framework, which will, in turn, act as a comprehensive resource for post-secondary institutions to help guide actions to prevent and address GBV on Canadian campuses.

Provincial and Territorial Government Examples

Across the country, sexual assault and harassment is an ongoing issue in the PSE context. It is critical importance for post-secondary institutions to engage in the fight against GBV. British Columbia introduced the *Sexual Violence and Misconduct Policy Act* in May 2016, which required all public PSE institutions to establish and implement sexual violence and misconduct policies by May 2017. Manitoba introduced *The Sexual Violence Awareness and Prevention Act* in 2016, which required all post-secondary institutions, including private religious institutions and private vocational institutions, to have sexual violence prevention policies in place by the end of 2018. These policies will support efforts at post-secondary institutions to prevent sexual misconduct and be more responsive if incidents occur.

Addressing bullying and sexual violence in educational settings, particularly in PSE settings, is crucial for the Quebec government. To address these issues, it passed the *Loi visant à prévenir et à combattre les violences à caractère sexuel dans les établissements d'enseignement supérieur*. The legislation aims to strengthen actions to prevent and address sexual violence in post-secondary institutions and foster a healthy and safe environment for the entire student and professional community.

Homicide, Other Forms of Violent Victimization of Women and Girls

Female Homicide

Over the last 30 years, homicide rates in Canada have declined from 2.34 homicides per 100,000 population in 1987 to 1.80 in 2017.²⁴² Despite this decline, female homicides²⁴³ continues to be of concern. In 2017, 173 women and girls accounted for 26 per cent of all homicide victims in Canada,²⁴⁴ and the homicide rate for Indigenous women and girls was nearly six times higher than for non-Indigenous women and girls (4.22 versus 0.75 per 100,000 population).²⁴⁵ Researchers have also found that women and girls living in rural areas may be more at risk of homicide than their urban counterparts.²⁴⁶

²⁴¹ Statistics Canada (2018). *Police-reported sexual assaults in Canada before and after #MeToo, 2016 and 2017*. Online.

²⁴² Statistics Canada. 2018. *Homicide in Canada, 2017*. Online.

²⁴³ While the word femicide is often used to refer to the killing of women and girls, primarily by men because they are female, femicide is not used in Canada as this is not a concept recognized by Canadian criminal law and there is no offence of "femicide" in the Criminal Code. Creating a specific category of murder based on the targeted gender of the victim would be highly problematic as there is often no evidence of the motive and it is generally not relevant to criminal liability.

²⁴⁴ Statistics Canada. 2018. *Homicide in Canada, 2017*. Online.

²⁴⁵ Statistics Canada. 2018. *Homicide in Canada, 2017*. Online.

²⁴⁶ Canadian Femicide Observatory for Justice and Accountability. 2019. *#CallItFemicide. Understanding gender-related killings of women and girls in Canada 2018*. Online.

While women and girls represent a smaller proportion of overall homicide victims than men and boys, they continue to bear the largest burden of GBV incidents and lethal victimization.²⁴⁷ The context in which women and girls are being murdered in Canada differs significantly from the context in which men and boys are murdered. Most often, men and boys are killed by an acquaintance or a stranger, by male-on-male violence.²⁴⁸ When women and girls are victims of homicide in Canada, it is most often committed by someone they know – often a male who is close to them. In 2018, 85 per cent of those accused of killing a woman or a girl were male.²⁴⁹ Moreover, women accounted for the majority of victims of intimate partner homicides in Canada, representing 79 per cent of the victims between 2007 and 2017.²⁵⁰ While rates of intimate partner homicides involving a woman victim have decreased significantly between 1996 and 2017, from 0.68²⁵¹ per 100,000 population to 0.41,²⁵² this still represents a significant issue to be addressed.

Child, Early and Forced Marriages (CEFM) and Female Genital Mutilation or Cutting (FGM/C)
The Government of Canada's commitment to advancing gender equality and empowering women and girls is reflected in its endorsement of the Sustainable Development Goals (SDGs), which recognize that eliminating harmful practices, including child, early and forced marriage (CEFM) and female genital mutilation or cutting (FGM/C), are necessary for achieving gender equality. Currently, the prevalence and exact nature of child, early and forced marriage in Canada is unknown. In the SDG context, progress towards eliminating CEFM is measured as the "proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18." For methodological reasons, these data are not published, but replaced by two proxy indicators (i.e. the proportion of women aged 15 to 19 who are married or living common law, and the proportion of women aged 20 to 24 who are married or living common law)²⁵³. According to 2016 Canadian Census data, 1.1 per cent of women aged 15 to 19 and 14.5 per cent of women aged 20 to 24 were married or living common law.²⁵⁴ No national data on FGM/C exists for Canada at the moment; the federal government is exploring options for estimating its prevalence.

Sexual and Gender-Based Violence

The Government of Canada has undertaken a range of activities to combat sexual and gender-based violence (SGBV), and contribute to prevention and response efforts. This included: supporting integrated health and counselling services, legal aid, and economic opportunities for survivors of SGBV; promoting positive social norm change to end SGBV and CEFM, with community and traditional leaders, and through communication campaigns for parents; building the capacity of national law enforcement agencies to counter SGBV; supporting advocacy efforts to promote federal strategies and action plans; and supporting innovative work on financial incentives to end SGBV.

²⁴⁷ Canadian Femicide Observatory for Justice and Accountability. 2019. *#CallItFemicide. Understanding gender-related killings of women and girls in Canada 2018*. Online.

²⁴⁸ Canadian Femicide Observatory for Justice and Accountability. 2019. *#CallItFemicide. Understanding gender-related killings of women and girls in Canada 2018*. Online.

²⁴⁹ Canadian Femicide Observatory for Justice and Accountability. 2019. *#CallItFemicide. Understanding gender-related killings of women and girls in Canada 2018*. Online.

²⁵⁰ Statistics Canada. 2018. *Family violence in Canada: A statistical profile. 2017*. Online.

²⁵¹ Statistics Canada. 2018. *Family violence in Canada: A statistical profile, 2016*. Online.

²⁵² Statistics Canada. 2018. *Family violence in Canada: A statistical profile. 2017*. Online.

²⁵³ See: Statistics Canada's *Sustainable Development Goals Data Hub, Goal 5 – Gender equality*. Online. <https://www144.statcan.gc.ca/sdg-odd/goal-objectif05-eng.htm>

²⁵⁴ Statistics Canada. 2016. *Census of Population*. Table 98-400-X2016031. Online.

Provincial and Territorial Government Examples

Winnipeg, Manitoba was the first North American city to join UN Women's Safe Cities and Safe Public Spaces global initiative in 2013. Since then, other Canadian cities have also joined, including Edmonton, Vancouver, and London. As a partner in the global initiative, Winnipeg Safe City is committed to responding and preventing sexual violence against women and girls by working collaboratively with women's and community organizations, service providers, justice officials, and the municipal and provincial governments.

In December 2014, the Manitoba government partnered with Ka Ni Kanichihk to develop Heart Medicine Lodge, the first and only Indigenous-led program for adult survivors of sexual violence and trauma in Manitoba.²⁵⁵ The program is emerging as a best practice and has been highlighted by UN Women as a promising practice for addressing sexual violence. In 2018-2019, Manitoba continued to support the program with \$50,000 funding from the Manitoba Status of Women Secretariat, \$40,000 from Manitoba Justice – Victim Services, and approximately \$64,200 from the Department of Municipal Relations.

In April 2018, law enforcement in Manitoba partnered with community agencies to announce new Third Party Reporting protocols for survivors of sexual assault in the Province. Third Party Reporting offers adult survivors the option of reporting details of their case anonymously to the Winnipeg Police Service or RCMP through a third-party, community-based victim services agency.

Violence against Indigenous Women and Girls

The Government of Canada has prioritized its relationship with Indigenous Peoples, and is committed to taking actions that support Indigenous women and girls in reaching their full potential. The recommendations of the interim report of the National Inquiry into Missing and Murdered Indigenous Women and Girls (National Inquiry) identified changes that could be implemented to improve the function of the Inquiry and better address the needs of survivors and family members. The Government of Canada continues to engage with Indigenous Peoples and take concrete actions to eliminate violence against women and girls, and protect future generations. The federal government also awaits the final report of the National Inquiry to further improve safety and security for Indigenous women and girls.

The federal government continues to ensure Indigenous women's voices are heard through the Recognition of Rights Framework, and is undertaking women-specific engagement sessions to enable women to share their views on how to effectively dismantle colonial, patriarchal structures, and how the federal government can support the empowerment of Indigenous women through the Framework.

The federal government also continues to invest in housing, education, and the transformative reform of child and family services with a focus on prevention to help ensure children are connected to their language and culture, and on keeping families together. The National Inquiry's interim report recognizes strong links between the child welfare system and violence against Indigenous women and girls and identified a need for responsive, accountable, and culturally appropriate child and family services.

Family Violence Prevention Program

The Family Violence Prevention Program (FVPP) is part of the Government of Canada's efforts to end violence against Indigenous women and girls and prevent family violence. The Program supports First Nations women, children, and families with family violence shelter services by

²⁵⁵ See: <http://www.kanikanichihk.ca/heart-medicine-lodge/>

funding core shelter operations for a network of 41 shelters on and off reserve.²⁵⁶ The FVPP also provides core funding to the National Aboriginal Circle Against Family Violence to act as a national coordinator by supporting shelters and their staff through training forums, prevention activities, research, and collaboration with key partners. The FVPP supports community-driven violence prevention and awareness activities such as public outreach and awareness campaigns, workshops, support groups, and stress and anger management seminars. Over 300 family violence prevention projects are supported each year.

Through Budget 2016, the federal government announced funding to better support shelters serving victims of family violence in First Nations communities, including for the renovation and construction of new shelters for persons fleeing domestic violence. These are in addition to the existing 41 shelters currently serving women and children living on-reserve across the country.

First Nations Child and Family Services

The First Nations Child and Family Services (FNCFS) program funds prevention and protection services to support the safety and well-being of First Nations children and families living on reserve. The Program provides funding to First Nations child and family services agencies, which are established, managed, and controlled by First Nations and delegated by provincial authorities to provide prevention and protection services. Budget 2018 provided \$1.449 billion over six years for FNCFS, in addition to the \$634.8 million over 5 years already committed through Budget 2016.

Policing Support

To improve access to justice and support of the TRC's call to action #41, the RCMP established a dedicated Inquiry Team at National Headquarters to provide its full cooperation and participation to the National Inquiry. The Inquiry Team, supported by all RCMP divisions, conducts file reviews, participates in Family Information Liaison Unit meetings with families, discloses investigative files and policies to the National Inquiry, and conducts analysis. Four senior members of the RCMP, including the Commissioner, testified before the National Inquiry. The RCMP continues to actively investigate unresolved cases of missing and murdered Indigenous women. It has also increased its efforts across Canada to raise awareness about the issue through violence prevention and public awareness initiatives.²⁵⁷

In January 2018, the federal government committed up to \$291.2 million over five years, starting in 2018–2019, for policing in First Nation and Inuit communities. This funding is dedicated to communities currently served under the First Nations Policing Program. Through the Indigenous Justice Program, the federal government also supports restorative justice approaches that hold offenders responsible for their actions, while providing all parties, including victims, offenders, and communities, an opportunity to address their needs.

To address the factors that disproportionately expose Indigenous women to violence, the federal government supports Indigenous communities in the development of Community Safety Plans (CSPs). This unique community-led process ensures that the resulting safety plans address the community's priorities, and are specific to their particular circumstances. The CSPs identify community strengths, assets, and safety and wellness goals to engage all community members on a path leading to a healthier and safer home and community life.

²⁵⁶ See: <https://www.sac-isc.gc.ca/eng/1100100035253/1533304683142>

²⁵⁷ See: <http://www.rcmp-grc.gc.ca/en/working-together-end-violence-indigenous-women-and-girls-national-scan-rcmp-initiatives-may-2017>

Support for Victims and their Families

Since 2016, the federal government has provided support for the delivery of direct, culturally responsive services for Indigenous women and girls who are victims of violence, and for the families of missing and murdered Indigenous women and girls. This includes the creation of Family Information Liaison Units (FILUs) in communities that work directly with families of missing or murdered Indigenous women and girls to gather the outstanding information they seek from governments related to the loss of their loved ones, and refer them to other existing community-based supports. The federal government assists provincial and territorial governments in establishing FILUs within their existing victim services divisions.

