

September 29, 2021

Sandra Barnes
Clerk of the House of Assembly
House of Assembly
P.O. Box 8700
St. John's, NL
A1B 4J6

Dear Ms. Barnes,

This letter is to confirm the intent of the Minister Responsible for Women and Gender Equality to table the 2020-21 Annual Report for the Office for the Status of Women (rebranded to the Office of Women and Gender Equality). Six copies of this document are attached for tabling purposes.

If you have any questions, please feel free to contact me at 729-5098.

Sincerely,



Judith Hearn
Deputy Minister

Attachments

2020-2021 ANNUAL REPORT



Office for the Status of Women



MESSAGE FROM THE MINISTER

I am pleased to present the Office for the Status of Women's Annual Report covering the fiscal year April 1, 2020 to March 31, 2021. This Report has been prepared in accordance with the Government of Newfoundland and Labrador's **Transparency and Accountability Act** provisions. I am accountable for the results reported in this document. Due to provincial government restructuring on April 7, 2021, this will be the final report in relation to the Office for the Status of Women's 2020-2023 Business Plan.

Advancing the social, economic, cultural, and legal status of women in our province, and working toward equality among people of all genders is a key priority for our provincial government. Gender equality requires meaningful collaboration between government departments and agencies, community stakeholders, and Indigenous communities and organizations. While the COVID-19 pandemic may have tested us as a society, it has made these relationships stronger and all the more valuable. The Office for the Status of Women is mandated to ensure diverse perspectives are incorporated into the development of government policies, programs, services, legislation, and budgets, and never has this been more relevant as we navigate the post-pandemic period together.

It has been a challenging year, and I want to acknowledge the dedication of our respected partners who have worked to promote gender equality in our province throughout these extraordinary circumstances. These include, but are not limited to, the Provincial Advisory Council on the Status of Women, Status of Women Councils, Violence Prevention NL organizations, Safe Harbour Outreach Project, Multicultural Women's Organization of Newfoundland and Labrador, Newfoundland Aboriginal Women's Network, and Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre. I thank you, and I look forward to continuing this crucial work with you in the next fiscal year.

It is through the collective efforts of community, and public and private sectors that we will make true progress towards advancing the status of women, girls, and gender diverse populations in our province.

A handwritten signature in black ink, appearing to be 'P. Parsons'.

Hon. Pam Parsons
Minister Responsible for the Status of Women

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Departmental Overview

Organizational Structure

Established in 1985, the Office for the Status of Women (OSW) is mandated to advance social, cultural, legal, and economic equality in Newfoundland and Labrador. OSW is the central agency in the provincial government that supports the development of programs, policies, services, legislation, and budgets to advance gender equality in the province. OSW is housed within Executive Council and staff report to the Minister Responsible for the Status of Women.

OSW is located in St. John's, on the fourth floor of the Confederation Building, West Block. In 2020-21, OSW had a core complement of staff comprised of eight permanent and two temporary positions. For 2020-21, OSW had a total budget of \$5.19 million, inclusive of the Minister's Office and the Provincial Advisory Council on the Status of Women.

Further information about OSW can be found at: <https://www.gov.nl.ca/exec/wge/>

Staff and Budget

Division	# of Employees	Budget
OSW	10	\$5,198,600

Highlights and Partnerships

Highlights

Domestic Violence Helpline

The COVID-19 pandemic amplified the need for a 24-hour provincial domestic violence helpline. The added strains of lockdowns and economic pressures increased the risk of gender-based violence. As such, working with community partners, the OSW supported the creation of a publically-available Domestic Violence Help Line to assist those seeking help from intimate-partner violence. OSW is committed to ending intimate-partner violence and continues to engage in initiatives that work to address it.

The province-wide, toll free number detects the region where the caller is located and immediately connects them with one of 10 transition houses that are part of the Transition House Association of Newfoundland and Labrador. The caller is then able to speak with a trained professional who will assist them directly, or connect them to the appropriate service or organization in the community, including women's centres, Violence Prevention Newfoundland and Labrador organizations, government departments, or medical and policing services.

The Domestic Violence Help Line is fully text enabled, which provides for an additional means for those in need to reach out for assistance. The Help Line will continue to operate 24 hours a day, seven days a week, at the toll free number 1-888-709-7090.

Leading an Intersectional Approach to the COVID-19 Pandemic Recovery

It has been recognized globally that the COVID-19 pandemic has had significant gender impacts. Certain populations are more susceptible to experiencing negative impacts of COVID-19 due to a variety of intersecting factors including gender, Indigeneity, 2SLGBTQQIA+, race, socio-economic status and citizenship. As such, the OSW

monitored this situation with an intersectional, gendered lens through the use of Gender-Based Analysis Plus (GBA+). This required an all-of-government approach to ensure policies and initiatives in response to the pandemic were developed with the needs of the most vulnerable in our society in mind, and with the commitment to deliver quality social services that are available and accessible to Newfoundlanders and Labradorians.