Prevention and Awareness

Through the Justice Partnership and Innovation Program, the federal government is funding NGOs to support Indigenous communities in breaking intergenerational cycles of violence and abuse through awareness activities, pilot projects, tools, and resources to reduce vulnerability to violence and build healthy relationships.²⁵⁸

The Moose Hide Campaign Development Society is a federally incorporated non-profit society with a mandate to end violence against women and children by engaging men and boys. The Moose Hide Campaign was founded in 2011 as a grassroots movement of Indigenous and non-Indigenous men who support efforts by: wearing a patch of moose hide to signify their commitment to end violence against women; fasting for one day each year to accelerate behaviour change and build awareness; and building institutional and community level capacity through convening and training.²⁵⁹ The campaign has distributed more than 1.2 million pins to more than 800 communities across the country since 2011. There are more than 2,000 moose hide campaign projects across the country.

Across the federal government, five departments have expressed interest in or are already supporting the Moose Hide Campaign. The Government of British Columbia has also provided funding for the Moose Hide campaign since 2011, which includes \$2 million in funding in 2018.

As part of *It's Time: Canada's Strategy to Address and Prevent Gender-Based Violence*, the federal government will develop a youth focussed national Awareness Campaign on gender-based violence. The Awareness Campaign will focus on the issue of technology-facilitated violence (TFV).²⁶⁰ Specifically, the campaign will apply a gender analysis to this form of violence, with a mandate to reach groups that may have traditionally been overlooked in digital media strategies; LGBTQ2, non-binary, rural, racialized, and Indigenous youth. By raising awareness and directing people to support and resources, the goal is to prevent and affect behaviour change around this growing form of gender-based violence.

The federal government is also funding a project that engages young Indigenous women and men to address gender-based violence in communities in British Columbia, Alberta, and Yukon. Indigenous youth leaders are engaging youth in their home communities to examine issues and priorities related to violence against Indigenous women and girls, and increase their understanding and knowledge of promising practices to address the issue in Indigenous communities. Through their participation, Indigenous youth leaders are also developing skills in stakeholder engagement to collaborate with key partners to develop and deliver youth-led, community-specific activities to bring about change. Project activities are informing the

²⁵⁸ See: <https://www.justice.gc.ca/eng/fund-fina/jsp-sjp/jpipcon-pjpicon.html>

²⁵⁹ See: <https://moosehidecampaign.ca/>

²⁶⁰ TFV refers to any form of online violence such as cyber-bullying, stalking, harassment, non-consensual sharing of images. It also includes the use of technology for surveillance based violence or control.

development of a print and web-based toolkit that will provide guidance on how to replicate key activities and best practices developed throughout the project and will be disseminated to Indigenous and youth-serving organizations and communities across Canada.

Provincial and Territorial Government Examples

Provincial and territorial governments are working to prevent and address the issue of violence against Indigenous women and girls. In Nova Scotia, the Indigenous Healing to Wellness Court Program, located on the Wagmatcook First Nation, considers the underlying factors that contribute to the person coming into conflict with the law. The sentencing process is delayed, permitting an offender to proceed through a healing plan. It also incorporates Indigenous restorative justice traditions and customs, and community input.²⁶¹

Nova Scotia also supports the National Inquiry. The Mi'kmaw Women Leaders Network and the Nova Scotia Advisory Council on the Status of Women worked together to ensure families were safe and supported during the Inquiry Community Hearings in Membertou First Nation. Nova Scotia will continue to work with Mi'kmaw organizations and national, federal, provincial, and territorial partners, and awaits the National Inquiry's recommendations.

With regard to the issue of sexual violence in Indigenous communities, the Government of Quebec advocates a distinct intervention that takes into account the cultural, historical, and sociological specificities of First Nations and Inuit communities. In June 2017, the Quebec government launched the Government Action Plan for the Social and Cultural Development of the First Nations and Inuit 2017-2022, which includes 26 measures, 13 of which are designed to combat sexual violence against Indigenous women and girls.

The 2012-2017 Domestic Violence Action Plan included a section dedicated to First Nations and Inuit women and girls living in Quebec. Of the 135 commitments in this plan, 35 were specifically tailored to reflect the realities for Indigenous Peoples.

As part of the work to develop the most recent Government Action Plan on Domestic Violence 2018-2023, the Quebec government also committed to developing, in collaboration with First Nations and Inuit communities, culturally relevant and safe measures to meet the needs of Indigenous Peoples. In this regard, Quebec is taking a collaborative approach with 11 Indigenous organizations in the province to develop new concrete actions.

Violence against women and girls facilitated by technology

In 2014, self-reported data showed that approximately 2.5 million women and men aged 15 and over reported having experienced cyberstalking²⁶² in the previous five years, and women were more likely than men to self-report it (8 per cent v. 6 per cent, respectively).²⁶³ While information on cyberbullying in Canada is limited, self-reported data among Internet users aged 15 to 29 indicate that women are significantly more likely than men to be cyberbullied²⁶⁴ and cyberstalked at some point between 2009 and 2014 - 6.4 per cent v. 4.1 per cent.²⁶⁵ The same

²⁶¹ The Wagmatcook Court. See: http://www.courts.ns.ca/provincial_court/WagmatcookCourt.htm

²⁶² Cyberstalking refers to the repeated use of electronic communication in order to harass or frighten another person.

²⁶³ Statistics Canada. 2018. *Women and men who experienced cyberstalking in Canada*. Online.

²⁶⁴ Cyberbullying typically consists of electronic messages that are intimidating or threatening for the recipient.

²⁶⁵ Statistics Canada. 2016. *Insights on Canadian Society. Cyberbullying and cyberstalking among Internet users aged 15 to 29 in Canada*. Online.

data show cyberbullying was more prevalent among those younger groups and within the lesbian, gay, and bisexual population.²⁶⁶

To address gaps in the *Criminal Code*, the *Protecting Canadians from Online Crime Act* came into force in 2015. This legislation prohibits the non-consensual distribution of intimate images. It also empowers the courts to order the removal of intimate images from the Internet and modernizes existing investigative powers to enable police, subject to prior judicial oversight, to obtain electronic evidence from the Internet and other new technologies. Additionally, to support communities in responding to issues of cyberbullying, the federal government has announced investments to implement community-based interventions and undertake research and awareness activities aimed at preventing bullying and cyberbullying behaviours.

National Strategy for the Protection of Children from Sexual Exploitation on the Internet

In 2004, the federal government launched the *National Strategy for the Protection of Children from Sexual Exploitation on the Internet*, a horizontal initiative that provides a comprehensive, coordinated approach to enhancing the protection of children from sexual exploitation on the Internet. It includes initiatives to increase law enforcement's capacity to identify and remove victims from harm and investigate offenders; enhance public education and reporting; and build partnerships with industry and NGOs. In the past five years, the Strategy has resulted in a number of significant achievements.

One such achievement is through project *Arachnid*, which is run by the Canadian Centre for Child Protection. *Arachnid* is an automated web crawler and platform that helps reduce the online availability of child sexual abuse material around the world, the majority of which involves female victims. As of January 2019, over 1.5 billion webpages have been processed by *Arachnid*, and over 1.6 million take-down notices have been sent to providers requesting removal of content.

Another achievement of the Strategy is the expansion of the RCMP's National Child Exploitation Coordination Centre (NCECC). The NCECC functions as the central point of contact for investigations related to the online sexual exploitation of children in Canada and international investigations involving Canadian victims or offenders. The NCECC provides services to Canadian and international law enforcement agencies, such as immediately responding to a child at risk, coordinating investigative files, enhancing victim identification investigations, engaging in operationally relevant research, developing and implementing technical solutions and providing specialized training. Through Budget 2018, the Federal GBV Strategy was expanded with additional funding to increase the NCECC's investigative capacity.

International Efforts

Under Canada's 2018 G7 Presidency, the G7 endorsed initiatives to prevent and respond to violence against women and girls facilitated by technology and to help improve the lives of women and girls everywhere. In response to social media movements like #MeToo and #TimesUp, which shone a light on systemic abuses of women's rights; G7 Leaders endorsed the *Charlevoix Commitment to End Sexual and Gender-Based Violence, Abuse and Harassment in Digital Contexts*. This commitment seeks to prevent and counter sexual and gender-based abuse, harassment, and the threat of violence in digital contexts including by promoting legal regimes; national anti-violence strategies; sex and age-disaggregated data collection; and violence, abuse, and harassment response strategies.

²⁶⁶ Statistics Canada. 2016. *Insights on Canadian Society. Cyberbullying and cyberstalking among Internet users aged 15 to 29 in Canada*. Online.

Women in the media

The Canadian Radio-television and Telecommunications Commission (CRTC) is the independent federal administrative tribunal that regulates and supervises broadcasting and telecommunications in the public interest. It regulates the Canadian broadcasting system to ensure the achievement of the Canadian broadcasting policy objectives as set out in the *Broadcasting Act*. One such objective is that the Canadian broadcasting system, through its programming and the employment opportunities arising out of its operations, should serve the needs, interests, circumstances and aspirations, of Canadian men, women and children, including equal rights, the linguistic duality and multicultural and multiracial nature of Canadian society, and the special place of Indigenous Peoples. The CRTC's measures to achieve the above-mentioned objectives include requiring licensed television and radio broadcasters to abide by the *Canadian Association of Broadcaster's Equitable Portrayal Code (2008)*²⁶⁷, which ensures the equitable portrayal of all individuals in television and radio programming. The *Code* notably sets out rules to prevent the broadcasting of material that would be discriminatory, stereotyping, degrading, or capable of stigmatizing certain individuals or groups of individuals, including on the basis of gender.

In December 2018, the CRTC hosted the "Women in Production Summit" in which the decision-makers of Canada's largest English- and French-language public and private-sector broadcasters discussed finding lasting solutions to increase women's access to key creative positions within the Canadian television and film production sector. In March 2019, a joint public Statement²⁶⁸ was issued in which broadcasters who participated in the Summit committed to working on voluntary action plans tailored to their business and markets to increase women's access to key creative positions and production budgets in the Canadian film and television industry. These plans will be made public.

In December 2018, the CRTC issued Broadcasting Notice of Consultation 2018-488,²⁶⁹ to seek comments on a proposal to expand the current annual reporting requirements for the large English- and French-language broadcasting ownership groups. This included a proposal regarding the collection of data to be expanded to include information related to the participation of women in television and film production. A final decision from the CRTC is expected in 2019.

Included in the recent increase in the number of women serving as Governor-in-Council (GiC) appointees are women serving in the CRTC roles of Vice-chairpersons for Broadcasting and for Telecommunications. For the first time ever, women make up the majority of these appointments to the CRTC and include the Executive Director of Telefilm Canada, three new members of the National Film Board, and the first-ever President of the Canadian Broadcasting Corporation.

2.4 Participation, Accountability and Gender-Responsive Institutions

Women in Canada are consistently gaining ground in terms of elected representation at the federal level, to an all-time high of 27 per cent in the 42nd Parliament.²⁷⁰ Moreover, 47 per cent

²⁶⁷ See: <http://www.cbsc.ca/codes/cab-equitable-portrayal-code/>

²⁶⁸ See: <https://www.canada.ca/en/radio-television-telecommunications/news/2019/03/joint-statement-on-achieving-gender-parity-following-crtc-women-in-production-summit.html>

²⁶⁹ See: <https://crtc.gc.ca/eng/archive/2018/2018-488.htm>

²⁷⁰ See: <https://www.ourcommons.ca/Parliamentarians/en/members>

of Canadian senators are women.^{271 272} In 2015, the federal government appointed the first gender- balanced federal Cabinet. It also established a new approach to the Governor in Council (GiC) appointments, which has increased women's representation by 13 percentage points to 47 per cent as of February 2019. Progress has been slower in the private sector, where women account for 33 per cent of senior management occupations in 2018.²⁷³ The Canadian Board Diversity Council's 2017 Report Card indicates that women hold 23 per cent of FP500 board seats, an increase from 2015 when women held approximately 20 per cent.²⁷⁴

Public Life and Decision-Making

Legislative Support

The Government of Canada is committed to increasing the representation of women in positions of leadership in the public and private sector. In May 2018, it made amendments to the *Canada Business Corporations Act* (CBCA),²⁷⁵ requiring federally- incorporated, publicly traded corporations to disclose information relating to diversity to their shareholders. The prescribed corporations will soon be required to include in their disclosures information regarding the representation of women, Indigenous Peoples, racialized persons, and persons living with a disability on their boards of directors and senior management teams, as well as their policies for promoting diversity. If no such policies exist, the corporations must explain why this is the case. These amendments aim to advance gender equality and diversity in Canada's boardrooms.

Federal Investments

In 2017 and 2018, the Government of Canada provided funding to Equal Voice, a national organization dedicated to increasing the number of elected women to all orders of government. Funding supported two projects for *Daughters of the Vote*, which aimed to empower the next generation of women leaders, and increase women's participation in politics with a view to creating more gender-balanced governments.

Through these projects, young women from across Canada, aged 18 to 23, were able to take a seat in Canada's Parliament – one for each of Canada's 338 federal ridings. The goal was to ensure that both groups of 338 emerging young leaders became familiar with Canada's political institutions, so they are equipped and inspired to participate in political decision-making and public policy direction. For the funding provided in 2018, each participant was required to develop a community pilot initiative in their riding. Support systems, including mentorship by former Members of Parliament, Senators, and women in elected positions across the country were also provided.

The federal government has also provided funding to the *Federation of Canadian Municipalities* (FCM) for a project to develop a national strategy to address barriers that impede women's active political participation and to help attain greater gender parity on municipal councils across the country.²⁷⁶

²⁷¹ In Canada, senators are appointed by the Governor General on the advice of the Prime Minister and they hold their seats until age 75.

²⁷² See: <https://sencanada.ca/en/senators/>

²⁷³ Statistics Canada. [Table 14-10-0297-01 Labour force characteristics by occupation, annual \(x 1,000\)](#)

²⁷⁴ Canada Board Diversity Council. 2017. *Annual Report Card: Advancing Diverse Leadership on Canada's Corporate boards*. Online: <https://boarddiversity.ca/wp-content/uploads/2018/04/PhaseNyne-ARC-Annual-Report-Card-2017-reduced.pdf>

²⁷⁵ See: <https://www.parl.ca/DocumentViewer/en/42-1/bill/C-25/royal-assent?col=2>

²⁷⁶ See: <https://www.newswire.ca/news-releases/new-federal-investment-will-help-more-women-run-for-elected-office-699689221.html>

Increasing Indigenous Representation

The federal government created the Indigenous Women's Circle to offer guidance and expertise, and inform its work in addressing the systemic inequalities experienced by Indigenous women, including in relation to leadership roles. It will also provide an opportunity to learn from successful Indigenous-led activities. The Circle will have an advisory role for a two-year term. This will provide an opportunity for the federal government to consult with leaders in Indigenous communities on the challenges they face and their priorities for the Government of Canada related to advancing gender equality. Members of the Circle come from a broad range of sectors and include First Nations, Métis, and Inuit youth and Elders, with representation coming from all parts of the country.

In addition, in order to strengthen engagement with Indigenous Peoples through the Federal-Provincial-Territorial (FPT) Forum for Ministers Responsible for the Status of Women, the federal, provincial, and territorial governments hold regular discussions on priority issues for Indigenous women and girls with National Indigenous Leaders and Representatives (NILRs)²⁷⁷ on the margins of Ministerial and the Senior Officials meetings of the Forum.

The Government of Canada, through the Department for Women and Gender Equality, holds annual open nomination processes to select civil society representatives, including Indigenous representatives, who wish to be part of Canada's official delegation to the UNCSW. In addition to the open call for nominations, in 2017, invitations were issued to the NILRs to be part of Canada's official delegation to the 62nd Session of the UNCSW. Invitations were issued again to the NILRs for the 63rd Session of the UNCSW.

Improving the Judicial Appointments Process

The federal government is also committed to increasing gender equality and the representation of women and underrepresented groups in the judicial system. Changes to the superior courts judicial appointments process aim to increase the openness, transparency, accountability, and diversity of Canada's judiciary. The bench is strengthened by different perspectives and experiences, which enhance the quality and impartiality of decision-making. A judiciary that reflects the diversity of Canadian society also helps to reinforce public confidence in the justice system. Between October 2015 and December 2018, the Government appointed over 250 judges to superior courts across Canada. Of these appointments, 55 percent are women, 8 are Indigenous, 22 are members of racialized communities, 12 self-identified as LGBTQ2, and 3 self-identified as persons living with disabilities. Statistics and demographic information on judicial applicants and appointees are published by the Office of the Commissioner for Federal Judicial Affairs.²⁷⁸

Court Challenges Program

In 2017, the federal government reinstated and modernized the popular Court Challenges Program to improve access to justice and hold it to account for respecting constitutional and quasi-constitutional rights.²⁷⁹ Historically, the Program has been instrumental in supporting precedent-setting cases that clarify and assert women's constitutional equality right. The modernized Program provides funding to individuals and organizations who require financial support to bring cases of national significance related to constitutional and quasi-constitutional

²⁷⁷ National Indigenous Leaders and Representatives (NILRs) is a more inclusive group than NIOs that can include any of the NIOs, as well as local and regional organizations, or individuals considered leaders in their communities.

²⁷⁸ See: <http://www.fja.gc.ca/appointments-nominations/StatisticsCandidate-StatistiquesCandidat-eng.html>

²⁷⁹ See: <https://pcjccp.ca/>; <https://www.canada.ca/en/canadian-heritage/services/funding/court-challenges-program.html>

human rights and official language rights before the courts.²⁸⁰ It is administered by an independent third-party institution (the University of Ottawa), with funding decisions made by independent Expert panels. The Program became fully operational in January 2019.

Provincial and Territorial Government Examples

Advancing gender equality in public life and in decision-making roles is a priority shared by provincial and territorial governments. The Government of British Columbia's Crown Agencies and Board Resourcing Office (CABRO) works to increase the representation of women and other underrepresented groups on public sector boards. The goal is to have strong and diverse public sector boards that reflect the Province and include women, ethno-cultural women, Indigenous Peoples, persons living with disabilities, persons of diverse sexual orientation, gender identity and expression (LGBTQ2), and others who may contribute to diversity and inclusion in public sector board appointments.

In December 2014, Ontario was among the first Canadian jurisdictions to introduce “comply or explain” rules for publicly traded companies listed on the Toronto Stock Exchange to increase the number of women on their boards and in executive officer positions. As of 2015, these companies are required to report publicly on their approaches to increase women in their corporate leadership positions.

In September 2016, the Government of Alberta launched an online recruitment platform to increase women's representation and participation as board members of Agencies, Boards and Commissions. From a starting point of 32 per cent in March 2015, the online platform helped to achieve 54 per cent participation rate, as of December 2018. In addition, the Province's *Diversity and Inclusion initiative* has trained nearly 2,500 public service employees on how to understand and interrupt Unconscious Bias, a common barrier to advancing gender equality and gender parity

The Government of Alberta's *Ready for Her initiative* encourages more women to run for municipal offices and school boards. In 2017, 100 more women ran in local elections than in 2013, resulting in almost 30 per cent representation of women on municipal councils across Alberta.

In 1994, the Women's Enterprise Centre of Manitoba (WECM) was established, in partnership with the Government of Canada. The Government of Manitoba works with WECM and the federal government to fill a gap in the services and financing available to women business owners. WECM hosts the annual *SHEday*²⁸¹ event for women's professional development, which is attended by over 1,000 women annually. In 2018-2019, the Province funded the WECM to develop an online database to facilitate the distribution of résumés of women interested in participating on corporate boards to corporations seeking qualified women to fill board positions. The WECM maintains the website and promotes the initiative through social media and other modes of communication to encourage women in the community to participate.

Women in Newfoundland and Labrador are underrepresented in leadership positions. Research has confirmed that men greatly outnumber women in all types of leadership roles, including managerial positions in the labour force, politics, and all types of boards. While women

²⁸⁰ See: <https://pcjccp.ca/>; <https://www.canada.ca/en/canadian-heritage/services/funding/court-challenges-program.html>

²⁸¹ See: <https://wecm.ca/sheday/>

represent 49 per cent of the labour force in Newfoundland and Labrador,²⁸² they only hold 38 per cent of management positions.²⁸³ In 2019, the Government of Newfoundland and Labrador hosted a Women in Leadership Conference to facilitate knowledge sharing and mentorship opportunities with women leaders in the community, academia, business, and politics, and to motivate companies and organizations to actively support the advancement of women in leadership roles. Over the course of the next year, the Government of Newfoundland and Labrador is committed to holding additional women's leadership initiatives throughout all areas of the Province.

Nova Scotia has held successful Campaign Schools for Women since 2004. In the 2017 provincial election, 17 women (33 per cent) won seats in the provincial Legislature out of a total of 51 seats. In the 2016 municipal elections, women were elected to 100 of 370 municipal council positions, for a total of 26 per cent. Twenty-nine per cent of Nova Scotia's 17 cabinet ministers are women and 13 of the province's 33 mayors are women.

The Government of Quebec's Equality Strategy includes mobilizing communities to increase the presence of women in politics and to encourage businesses to achieve gender-parity in decision-making. Several actions are under way: implementing women's media campaigns in the context of municipal elections, training for women to encourage their engagement in politics, and developing a guide to balancing family, professional, and political life for municipally and provincially elected officials.

From 2010 to 2017, the representation of women on the boards of Quebec-listed companies on the Toronto Stock Exchange rose from 9 to 19 per cent. The Quebec government supports several initiatives to increase this number by working on the individual and organizational barriers that may limit women's participation in public life and explain the difficulties women have when accessing positions of power. YWCA Quebec's *Leaders and Decision Makers* is an initiative that helps prepare women for membership on a board of directors. Quebec also supports the implementation of the Women's Governance project, which will assess the relevance and feasibility of establishing a gender-parity standard for small and medium-sized enterprises in Quebec.

Through the Yukon Government's *Gender Diversity and Related Amendments Act 2018*, four legislated boards and committees removed discriminatory language against LGBTQ2 persons and encouraged cultural, regional, and gender diversity in nominations and appointments. These changes will result in increased representation of diverse voices in Yukon decision-making bodies to support better outcomes in areas like childcare, provision of care, social assistance, and violence prevention.

Decision-Making in the Media

In fall 2016, the Government of Canada consulted with the public and stakeholders from across the country to better understand the challenges and opportunities brought on by the digital transformation and to identify how to ensure Canada's cultural and creative industries remain strong. These consultations resulted in the *Creative Canada Policy Framework*²⁸⁴, a new vision and approach to growing the creative economy that includes a commitment to diversity and inclusion, including gender parity.

²⁸² Statistics Canada, 2017 "Table 282-0142 1, 2, 12, Labour force survey estimates (LFS), by National Occupations Classification (NOC) and sex annual (persons x 1,000)"

<http://www5.statcan.gc.ca/cansim/a26?lang=eng&id=2820142>

²⁸³ Ibid.

²⁸⁴ See: <https://www.canada.ca/en/canadian-heritage/campaigns/creative-canada/framework.html>

The Canada Media Fund (CMF), a public-private partnership that provides funding for the creation of television and interactive digital media content, has implemented initiatives to increase women's participation in media creation since 2013. The CMF's Accelerator Partnership Program²⁸⁵ has paired eligible digital media project teams with a business accelerator to provide funding, mentorship, and training. In 2016, the CMF introduced a requirement that women fill a percentage of key creative positions on the project teams to be eligible for funding.

Telefilm Canada has also committed to build, by 2020, a more representative and diversified feature film portfolio that reflects Canada's population. To this end, Telefilm aims to achieve gender parity in the key roles of director, writer, and producer for the films it finances.

The National Film Board of Canada (NFB) is a leader when it comes to supporting female artists and filmmakers. In 2016-2017, women directed 44 per cent of NFB productions and 43 percent of production spending was allocated to projects by female filmmakers and artists. The NFB has committed to achieving gender parity in key creative positions in editing, cinematography, screen writing, and music composition by 2020.

In 2016, Canada's national broadcaster, the CBC, announced its commitment to increase the number of women directing CBC-scripted television series. Women directors now make up half or more of all directors, or direct 50 percent or more of all episodes recorded.

To strengthen and ensure the future of Canadian media and content creation, the federal government launched a review of its broadcasting and telecommunications legislation to examine issues such as content creation and distribution in the digital age, net neutrality, and cultural diversity. The review provides an opportunity to study, design, and implement measures to ensure Canada's broadcasting and telecommunications legislation promotes gender parity in the access to expression and participation in decision-making in the media.

Gender and the Federal Budget

The Government of Canada introduced its first ever Gender Statement in Budget 2017 and has built on that milestone in subsequent budgets. Every measure contained in Budgets 2018 and 2019 was informed by GBA+, including parts of the budget documents themselves. Details on the effects of each measure contained in Budget 2019 can be found in Canada's first Gender Report.²⁸⁶

International comparisons of budget investments are complicated by differences in budget processes across countries. For example, Canada's federal budget tends to focus on new investments, rather than existing spending programs. As the focus of new budget investments changes from year to year, comparisons of new investments in a given year may not be representative of broader spending patterns. However, the Government of Canada has placed greater emphasis on monitoring progress toward gender equality through existing programs (via GBA+) in that departments are asked to explain how their planned/actual results help achieve their Minister's mandate letter, and the government-wide priorities of gender equality and diversity (i.e. the objectives in the Gender Results Framework). This is done primarily through departmental planning and results reporting.

²⁸⁵ See: <https://www.cmf-fmc.ca/programs-deadlines/programs/accelerator-partnership-program>

²⁸⁶ See: <https://www.budget.gc.ca/2019/docs/gba-acsgbs-acsgbs-en.pdf>

In addition, capturing benefits to women and gender equality among the new measures can be complex. Focusing on target population, for example, will yield different results than a focus on primary or secondary benefits to individuals. In addition, a broader focus on intersecting identities like race, ethnicity, religion, age, sexual orientation, geography, and mental or physical disability (i.e. diversity as it relates to gender) can make it more difficult to track the effects from a gender equality perspective alone.

Measures aimed at supporting Indigenous Peoples may significantly benefit women and gender equality, but may also be perceived as targeting Indigenous Peoples instead. For these reasons, Canada does not attempt to track the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting).

The GBA+ for Budget 2019 identified that for 12 per cent of its measures, women were disproportionately represented in the benefitting group and the corresponding share for men was 8 per cent. For 80 per cent of measures, the benefitting group was broadly gender balanced, with the percentage of women ranging from 41 to 59 per cent.

Official Development Assistance Investments

Through the *Canada's Feminist International Assistance Policy*, Canada has committed to ensure that by 2021-2022 95 per cent of its bilateral international development assistance investments will either target or integrate gender equality and the empowerment of women and girls, and that 15 per cent of all bilateral international development assistance investments will specifically target it. Significant progress has already been made; for example, in 2017-2018, 90 per cent of Canada's bilateral international development assistance programming targeted or integrated gender equality and the empowerment of women and girls.²⁸⁷

Human Rights

The federal, provincial and territorial governments (FPT) have responsibilities for the implementation of the international human rights treaties to which Canada is a party, including the *Convention on the Elimination of All Forms of Discrimination against Women* (CEDAW). As such, federal, provincial and territorial governments take a cooperative approach to following-up on recommendations from international human rights bodies.

In December 2017, FPT Ministers Responsible for Human Rights met to discuss key priorities in relation to Canada's international obligations. Ministers tasked the Continuing Committee of Officials on Human Rights (CCOHR), the intergovernmental consultation mechanism on international human rights, with developing a protocol to follow-up on the recommendations that FPT governments receive from international human rights bodies. The CCOHR is developing this protocol to enhance consideration of international human rights recommendations and the protection and promotion of human rights in Canada.

Canadian Human Rights Commission

In Canada, the right to equality and non-discrimination is constitutionally enshrined in the *Canadian Charter of Rights and Freedoms*.²⁸⁸ It is also protected by federal, provincial, and territorial laws at all levels of government that prohibit discrimination in the workplace and the

²⁸⁷ See: <https://www.international.gc.ca/gac-amc/assets/pdfs/publications/odaaa-17-18-eng.pdf>

²⁸⁸ See: <https://www.justice.gc.ca/eng/csj-sjc/rfc-dlc/ccrf-ccd/>

marketplace. At the federal level, the Canadian Human Rights Commission²⁸⁹ helps to administer this law.

The Commission is like an Agent of Parliament and operates independently from the federal government. Through the *Canadian Human Rights Act*²⁹⁰, it has the authority to research, raise awareness, and speak out on any matter related to human rights in Canada. The Commission is responsible for representing the public interest, administering the law, and holding the federal government to account on matters related to equality rights.

The Commission also receives discrimination complaints and works with the complainant and respondent to resolve the issues through mediation. It collaborates with federally regulated employers to ensure compliance with the *Employment Equity Act*²⁹¹. This contributes to the elimination of employment barriers in various workplaces for women, Indigenous Peoples, persons living with disabilities, and racialized persons.

2.5 Peaceful and Inclusive Societies

Canada recognizes that creating a sustainable, peaceful and inclusive society requires women's full involvement in the resolution of conflict, as well as other peace and security efforts. The Government of Canada has offered longstanding support for the human rights and well-being of women and girls in situations of conflict.

The launch of the second *National Action Plan on Women, Peace and Security* (WPS) in November 2017,²⁹² marked the beginning of an ambitious new feminist approach to peace and stability.

Build and Sustain Peace, Promote Peaceful and Inclusive Societies for Sustainable Development and Implement the Women, Peace and Security Agenda

National Action Plan on WPS

The Government of Canada's National Action Plan on WPS for the period of 2017 to 2022 guides its efforts to advance the role of women and girls in all peace and security efforts including negotiations, operations, and humanitarian responses, as well as efforts to address sexual and gender-based violence. The first progress report on the plan's outcomes was tabled in Parliament in September 2018.²⁹³

In 2017, the federal government launched the Canada Centre for Community Engagement and Prevention of Violence²⁹⁴. The Canada Centre coordinates and develops policy expertise, mobilizes community outreach, and enhances research in countering radicalization to violence (CRV). The Canada Centre also administers the Community Resilience Fund (CRF) to support research and programs to build an evidence base along with local CRV capability and capacity.

In 2018, the Canada Centre developed GBA+ guidance and criteria for CRF funding applicants to assess their approach to ensure they systematically consider gender and other identity factors. In December 2018, it launched the *National Strategy on Countering Radicalization to Violence* to articulate the federal governments approach to CRV. This included engagement

²⁸⁹ See: <https://www.canada.ca/en/human-rights-commission.html>

²⁹⁰ See: <https://laws-lois.justice.gc.ca/eng/acts/h-6/>

²⁹¹ See: <https://laws-lois.justice.gc.ca/eng/acts/e-5.401/>

²⁹² See: <https://international.gc.ca/world-monde/assets/pdfs/cnap-eng.pdf>

²⁹³ See: https://international.gc.ca/world-monde/assets/pdfs/CNAP_overview-PNAC-survole-eng.pdf

²⁹⁴ See: <https://www.publicsafety.gc.ca/cnt/bt/cc/index-en.aspx>

with NGOs and community leaders to identify priorities for the Strategy and took into consideration gender and other identity factors.

Women in Conflict Prevention, Resolution, Peacebuilding, Humanitarian Action, and Crisis Settings

The Government of Canada is committed to increasing opportunities for women's leadership, representation, and participation in peacebuilding. In 2017, it launched the Elsie Initiative for Women in Peace Operations²⁹⁵ to increase the number of women peacekeepers globally and make their work environment more effective.

Since then, the federal government has assisted the UN Department of Peacekeeping Operations to improve their ability to support and benefit from women's increased participation in peace operations. Through the Elsie Initiative, the Government of Canada has also commissioned the Geneva Centre for the Democratic Control of the Armed Forces to draft the *Elsie Initiative Baseline Study*, which identifies and makes recommendations for addressing barriers to women deployed to peace operations. The federal government also established bilateral training and technical assistance partnerships with the Ghana Armed Forces and the Zambia Police Service to collaborate with the UN on designing a global fund to accelerate the deployment of trained and qualified women to UN peace operations.

The federal government also undertakes activities through its International Police Peacekeeping and Peace Operations program²⁹⁶. As of December 2018, 22 out of 60 Canadian police deployed to peace operations were female, 17 per cent higher than the UN goal of 20 per cent. The RCMP is analyzing results of a recent survey sent to female police officers across Canada to identify barriers to women's participation in peace operations and is developing an action plan to address these barriers. The RCMP is also committed to assisting other countries in increasing the number of females they deploy. This includes offering pre-Selection Assessment and Assistance Team (SAAT) training to female police officers around the world who wish to be deployed to a UN mission. To date, SAAT training has been offered in Benin, Colombia, Niger, and Senegal.

Accountability for Violations of International Humanitarian Law and the Human Rights of Women and Girls

The promotion and protection of human rights is an integral part of Canada's international efforts and it champions the values of inclusive and accountable governance on the world stage: peaceful pluralism and respect for diversity and human rights, including the rights of women and refugees. The Government of Canada is a strong advocate for transitional justice provisions that respond to women's unique experiences in conflict, and supports UN Women with their efforts to increase the capacity of international organizations and transitional justice processes in conflict-affected states, including through the rapid deployment of specialized experts.

In Nepal, Sri Lanka, Syria, and Tunisia, the Government of Canada focusses its efforts on strengthening the ability of women and survivors of sexual and gender-based violence (SGBV) to effectively engage in transitional justice measures. This means seeking to ensure that states and state institutions take a gender informed approach in the planning, design, and implementation of transitional justice measures. The Government of Canada also participates in outreach to international policy makers and organizations to enhance their understanding of the gendered dimensions of human rights violations. Almost every woman and girl in the camps and

²⁹⁵ See: https://international.gc.ca/world-monde/issues_development-enjeux_developpement/gender_equality-egalite_des_genres/elsie_initiative-initiative_elsie.aspx?lang=eng

²⁹⁶ See: <https://www.publicsafety.gc.ca/cnt/cntrng-crm/plcng/ntrntnl-plc-pckpng-en.aspx>

settlements in Cox's Bazaar in Bangladesh has survived or witnessed SGBV. Recognizing that the Rohingya crisis had a disproportionate effect on women and girls, the federal government supports projects designed to meet their specific needs.

Eliminate Discrimination Against and Violations of the Rights of the Girl Child

When children experience violence, it compromises their development and threatens their survival. Canada is party to international human rights conventions and standards, and is committed to the survival, protection, and healthy development of children around the world.

The federal government works in collaboration with international partners, including UNICEF, the International Labour Organisation, and other donors to improve child protection programs and support evidence-based national planning. This includes support for *Together for Girls*²⁹⁷, a global public-private partnership that advocates for children's safety, empowerment, and freedom, by ending the human rights violations, public health effects, and long-term consequences of violence against children, especially sexual violence against girls.

In addition, the federal government works bilaterally to develop national plans of action to prevent and respond to all forms of violence and strengthen child protection systems by promoting national systems of data collection, analysis, and dissemination.

The federal government also works to end early forced marriages so girls can reach their full potential and improve their quality of life by learning about and exercising their human rights; taking care of their health; and going to school. The 2030 Agenda for Sustainable Development includes a target to end CEFM, which the federal government is determined to reach by raising awareness; investing in projects that focus on prevention; and supporting girls and women who are already married.

2.6 Environmental Conservation, Protection and Rehabilitation

Women all over the world are disproportionately affected by climate change. Their traditional roles as the primary caregivers, users and managers of natural resources, and keepers of the home mean their livelihoods depend on resources that are put most at risk by climate change.²⁹⁸

Indigenous women have experienced the effects of climate change for generations. They have also been leaders in conserving the environment, and their knowledge and unique experiences greatly contribute to climate change adaptation and mitigation actions in their communities. Empowering women to be more involved in deciding climate actions and policy is a priority for Canada.

Thanks to progressive funding and Canada's efforts to achieve gender parity and more gender equality, women are becoming a powerful and growing force in Canada's clean tech sector but are still significantly underrepresented. The Government supports women in clean tech and STEM with innovative financing and funding initiatives.

Integrate gender perspectives and concerns into environmental and clean growth policies

The Women Leaders Kicking it on Climate Summit

The Government of Canada recognizes that progress on climate change requires the input and participation of more women and diverse groups of people. As part of its efforts to advance

²⁹⁷ See: <https://www.togetherforgirls.org/>

²⁹⁸ See: <https://www.canada.ca/en/environment-climate-change/services/climate-change/women.html>

ambitious action on climate change and gender equality, the federal government hosted the *Women Leaders Kicking it on Climate Summit* in May 2018.²⁹⁹ The Summit brought together women climate leaders from G7 countries and the international community, drawing from the public, private, academic, and civil society sectors, including youth and Indigenous Peoples, to advance solutions to combat climate change and implement the Paris Agreement, while contributing to women's empowerment.

Gender Action Plan of the UN Framework Convention on Climate Change

The Government of Canada adopted the Gender Action Plan (GAP) of the UN Framework Convention on Climate Change (UNFCCC)³⁰⁰ in 2017. The plan guides Parties to the UNFCCC through the process of carrying out concrete, voluntary measures to support greater equality and gender-responsive climate policies.

The federal government played a key leadership role in the adoption of the GAP and continues its efforts to advance its implementation by offering and hosting training for female negotiators, including a gathering in 2017 for women from Small Island Developing States in the Caribbean, and another in partnership with France for women from Francophone Africa. In addition, the federal government contributed to the Women's Delegate Fund to enable five female negotiators from Francophone Africa to participate in climate change negotiations during the 24th session of the Conference of the Parties meeting to the UNFCCC, in December 2018.³⁰¹

Federal Investments in Climate and Gender

In 2017-2018, the Government of Canada made significant investments in environment and climate action initiatives. These contributions have resulted in: improved climate-smart agricultural practices for small farmers; increased access to green technologies for marginalized groups; more access to clean, reliable, and affordable energy; lower carbon dioxide emissions; and greater resilience of vulnerable countries and communities to climate-related disasters. The federal government focuses its environmental and climate action efforts on investing in low-carbon and climate-resilient economies, strengthening environmental governance and enhancing women's participation in decision making; and adopting environmental practices that support healthy, resilient, sustainable communities.

The federal government works to improve access and availability to gender-responsive financing for climate change mitigation and adaptation initiatives. For example, federal funding is aimed at enhancing women's skills and job opportunities in clean growth, science, and environment-related fields, which can help ensure the social and economic benefits of development and climate finance are equally shared. This is done by improving access to climate finance for women-led initiatives and enterprises and greater awareness among partners of the need for gender-responsive initiatives such as training programs that address the specific needs and interests of women. The federal government has also worked to make innovative and environmentally sustainable technologies more widely available, prioritizing technologies that respond to the needs of women.

Clean Energy Education and Empowerment

The Government of Canada also co-leads the Clean Energy Education and Empowerment (C3E) initiative, a joint effort under the Clean Energy Ministerial and International Energy

²⁹⁹ See: <https://www.canada.ca/en/environment-climate-change/news/2018/05/climate-leaders-summit-women-kicking-it-on-climate-chairs-summary.html>

³⁰⁰ See: <https://www.canada.ca/en/services/environment/weather/climatechange/canada-international-action/un-climate-change-conference/cop23.html>

³⁰¹ See: <https://wedo.org/training-for-francophone-african-women-climate-leaders/>

Agency. The C3E was formed in recognition of the fact that the ideas and talents of all members of society are essential to meeting the clean energy challenges of the future.

The federal government leads two C3E work streams – an international awards program to recognize the leading role of women in clean energy, and the *Equal by 30* campaign,³⁰² which calls for companies and governments to take actions in the areas of equal pay, leadership, and opportunity, to increase women’s participation and close the gender gap in the clean energy sector by 2030. As of March 2019, there are 77 signatories to the campaign, including 9 countries and 68 public and private sector organizations. Examples of commitments include: establishing pay equity measures; ensuring gender balance on executive boards and advisory bodies; integrating a gender lens into R&D funding programs; and enhancing apprenticeship and training programs so women have the support they need to succeed.

The federal government is also actively engaged in other C3E activities, including the collection of more gender-disaggregated data in the clean energy sector and the identification of common metrics for international use. The federal government will host the next Clean Energy Ministerial and Mission Innovation meetings in Vancouver, British Columbia in May 2019. The *Equal by 30* campaign will be held up as a flagship initiative working to advance gender equality as part of the global transition to a clean energy future.

Women in Cleantech Challenge

The Government of Canada has made significant investments to increase the consideration of gender diversity in environmental issues. Under *Impact Canada*³⁰³, a government-wide initiative, the *Women in Cleantech Challenge*³⁰⁴ was created to help support the creation of six, highly impactful clean technology companies to be led by women.

Six women semi-finalists are participating in a 2.5-year collaboration partnership with MaRS Cleantech³⁰⁵ at the Mars Discovery District in Toronto where they will develop business plans and gain access to technical expertise from leading partners in clean tech including Natural Resources Canada’s CanmetENERGY laboratories³⁰⁶. Projects include innovative clean tech applications for advanced materials, resource extraction, ocean research and monitoring, oil-spill remediation, and renewable liquid fuels. In March 2021, one woman will receive \$1 million for a clean tech start-up.

The Canadian Minerals and Metals Plan

In 2018, to inform the development of the Canadian Minerals and Metals Plan,³⁰⁷ the federal government funded the Native Women’s Association of Canada (NWAC) to develop a culturally relevant, gender-based analysis on the participation of Indigenous women in the minerals and metals sector. In 2018-2019, the federal government awarded a grant to the Mining Industry Human Resources Council (MiHR) for outreach and engagement with mining stakeholders across Canada on Gender Equity in Mining. This includes four workshops to provide information on gender equity, best practices, and mining labour market knowledge in support of the Plan’s strategy to increase the diversity of the mining labour force.

³⁰² See: <https://www.equalby30.org/en>

³⁰³ See: <https://impact.canada.ca/>

³⁰⁴ See: <https://www.womenincleantech.ca/>

³⁰⁵ See: <https://www.marsdd.com/our-sectors/cleantech/>

³⁰⁶ See: <https://www.nrcan.gc.ca/energy/offices-labs/canmet/5715>

³⁰⁷ See: <https://www.minescanada.ca/en>

Canadian Institute of Forestry

In November 2018, the Government of Canada sponsored the Canadian Institute of Forestry initiative to develop the Gender Equality in Forestry National Action Plan.³⁰⁸ The Plan provides for a focused assessment over three years on the barriers and opportunities related to women's participation in the forest sector with the intent of increasing the recruitment, retention, and promotion of women. The Steering Committee includes the federal government, forestry stakeholders and industry, NGOs, Indigenous communities, and academia from across the country.

Women and Girls in Science

The federal government has created new opportunities to promote women and girls in science. Through an interchange agreement with Government of Nunavut, the federal government supported the first woman chief geologist for the Canada-Nunavut Geological Survey, responsible for leading geological science programming.

The Government of Canada also created a post-doctoral fellowship for recent PhD graduates in geosciences to get work experience. The Public Safety Geoscience Program³⁰⁹ has provided one position to a researcher in the field of natural hazard risk assessment, with a focus on Indigenous participation. An Indigenous postdoctoral researcher has been hired for her expertise in geospatial approaches to modelling socio-economic effects of natural hazards, particularly earthquakes. In addition, to honour Dr. Alice E. Wilson, fellow of the Royal Society of Canada and the first woman to hold a professional position at the Geological Survey of Canada, the federal government created the Alice Wilson Fellowship in 1991, on the recommendation of the Committee for Advancement of Women in Scholarship.

Provincial and Territorial Government Examples

Provincial and territorial governments work to ensure gender perspectives are considered and included in their environmental policies. In November 2018, the Government of British Columbia passed a new *Environmental Assessment Act*. Under the *Act*, environmental assessments of major projects are required to consider their positive and negative, direct and indirect effects, including environmental, economic, social, cultural, and health effects, and adverse cumulative effects. There is a broad list of matters that must be considered in every assessment, including any disproportionate effects on distinct human populations, including populations identified by gender.

Industrial camps house many workers associated with natural resource activities in B.C. While the extraction industry fosters significant economic activity and local revenues, there is evidence to suggest that these camps can have negative social effects on local communities and vulnerable populations, especially Indigenous women and children.³¹⁰ These include: increased rates of substance use, sex work, and risk of sexual exploitation; economic inequality; increased costs of living, and food and housing insecurity. In addition, for Indigenous women, these effects often also include a decreased ability to connect with Indigenous governance and culturally appropriate health and wellness practices. Improving outcomes for Indigenous women and communities near industrial camps is key to the sustainable economic development of B.C.'s

³⁰⁸ See: <https://www.cif-ifc.org/2018/11/canadian-institute-of-forestry-announces-an-initiative-to-promote-gender-equity-in-canadas-forest-sector/>

³⁰⁹ See: <https://www.nrcan.gc.ca/earth-sciences/resources/federal-programs/public-safety-geoscience/10911>

³¹⁰ The Firelight Group with Lake Babine Nation and Nak'azdli Whut'en

http://www.thefirelightgroup.com/firelightmaterials/wp-content/uploads/2016/03/Firelight-work-camps-Feb-8-2017_FINAL.pdf

natural resources and reconciliation with Indigenous Peoples. These actions align with the Province's commitment to ending violence and ensuring gender equity.

In addition, British Columbia is leading the implementation of GBA+ across its provincial government processes. This includes working with the Minister's Advisory Council on Indigenous Women to incorporate an Indigenous women's lens into GBA+ to analyze the potential social and gendered effects of resource development projects on Indigenous communities.

Integrate Gender Perspectives into Policies and Programmes for Disaster Risk Reduction, Climate Resilience, and Mitigation

The National Adaptation Plan Global Network

The Government of Canada is committed to integrating gender perspectives, and those of the most vulnerable populations into policies and programs related to the effects of climate change. In 2017-2018, as part of Canada's G7 Presidency, the federal government provided funding to the National Adaptation Plan (NAP) Global Network, and announced additional funding in September 2018. This investment supports the efforts of developing countries to adapt to climate change and empowers them to develop a plan to address local effects of climate change. The Government of Canada's contribution specifically includes funding to build capacity to integrate gender considerations into the national adaptation planning process, by identifying priority actions and sharing experiences.³¹¹

³¹¹ See: <http://www.napglobalnetwork.org/2018/09/canadas-ministry-of-environment-and-climate-change-announces-new-funds-for-nap-global-network/>

SECTION 3: NATIONAL INSTITUTIONS AND PROCESSES

National Machinery for Gender Equality and the Empowerment of Women

Canada is a federated state and a constitutional monarchy comprised of ten provinces and three territories. Under Canada's constitutional structure, legislative powers are distributed between the two orders of government: the federal and provincial governments. Through the Canadian Constitution, provincial and territorial governments have jurisdiction in the areas of education, the administration of justice, social services, and health care, while federal, provincial and territorial governments take measures to support gender equality. This means that different aspects of the *Beijing Declaration and Platform for Action* fall to different orders of government.

The Government of Canada recognizes the systemic and historical inequalities faced by women and girls, people of all sexual orientations, and gender identities and expressions. Canada has a longstanding commitment to advancing gender equality through policies and programs that are compatible with international obligations and include considerations from the perspective of sex, sexual orientation, and gender identity and expression in all decision-making.

The Canadian Charter of Rights and Freedoms (Charter) sets out those rights and freedoms that people across the country believe are necessary in a free and democratic society, including equality rights as set out in Section 15. The Charter is entrenched in the Canadian Constitution and takes precedence over other legislation. As the Constitution is the supreme law of Canada, all other laws, regulations, policies, and programs of all governments in Canada must be consistent with it. Equality rights are protected within all orders of government in Canada by laws that prohibit discrimination on numerous grounds, including gender, and apply to all public and private entities.

Gender Equality in the Federal Government

The former Office of the Coordinator, Status of Women, was established in the Privy Council Office in 1970 in response to a recommendation contained in the Report of the Royal Commission on the Status of Women.³¹² Since 1971, there has been a Minister responsible for the Status of Women in the Government of Canada.

In 1976, the Office of the Coordinator, Status of Women, became a departmental agency funded by an annual budget approved by Parliament. The Office promoted equality for women and their full participation in the economic, social, and democratic life of Canada. Over the years, the Office's responsibilities have expanded to include providing strategic policy advice, administering the Women's Program and Gender-Based Violence Program, supporting and leading the implementation of GBA+, and promoting commemorative events and initiatives for women in Canada.

Department for Women and Gender Equality

In December 2018, Parliament passed the *Budget Implementation Act, 2018, No. 2*, which included legislation to create the Department for Women and Gender Equality (the Department). The *Department for Women and Gender Equality Act*³¹³ formalized the important roles of the Department, its Minister, and the work to be undertaken. This *Act* specifies that the Minister's powers, duties and functions include: the advancement of equality, including economic, social, and political equality, with respect to sex, sexual orientation, and gender identity or expression; and the promotion of a greater understanding of the intersection of sex and gender with other identity factors that include race, national and ethnic origin, Indigenous origin or identity, age, sexual orientation, socio-economic condition, place of residence and disability. The legislated

³¹² See: <http://publications.gc.ca/site/eng/9.699583/publication.html>

³¹³ See: <https://laws-lois.justice.gc.ca/eng/acts/W-11.3/page-1.html>

mandate gives the Department a responsibility to expand its program infrastructure beyond women's equality with men, and to look at gender equality as encompassing sex, sexual orientation, gender identity and gender expression. As an official government department, it will be better able to support the advancement of gender equality and diversity as a central priority for the Government of Canada and coordinate such efforts across the federal government through policy, programming, funding, and research.

The Department advances gender equality, including economic, social, and political equality with respect to sex, sexual orientation, and gender identity and expression. It promotes a greater understanding of the intersection of sex and gender with other identity factors that include race, national and ethnic origin, Indigenous origin or identity, age, sexual orientation, socio-economic condition, place of residence, and disability.

The Department develops and coordinates policies and programs, undertakes research, data collection, and analyses related to these policies and programs, and raises public awareness through outreach. The Department also provides advice to the federal government to achieve its gender equality outcomes and goals, including advocacy for gender-based budgeting, and leads the implementation of GBA+ across the federal government. It also facilitates the advancement of gender equality among other partners and stakeholders by way of its expertise, contributions to research, and funding to community initiatives.

The Department serves as a central point for sharing expertise across the country and with international partners, and uses this knowledge to inform and support the federal government's gender equality priorities. This mandate formalizes and expands on the work undertaken by the former Status of Women Canada and its Minister.

As the federal lead for the whole-of-government implementation of GBA+, a priority for the Department is building GBA+ capacity across federal organizations. The Department provides introductory training for all government employees through its online course and collaborates with other federal departments on more targeted training for specific sectors, including the security and defence sector. On an ongoing basis, the Department also provides direct GBA+ expertise and advice on key Government of Canada initiatives to ensure that all plans, programs and initiatives are responsive to gender considerations.

Through the Women's Program³¹⁴, the Department strengthens the women's movement by providing funding to women's organizations. Funding is provided to eligible organizations in support of projects at the local, regional, and national levels that work to address systemic barriers to gender equality in the following three priority areas:

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

Budget 2018 provided an additional \$100 million over five years to the Women's Program to ensure a strong, sustainable women's movement. To further support the Department in its strengthened mandate to advance gender equality in Canada, the federal government proposed a historic investment of \$160M over five years, starting in 2019-20, to enable further community action to tackle systemic barriers impeding women's progress, while recognizing and addressing the diverse experiences of gender and inequality across the country.

³¹⁴ See: <https://cfc-swc.gc.ca/fun-fin/wcf-fcf/index-en.html>

Whole-of-Government Approach

While the Minister and the Department have a mandate for all matters related to women and gender equality, this is a whole-of-government approach and all federal ministers, departments, and agencies are responsible for the advancement of gender equality. The federal government has been working to ensure GBA+ is applied to all aspects of policy development and decision-making and to strengthen the quality of GBA+ with better data and the full consideration of effects across a range of intersectional lenses. The federal government also introduced new GBA+ legislation to enshrine gender budgeting in its budgetary and financial management processes, extending the reach of GBA+ to examine tax expenditures, federal transfers, and the existing spending base.

The Government of Canada also introduced its new Gender Results Framework, a tool to track how the federal government's is currently performing, and help define what is needed to achieve greater equality and determine how progress is measured and reported on.

Federal-Provincial-Territorial Collaboration

Advancing gender equality requires all orders of government in Canada to work together. All provincial and territorial governments have appointed Ministers responsible for the Status of Women. Some also have arms-length advisory committees on improving the status of women and advancing gender equality.

Intergovernmental relations are a major focus of the FPT governments, who have developed mechanisms to coordinate responses to intergovernmental issues. These mechanisms include the Continuing Committee of Officials on Human Rights and Federal-Provincial-Territorial (FPT) Forums that deal with a variety of issues related to human rights, including justice, corrections, health, and the status of women.

The formal mechanism for gender-focused collaboration between the federal government, provinces, and territories is the FPT Forum of Ministers responsible for the Status of Women. Through the Forum, FPT Ministers have met annually since 1982 with a mandate to cooperate on policy questions, raise awareness of issues and concerns of women and girls and to provide leadership in promoting women's equality. Governmental work toward gender equality is complemented by a broad network of CSOs working on advancing gender equality, which collaborate with governments and challenge them to take further steps.

FPT governments continue to be leaders in planning, organizing and managing their gender equality programs and policies. The FPT forum provides a context for sharing and exchanging innovative practices and research across Canada, which can then be adapted to the specificities and realities of each province and territory. In 2018, for example, using the federal Gender Results Framework as a starting point, the FPT Ministers Responsible for the Status of Women agreed to a common set of gender-equality indicators regarding the consistent measurement of gender-based violence and beyond. Having common gender-equality indicators will allow jurisdictions to report on gender equality in a more cross-cutting and meaningful way.³¹⁵

Civil Society Organizations

Canada recognizes that addressing persistent gender inequalities cannot be achieved by FPT governments alone; it requires the active and sustained engagement of everyone in Canada. Across the country, women's organizations and organizations committed to advancing equality and justice for people of all sexual orientations, and gender identities and expressions play a

³¹⁵ See: <http://scics.ca/en/product-produit/news-release-status-of-women-ministers-gather-in-whitehorse-for-further-collaboration-on-priorities-affecting-women-and-girls-in-canada/>

critical role in raising social awareness, mobilizing communities to advance social and economic priorities, and delivering essential programs and services. For decades, these organizations have been breaking through barriers and fighting for gender equality.

These organizations are in every province and territory across the country. They serve people who live in rural areas, city centres, and the remotest parts of the country. They serve people from all ethno cultural groups, religions, and work backgrounds, with a multiplicity of life experiences. From small shops with a few volunteers to regional networks and federal institutions, community service organizations are the backbone of the movement for gender equality. These organizations have worked tirelessly for the end goal of gender equality.

The Government of Canada, as well as provincial and territorial governments collaborate with a wide range of organizations, stakeholders, and the private and voluntary sectors to coordinate efforts and work towards common objectives. The federal government is focused on advancing gender equality by supporting initiatives that will have a lasting effect for all women and persons of all sexual orientations, gender identities and expressions. By investing in these organizations, and supporting the important work that they do, they will be even more responsive to the needs of people across the country.

Through the Women's Program, the Government of Canada invests in organizations across Canada to implement projects addressing systemic barriers to gender equality by working to end violence against women and girls; improve women's and girl's economic security and prosperity; and encourage women and girls in leadership and decision-making roles. The objective of the Women's Program is to achieve the full participation of women in the economic, social and democratic life of Canada.

As of July 2016, advocacy can be one of the mechanisms employed by funded organizations to help achieve gender equality. Practitioners and academics involved in the promotion of gender equality generally consider that outreach to decision-makers can be a useful and, at times, essential part of their efforts to affect change. This reinstatement highlights the federal government's belief that an active dialogue between stakeholders and decision-makers informs better decisions and will help organizations to implement initiatives with greater potential for deeper and lasting effects for women in Canada.

Institutional Process for SDG Implementation

Canada is committed to working with its national and international partners to advance the implementation of the 2030 Agenda for Sustainable Development and to build a more peaceful, inclusive, and prosperous world. The Minister of Families, Children and Social Development, leads the development of an implementation strategy in collaboration with other Ministers and their departments, including the Minister for Women and Gender Equality. All federal ministers, departments, and agencies are accountable for implementing the 2030 Agenda and examining how their policies and programs contribute to the Sustainable Development Goals (SDGs) and targets, with a view of identifying gaps and areas where action is required.

To further support Canada's implementation of the 2030 Agenda, an SDG Unit, was established within the Department of Employment and Social Development Canada to coordinate, monitor, and report on activities, including the development of a 2030 Agenda National Strategy for Canada and the creation of an SDG Funding Program.

The National Strategy is being developed through engagement with all levels of key partners, including: all federal government departments and agencies; provincial and territorial governments, and municipalities; national, regional, and local Indigenous organizations; environmental NGOs; business, industrial, and professional associations; academic experts and

think tanks; and civil society groups and the Canadian public, particularly marginalized groups, including women and girls.

Many organizations and networks in Canada are already working to advance the SDGs. The federal government is leveraging these efforts and aims to spur new action through the SDG Funding Program. The Program supports innovative and horizontal initiatives that help inform the National Strategy, raise the profile of SDGs, and support their implementation in Canada. The federal government's strategy to engage men and boys in the advancement of gender equality, which promotes equality and innovative, targeted approaches to addressing inequality, will provide valuable input in to the 2030 Agenda strategy.

The Government of Canada supports gender-responsive mechanisms in the implementation of the SDGs, and uses a whole-of-government approach, built on two foundational elements that put gender equality at the centre of decision-making: the Gender Results Framework, which articulates goals for gender equality and how progress will be measured; and systematic use of GBA+, which informs federal policy, program development and implementation, gender-based budgeting and inclusive consultations. This whole-of-government approach supports Canada's advancement of SDG 5 (Gender Equality) and reinforces its progress across all other SDGs.

SECTION 4: DATA AND STATISTICS

Progress toward Improving Gender Statistics at the National Level

Gender-sensitive Data in Policy and Program Development and Implementation

Canada has made progress in many areas related to gender statistics. Governance frameworks, policies, tools and accountability structures have been put in place or reinforced to expand the use of gender-sensitive data and promote gender mainstreaming and gender equality. For example:

- Beginning in 2016, the federal Government made GBA+ assessments mandatory for all submissions to Cabinet and the Treasury Board. In the same year, GBA+ was integrated into the government's new Policy on Results.
- In 2017, the Minister of Finance advised departments that all budget proposals be accompanied by a GBA+ assessment. Budget 2018 introduced legislation to enshrine gender budgeting in all federal budgetary and financial management processes.
- In 2018, the Yukon Government started to offer corporate training on Gender Inclusive Diversity Analysis to its employees to promote gender and diversity mainstreaming and reduce personal and systemic biases that limit the ability to create transformative policies and legislation.

These initiatives have strengthened the use of gender-sensitive data to conduct GBA+ in the development of policies, programs and initiatives to ensure they are evidence-based. By taking intersecting identity factors such as race, ethnicity, religion, age and mental or physical disability of diverse groups of women, men and gender non-binary people into consideration, GBA+ helps to ensure that the development of policies, programs and legislation are inclusive and benefit as many people in Canada as possible.

Improved Administrative-based or Alternative Data Sources to Address Gender Data Gaps

To fill data gaps in gender statistics, the Government of Canada continues to modernize its approach to collecting and producing statistics, moving beyond a survey-first approach. Efforts have been made to acquire and integrate existing data from a variety of administrative sources. Examples of this include:

- The Canadian Employer-Employee Dynamics Database³¹⁶ strengthens national gender statistics in several ways. It enables the production of multi-dimensional gender statistics such as gender pay equity among workers and gender composition in the workplace, as well as detailed information on women and men entrepreneurs or women-owned and men-owned businesses. Its large number of observations can produce these gender statistics at detailed geographic areas, industries, age groups or combinations of these. In addition, its longitudinal nature can help uncover the evolution of gender statistics by tracking the same individuals or businesses over time.

³¹⁶ The Canadian Employer-Employee Dynamics Database (CEEDD) is a large-scale matched database between Canadian businesses and workers. It is created by linking administrative and tax records, including individual and family tax files, individual employment remuneration files, corporate and unincorporated business tax files, the Longitudinal Immigration Database (IMDB), and Record of Employment (ROE). The latest vintage covers the universe of all individual and corporate tax filers from 2001 to 2016 and will be updated annually once the underlying data sources become available. CEEDD provides information pertaining to three main areas: paid workers, business owners, and businesses. On a micro level, this database contains detailed information about individual paid workers and business owners, such as age; gender; marital status; immigrant status; earnings from paid jobs; self-employment income; and income from owned corporations. On a macro level, individuals' characteristics are augmented with information on their workplace, such as industry, number of employees, payroll, revenues and profits.

- University and College Academic Staff System administrative data provides valuable insights into educational paths and career trajectories from a gender perspective. The Education and Labour Market Linkage Platform integrates administrative data from postsecondary institutions and registered apprenticeships to personal income tax files. This allows for in-depth analyses of pathways through postsecondary education and apprenticeships as well as information on labour market outcomes for new apprentices and postsecondary graduates. The Platform provides a rich source of information from a gender perspective with the ability to look at questions such as the role of different fields of study on labour market outcomes between genders. Indicators on pathways and outcomes by gender will be produced on a regular basis from the platform. Finally, data from the Pan-Canadian Education Indicators Program measure progress towards select education SDG indicators.

In 2018, the Government of Canada released new sex and gender standards³¹⁷. Sex at birth and gender refer to two different concepts. Aligned with these new standards, sex and gender questions were and will be included in several national surveys. The new data collection standard for measuring gender promotes consistency across sectors for developing and collecting new gender-inclusive data.

Data Accessibility

Conscious that filling data gaps related to gender involves both data collection and its accessibility, FPT governments are improving access to existing data and analysis through the creation of web-based data hubs. For example:

- In 2013, the Quebec government created the Databank of Official Statistics on Quebec³¹⁸, a collaborative effort involving partner departments and agencies under the coordination of the *Institut de la statistique du Quebec*. This resource presents provincial demographical data, economic and environmental indicators, and data resulting from a gender-based analysis process.
- In 2016, the Yukon Government launched the Gender Equality Indicators website³¹⁹, an interactive resource that provides data on gender equality in Yukon for increasing the use of gender-disaggregated data and supporting analysis and evidence-based decision making. It can also create a profile of gender-disaggregated data, prompt further research, and offer an opportunity to celebrate achievements in equality to inspire future work.
- In May 2018, the Government of Canada launched a Sustainable Development Goals Data Hub³²⁰ to track Canada's progress in meeting its commitment to the 2030 Agenda for Sustainable Development. This hub includes a listing of relevant indicators found within the SDG Framework³²¹, recent and historical data, data sources used and methodological details. This hub is updated when: new data are available; new data sources are identified; and methodologies are accepted for indicators that previously had no formal methodology. Eventually, this hub will expand to include historical data, more disaggregated data, and data visualization.
- In September 2018, the Centre for Gender, Diversity and Inclusion Statistics Hub³²² was launched. This hub centralizes data and analysis related to gender and its intersection

³¹⁷ See: <http://www23.statcan.gc.ca/imdb/p3Var.pl?Function=DEC&Id=410445>

³¹⁸ See:

http://www.bdso.gouv.qc.ca/pls/ken/ken211_page_accu.page_accu?p_iden_tran=REPERHVKY5Z521894251750264R41m&p_lang=2

³¹⁹ See: <http://yukongenderequality.com/>

³²⁰ See: <https://www144.statcan.gc.ca/sdg-odd/index-eng.htm>

³²¹ See: <https://www.un.org/sustainabledevelopment/sustainable-development-goals/>

³²² See: <http://www.statcan.ca/gender-diversity-inclusion>

with other identity factors in Canada. It displays data and analysis relevant to gender, diversity, and inclusion, including indicators from Canada's Gender Results Framework.³²³ The hub also catalogues relevant resources to assist in developing evidence-based policy, programs and other initiatives across the country.

- The Gender Results Framework website³²⁴ was launched in March 2019 by the Government of Canada. It reflects and measures results with respect to Canada's priorities for the advancement of gender equality and allows Canadians to see how progress is being made towards gender equality goals. The website enables people to better track Canada's global progress on gender equality and make the Government more open, transparent, accountable, and participatory.

The Government of Canada and certain provincial and territorial governments regularly publish gender-related reports to increase access to and the use of gender statistics. Such reports provide a better understanding of the lived realities of diverse groups and serve as important information when developing evidence-based policy, programs and other initiatives, ensuring that disparities are considered and inequalities are not perpetuated. For instance:

- From 2015 to 2018, fourteen chapters of the seventh edition of *Women in Canada: A gender-based Statistical Report*³²⁵ were published. *Women in Canada* has been produced roughly every five years since 1985, and is Canada's largest compendium of gender statistics and analysis. It examines the experiences of women in Canada compared with their male counterparts and includes chapters on the female population, family status, education, employment, economic well-being, health, and more. Recognizing that women are not a homogenous group, and that experiences differ across gender and among population groups, *Women in Canada* includes chapters on immigrant women, racialized women, Indigenous women, senior women, and women living with a disability. The seventh edition of the report includes a chapter on Time, which covers the topics of total work burden, unpaid work, and leisure. It also includes a chapter on the Girl child.
- In 2015, the Quebec government's *Secrétariat à la condition féminine* produced a statistical portrait of the evolution of equality between women and men. The portrait includes an intersectional approach, using disaggregated data on Indigenous populations, immigrants, people living with disabilities and people aged 65 and over. It contains data on nine topics: population, education, labour market, income and economic security, use of time statistics, health, sexual assault, spousal abuse, and power and decision-making positions.
- Every year, the Quebec government's *Conseil du Statut de la femme* releases an annual publication entitled, *Portrait des Québécoises*, a statistical profile of Quebec women to note the progress made throughout the previous year and the inequalities that persist in eight categories: demographics, education, family situation, work, income, health, use of time, and participation in power.

³²³ The Gender Results Framework, as per Canada's 2018 Federal Budget, provides strategic objectives for the achievement of gender equality in Canada. The Framework is organized around six pillars: Education and Skills Development; Economic Participation and Prosperity; Leadership and Democratic Participation; Gender-based Violence and Access to Justice; Poverty Reduction, Health and Well-being; and, Gender Equality around the World. Whenever possible, the strategic objectives and indicators align with the Sustainable Development Goals, the United Nations Economic Commission for Europe Indicators of Gender Equality and the United Nations Minimum Set of Gender Indicators.

³²⁴ See: <https://cfc-swc.gc.ca/grf-crrg/index-en.html>

³²⁵ See: <https://www150.statcan.gc.ca/n1/en/catalogue/89-503-X>

Priorities for Strengthening National Gender Statistics

Over the next five years, FPT governments will continue to strengthen national gender statistics, address gender-related data gaps, improve data accessibility, usability and availability, and increase statistical capacity and data literacy.

Filling Data Gaps

Some gender-related data gaps persist and represent a challenge for evidence-based decision making by hampering the ability to understand and address the barriers faced by different groups. Filling these data gaps remains a priority for the next five years and efforts will be made to find new ways of collecting and producing statistics, integrating data from multiple sources, adding relevant questions to existing surveys, developing new surveys, and supporting community-driven approaches to collecting data (e.g., with Indigenous Peoples).

The Government of Quebec has committed to creating a gender-equality index as part of the *Stratégie gouvernementale pour l'égalité entre les femmes et les hommes vers 2021*. Seeking to accurately describe the equality between women and men, the index will measure aspects of education, work, income, work/school/life balance, violence, health, and power. This Quebec index, which is currently being developed, will also support the Quebec government in developing its next action plan on gender equality.

At the federal level, the Government of Canada is modernizing how social data are collected and disseminated. The plan over the next five years is to provide a data collection platform that is more timely and responsive to the policy needs of data users while minimizing the burden on the user when collecting the information. The new platform will also ensure that more data is available to support the SDG. This, combined with more information on sub-populations and at lower levels of geography, will provide powerful information for stakeholders to use in their work to advance gender equality.

To address data gaps, the Government of Canada will also develop new surveys to produce national baseline statistics on specialized topics and track progress over time. For example:

- Canada is developing three national surveys on the prevalence and nature of gender-based violence in Canada. These new data will establish baselines and help track progress towards ending GBV. While the first of these surveys will provide data for the population at large, the other two will focus on specific contexts where GBV takes place; among the postsecondary student population and in the workplace. Themes to be covered include intimate partner violence, experiences of emotional or psychological abuse, sexual harassment, sexual assault, and feelings of personal safety. All three surveys will be conducted every five years.
- Given that equal access to justice requires an understanding of not only violent victimization, but also civil and family matters, the Government of Canada is developing a National Legal Problems Survey. This survey will assess the extent to which Canadians experience everyday legal problems, whether and how these legal problems are resolved, and if the types of problems encountered and their resolution differ on the basis of gender and other intersecting characteristics.

Recognizing that Indigenous Peoples have an inherent right to self-determination, Canada is taking steps to co-develop strategies to advance Indigenous data governance and institutional capacity with Indigenous partners. Acknowledging that one of the most persistent data gaps is in Indigenous communities, the Government of Canada is working with Indigenous partners to co-develop data collection strategies and support community-driven approaches to collecting data, recognizing Indigenous communities as the custodians of their own data.

- For example, the Government of Canada has been working to conduct two feasibility studies to determine the relevant gender issues and interest of First Nations, Métis and

Inuit to be involved with for GBV research in their communities. All activities will be Indigenous partner-driven, informed by the needs and priorities of Indigenous communities, and incorporate not just geographic and cultural diversity, but also traditional ways of knowing.

Internationally, Global Affairs Canada has been investing in better data collection and evaluation methods for gender equality. This includes the promotion of gender- and age-disaggregated data. In order to frame this approach, Global Affairs Canada has developed a robust set of key performance indicators. These indicators will represent a broad snapshot of the department's international assistance portfolio, in line with the SDGs. By collecting, analyzing and aggregating the results data on these indicators, the department will be able to produce a comprehensive source of performance information. This knowledge will be used to better inform evidence-based decision making and to communicate results to Canadians. It will also be used to demonstrate alignment between the programming portfolio and the objectives of the new Feminist International Assistance Policy³²⁶.

Data Accessibility

Aligned with Canada's Open Government³²⁷ initiative and the Government of Canada's Data Strategy³²⁸, improving the usability and availability of data, and increasing access to data are top priorities for all federal departments and agencies. The Strategy enables governments, private organizations, and the public to leverage existing data, provide better services, support evidence-based decision making, and create internal efficiencies. With respect to gender-sensitive data, the Strategy will allow for a better understanding of the barriers faced by diverse groups of women, men, and gender non-binary people in Canada and strengthen the systematic use of gender-sensitive data in the development of policies, programs and initiatives to ensure that they benefit as many people in Canada as possible.

To support data accessibility, new tools, including data visualization, and platforms will be developed. For instance:

- The existing Gender, Diversity and Inclusion Statistics Hub³²⁹ will be expanded to include a broader set of statistics and incorporate data visualization tools to increase access to data and drive insights for measuring social effects.

Statistical Capacity Building

Data literacy has been identified as a skill and competency required for improving statistical capacity among data users and organisations. In order to enhance this skill across the Federal Public Service, the Government of Canada's Data Strategy³³⁰ recommends each federal department and agency assess and develop a plan to grow data literacy of its employees. Training, courses and seminars will be developed, with a special emphasis for those who work with gender data or on GBA+ related initiatives. Existing and new partnerships will be built or leveraged to engage with multiple PSE institutions on data literacy.

National Set of Indicators to Monitor Progress on the SDGs

Canada has developed its own set of gender equality indicators for monitoring the country's progress towards gender equality. The *Gender Results Framework* proposes over 40 indicators

³²⁶ See: https://international.gc.ca/world-monde/issues_development-enjeux_developpement/priorities-priorites/policy-politique.aspx?lang=eng#6

³²⁷ See: <https://open.canada.ca/en>

³²⁸ See: <https://www.canada.ca/en/privy-council/corporate/clerk/publications/data-strategy.html>

³²⁹ See: https://www.statcan.gc.ca/eng/topics-start/gender_diversity_and_inclusion

³³⁰ See: <https://www.canada.ca/en/privy-council/corporate/clerk/publications/data-strategy.html>

which were selected by reviewing international and domestic best practices, including the Sustainable Development Goals, and by adding indicators that make sense for the country. Canada's gender equality indicators will be an important pillar in helping the country to meet its international commitments to advance gender equality and women's empowerment.

Collection and Compilation on SDG 5 Indicators and on Gender-specific Indicators under Other SDGs

The Government of Canada currently reports on prioritized SDG indicators for which good quality data are already available via the Sustainable Development Goals Data Hub³³¹. Canada is currently able to provide quality data for 24 of the 53 global gender-specific SDG indicators (see Appendix 1).

Data collection and compilation for the indicators of the *Gender Results Framework* – which articulates Canada's key goals for gender equality and which are related to SDG 5 – is underway and available on the Gender Result Framework website³³² (see Appendix 2).

Disaggregations Provided by Major Surveys

Statistics Canada's major surveys routinely provide data disaggregated by all of the variables below (exceptions are noted). The extent to which data can be disaggregated, however, depends on several factors including, but not limited to, sample size and data quality.

Geographic location
Income
Sex
Age
Highest level of educational attainment
Marital status
Race/ethnicity³³³
Migratory status
Disability³³⁴
New addition – Gender³³⁵
Sexual orientation³³⁶
Labour force status

³³¹ See: <https://www144.statcan.gc.ca/sdg-odd/index-eng.htm>

³³² See: <https://cfc-swc.gc.ca/grf-crrg/index-en.html>

³³³ At present, Canada's Labour Force Survey does not collect data on race and ethnicity. Statistics Canada currently collects and disseminates information on racial and ethnic diversity using the "visible minority" concept, which is currently under review. 'Visible minority' refers to whether a person belongs to a visible minority group as defined by the *Employment Equity Act* and, if so, the visible minority group to which the person belongs. The *Employment Equity Act* defines visible minorities as "persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour." The visible minority population consists mainly of the following groups: South Asian, Chinese, Black, Filipino, Latin American, Arab, Southeast Asian, West Asian, Korean and Japanese.

³³⁴ Canada's Census of Population collects information on "activity limitations" and not disability, per se.

³³⁵ Statistics Canada released new sex and gender standards in 2018. Respondents were asked both a sex and gender question in Canada's first iteration of the *Survey of Safety in Public and Private Spaces* and both questions will be asked of General Social Survey respondents moving forward.

³³⁶ Only two Statistics Canada surveys (e.g., General Social Survey, Canadian Community Health Survey) collect information on the sexual orientation (i.e., heterosexual, homosexual, or bisexual) of respondents.

Canada's national review for 2014-2019 demonstrates that progress is being made in advancing gender equality and the empowerment of women, but that there is much more left to do. In addressing the challenges that remain, Canada will continue to be guided by existing legal frameworks, including the *Canadian Charter of Rights and Freedoms*, the CEDAW Convention, as well as the *Beijing Declaration and Platform for Action*. Domestically, the federal government will continue to advance the priorities of the Government of Canada, including work in the six key areas of the Gender Results Framework, and will continue to work collaboratively with provincial and territorial governments, and engage with civil society partners and stakeholders.

APPENDIX: ADDITIONAL RESOURCES

Appendix 1 – Currently Available Global Gender-specific SDG Indicators (as of January 28, 2019)

- 1.2.1 Proportion of population living below the national poverty line, by sex and age
- 1.3.1 Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, newborns, work-injury victims and the poor and the vulnerable
- 3.1.1 Maternal mortality ratio
- 3.1.2 Proportion of births attended by skilled health personnel
- 3.3.1 Number of new HIV infections per 1,000 uninfected population, by sex, age and key populations
- 3.7.2 Adolescent birth rate (aged 10-14 years; aged 15-19 years) per 1,000 women in that age group
- 4.1.1 Proportion of children and young people: (a) in grades 2/3; (b) at the end of primary; and (c) at the end of lower secondary achieving at least a minimum proficiency level in (i) reading and (ii) mathematics, by sex
- 4.2.2 Participation rate in organized learning (one year before the official primary entry age), by sex
- 4.3.1 Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, by sex
- 4.6.1 Percentage of population in a given age group achieving at least a fixed level of proficiency in functional (a) literacy and (b) numeracy skills, by sex
- 5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age
- 5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence
- 5.3.1 Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18
- 5.4.1 Proportion of time spent on unpaid domestic and care work, by sex, age and location
- 5.5.1 Proportion of seats held by women in national parliaments and local governments
- 5.5.2 Proportion of women in managerial positions
- 5.b.1 Proportion of individuals who own a mobile telephone, by sex
- 8.5.1 Average hourly earnings of female and male employees, by occupation, age and persons with disabilities
- 8.5.2 Unemployment rate, by sex, age and persons with disabilities
- 8.8.1 Frequency rates of fatal and nonfatal occupational injuries, by sex and migrant status
- 10.2.1 Proportion of people living below 50 per cent of median income, by age, sex and persons with disabilities
- 16.1.1 Number of victims of intentional homicide per 100,000 population, by sex and age
- 16.2.2 Number of victims of human trafficking per 100,000 population, by sex, age and form of exploitation
- 16.2.3 Proportion of young women and men aged 18-29 years who experienced sexual violence by age 18

Appendix 2 –Canada’s Gender Results Framework

Education and skills development

More diversified educational paths and career choices

- Proportion of post-secondary qualification holders who are women, by field of study and qualification type³³⁷
- Proportion of post-secondary students who are women, by field of study and credential type³³⁸
- High school completion rate³³⁹

Reduced gender gaps in reading and numeracy skills among youth, including Indigenous youth

- High school reading³⁴⁰ and mathematics³⁴¹ test scores

Equal lifelong learning opportunities and outcomes for adults

- Adults’ literacy and numeracy test scores³⁴²

Economic participation and prosperity

Increased labour market opportunities for women, especially women in underrepresented groups

- Labour force participation rate³⁴³
- Employment rate³⁴⁴

Reduced gender wage gap

- Gender gap in median hourly wages³⁴⁵
- Gender gap in average hourly wages³⁴⁶
- Gender gap in median annual employment income³⁴⁷
- Gender gap in average annual employment income³⁴⁸

³³⁷ See: <https://www150.statcan.gc.ca/n1/en/catalogue/98-400-X2016251>

³³⁸ See: <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=3710011202>

³³⁹ See: <https://www150.statcan.gc.ca/n1/en/catalogue/98-400-X2016178>

³⁴⁰ See: <https://data.oecd.org/pisa/reading-performance-pisa.htm#indicator-chart>

³⁴¹ See: <https://data.oecd.org/pisa/mathematics-performance-pisa.htm>

³⁴² See: <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=3710004702>

³⁴³ See:

<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410001801&pickMembers%5B0%5D=1.1&pickMembers%5B1%5D=2.2>

³⁴⁴ See:

<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410001801&pickMembers%5B0%5D=1.1&pickMembers%5B1%5D=2.3>

³⁴⁵ See:

<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410030701&pickMembers%5B0%5D=1.1&pickMembers%5B1%5D=2.4&pickMembers%5B2%5D=3.1&pickMembers%5B3%5D=5.1&pickMembers%5B4%5D=6.1>

³⁴⁶ See: <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410030701>

³⁴⁷ See:

<https://www150.statcan.gc.ca/t1/tbl1/en/cv/recreate.action?pid=1110023901&selectedNodeIds=1D1,2D1,3D1,3D2,3D3,4D1,5D5,&checkedLevels=&refPeriods=20160101,20160101&dimensionLayouts=layout2,layout2,layout2,layout2,layout3,layout2&vectorDisplay=false>

³⁴⁸ See:

<https://www150.statcan.gc.ca/t1/tbl1/en/cv/recreate.action?pid=1110023901&selectedNodeIds=1D1,2D1,3D2All,3D2,3D3,3D1,4D1,5D4,&checkedLevels=&refPeriods=20160101,20160101&dimensionLayouts=layout2,layout2,layout2,layout2,layout3,layout2&vectorDisplay=false>

Increased full-time employment of women

- Proportion of workers in full-time jobs³⁴⁹

Equal sharing of parenting roles and family responsibilities

- Proportion of time spent on unpaid domestic and care work³⁵⁰
- Number of children in regulated child care spaces and/or early learning programs and/or benefitting from subsidies³⁵¹
- Proportion of annual household income spent on child care, by economic family type

Better gender balance across occupations

- Proportion of occupational group who are women³⁵²

More women in higher-quality jobs, such as permanent and well-paid jobs

- Proportion of persons employed in temporary³⁵³, involuntary part-time³⁵⁴, or low-wage³⁵⁵ jobs

Leadership and democratic participation

More women in senior management positions, and more diversity in senior leadership positions

- Proportion of employees in management positions who are women, by management level³⁵⁶

Increased opportunities for women to start and grow their businesses, and succeed on a global scale

- Proportion of businesses majority-owned by women, by business size

More company board seats held by women, and more diversity on company boards

- Proportion of board members who are women, by type of board³⁵⁷

Greater representation of women and underrepresented groups in elected office and ministerial positions in national and sub-national governments

- Proportion of seats held by women in national Parliament³⁵⁸
- Proportion of seats held by women in local governments (provincial, territorial, municipal, First Nations Band Councils³⁵⁹)
- Proportion of ministerial positions held by women in federal³⁶⁰-provincial-territorial governments and Chiefs in First Nations communities³⁶¹ who are women

Increased representation of women and underrepresented groups as administrators of the justice system

- Proportion of federally appointed judges (federal and provincial courts) who are women³⁶²

³⁴⁹ See:

<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410001801&pickMembers%5B0%5D=1.1&pickMembers%5B1%5D=2.4>

³⁵⁰ See: <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=4510001402>

³⁵¹ See: <https://www.childcarecanada.org/sites/default/files/ECEC2016-KeyFindings-EN.pdf>

³⁵² See: <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410029701>

³⁵³ See: <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410007201>

³⁵⁴ See: <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410002901>

³⁵⁵ See: <https://stats.oecd.org/Index.aspx?QueryId=64193&lang=en>

³⁵⁶ See: <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410029701>

³⁵⁷ See: <https://boarddiversity.ca/cbdc/annualreport/>

³⁵⁸ See: <https://www.ourcommons.ca/Parliamentarians/en/members>

³⁵⁹ See: <https://www.aadnc-aandc.gc.ca/eng/1314985445480/1314985485565#chp7>

³⁶⁰ See: <https://www.ourcommons.ca/Parliamentarians/en/ministries>

³⁶¹ See: <https://www.aadnc-aandc.gc.ca/eng/1314985445480/1314985485565#chp7>

³⁶² See: <http://www.fja.gc.ca/appointments-nominations/StatisticsCandidate-StatistiquesCandidat-eng.html>

- Proportion of law enforcement³⁶³, security and intelligence officers who are women, by rank

Gender-based violence and access to justice

Workplaces are harassment free

- Proportion of employees who self-report being harassed in the workplace³⁶⁴

Fewer women are victims of intimate partner violence and sexual assault

- Proportion of women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner
- Proportion of population who self-reported being sexually assaulted, since age 15

Fewer victims of childhood maltreatment

- Proportion of population who self-reported childhood maltreatment (before age 15), by type of maltreatment³⁶⁵

Fewer women killed by an intimate partner

- Homicide rate, by relationship to the perpetrator³⁶⁶

Increased police reporting of violent crimes

- Proportion of self-reported incidents of violent crime reported to police, past 12 months, by type of crime³⁶⁷

Fewer Indigenous women and girls are victims of violence

- Proportion of Indigenous women and girls subjected to physical, sexual or psychological violence, by Indigenous identity

Increased accountability and responsiveness of the Canadian criminal justice system

- Proportion of sexual assaults reported to police that are deemed “unfounded”³⁶⁸

Poverty reduction, health and well-being

Fewer vulnerable individuals living in poverty

- Prevalence of low income, by economic family type³⁶⁹

Fewer women and children living in food-insecure households

- Proportion of individuals living in households that are moderately or severely food insecure, by economic family type³⁷⁰

Fewer vulnerable individuals lacking stable, safe and permanent housing

- Proportion of the population in core housing need, by economic family type³⁷¹

Child and spousal support orders enforced

- Collection rate, by type of beneficiary³⁷²

More years in good health

- Leading causes of death³⁷³
- Health-adjusted life expectancy at birth³⁷⁴
- Proportion of population that participated regularly in sport

³⁶³ See: <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=3510007801>

³⁶⁴ See: <https://www150.statcan.gc.ca/n1/daily-quotidien/181217/dq181217b-eng.htm>

³⁶⁵ See: <https://www150.statcan.gc.ca/n1/daily-quotidien/170216/dq170216b-eng.htm>

³⁶⁶ See: <https://www150.statcan.gc.ca/n1/pub/85-002-x/2018001/article/54980/tbl/tbl09-eng.htm>

³⁶⁷ See: <https://www150.statcan.gc.ca/n1/pub/85-002-x/2015001/article/14241-eng.htm>

³⁶⁸ See: <https://www150.statcan.gc.ca/n1/pub/85-002-x/2018001/article/54975/tbl/tbl02-eng.htm>

³⁶⁹ See: <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1110013501>

³⁷⁰ See: <https://www.canada.ca/en/health-canada/services/nutrition-science-research/food-security/household-food-security-statistics-2011-2012.html>

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³⁷⁴ See: <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1310037001>

Improved mental health

- Proportion of adults who have high psychological well-being³⁷⁵

Improved access to contraception for young people and reduced adolescent birth rate

- Proportion of population aged 15 to 34 that did not use contraception among sexually active population not trying to conceive
- Adolescent birth rate (aged 15 to 19) per 1,000 women in that age group³⁷⁶

³⁷⁵ See: <https://infobase.phac-aspc.gc.ca/positive-mental-health/data-tool/>

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Newfoundland and Labrador

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