In particular, OSW worked with federal counterparts to ensure that any response to COVID-19 in Newfoundland and Labrador was responsive to the needs of the province and particularly, those who are the most vulnerable and at an increased risk. OSW advocated for increased federal funding for community groups and shelters that work directly with women and persons experiencing intimate-partner violence.

Further, OSW repurposed \$60,000 of its budget to directly support sex workers and those in the sex trade to alleviate the impacts of COVID-19.

OSW will continue to press for an intersectional feminist economic recovery plan as the province begins to recover in the post-pandemic period.

Missing and Murdered Indigenous Women and Girls (MMIWG)

In 2020-2021, OSW continued to support the Provincial Government's engagement in discussions with the Federal Government, Provinces, Territories, and Indigenous Governments and Organizations on developing a national action plan to address systemic racism and violence against Indigenous women, girls, and 2SLGBTQQIA+ persons.

OSW will continue to support these efforts in the next reporting period as the national plan comes to fruition. Working collaboratively with Indigenous groups and organizations to improve the social and economic well-being of Indigenous women, girls, and 2SLGBTQQIA+ persons remains a top priority of the Office.

Partnerships

OSW works collaboratively with stakeholder organizations throughout the province to advance the status of women, girls, and 2SLGBTQQIA+ people. In 2020-21, OSW provided core operational funding of approximately \$2.8 million, to key partners including: the Provincial Advisory Council on the Status of Women; Status of Women Councils; Violence Prevention NL organizations; Multicultural Women's Organization of Newfoundland and Labrador; Newfoundland Aboriginal Women's Network; Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre; Safe Harbour Outreach Project (a project of the St. John's Status of Women Council); and Coalition Against the Sexual Exploitation of Youth (a project of Thrive).

OSW partakes in concerted efforts with Federal, Provincial, and Territorial Ministers Responsible for the Status of Women on initiatives to advance the status of women and girls in Newfoundland and Labrador and throughout the country. The 38th annual meeting of Federal/Provincial/Territorial (FPT) Ministers co-hosted by NL took place virtually in January 2021.

At this meeting, Ministers signed the declaration for a Canada free of Gender-Based Violence (GBV). This declaration restates the longstanding commitment of FPTs in the fight against GBV, and the advancement of gender equality for people across Canada. The main priorities to be addressed through this FPT collaboration include:

- Human trafficking;
- COVID-19; and
- The importance of taking into consideration gendered and intersectional economic impacts.

The Provincial Government, through OSW, was the original host of this meeting, but passed the responsibility over to Saskatchewan at the end of the first day when the provincial government election writ was dropped.

Report on Performance

The OSW's 2020-23 Business Plan identified economic and social security, gender-based violence prevention, and Gender-Based Analysis Plus (GBA+) Training, as strategic priorities. This year, the OSW is reporting on its success in achieving the objectives outlined for 2020-21.

Issue #1 - Economic and Social Security

Women, girls, and 2SLGBTQQIA+ populations face a multitude of economic and social inequities within our province. The Provincial Government recognizes that gender equality and individual well-being is determined by various external and intersectional factors including: health, housing, food security, safety, cultural and political participation, race, ability, education, employment, income, and social relationships and supports. The identification and recognition of these factors inform the work of the OSW. Indeed, we saw many of the issues that influence economy and social inequality exacerbated by the COVID-19 pandemic.

Women and members of the 2SLGBTQQIA+ community remain underrepresented in leadership roles in Newfoundland and Labrador, which means the province is missing valuable insights, talents, expertise, rooted in the knowledge and experiences specific to these populations.

Our resource rich province demands the opportunity for all individuals to benefit from development projects. As such, OSW works to increase employment opportunities for women and other underrepresented groups through two mechanisms. Proponents of medium to large-scale resource development projects are required to develop and implement a Gender Equity and Diversity Plan (GEDP), which is designed to increase employment opportunities for women and other underrepresented groups within the province.

Outside resource development projects, proponents of mid-size commercial projects, with moderate employment and duration of work, submit a Women's Employment Plan (WEP). WEPs assist companies by helping to establish proactive policies, practices, and lines of accountability aimed at creating inclusive workplaces free from harassment

and discrimination. Further, Government is committed to increasing women's employment in male-dominated occupations by requiring qualified contractors for new infrastructure projects to develop WEPs in order to ensure that women benefit from all project employment opportunities.

Identifying and addressing economic and social barriers to the advancement of women and 2SLGBTQQIA+ individuals is a critical first step to increasing their labour market participation and social engagement. It is essential to concentrate on policies, programs, and initiatives that improve social and economic security of these individuals.

To address the economic and social security of women and 2SLGBTQQIA+ individuals in Newfoundland and Labrador, OSW's 2020-23 Business Plan identified the following goal.

By March 31, 2023, OSW will have continued to strengthen an "all of government" approach to address the systemic barriers faced by women and promote the areas of advancement around economic and social empowerment.

For the 2020-21 reporting cycle, the OSW identified the following objectives to support the economic and social security for women and 2SLGBTQQIA+ people in the province:

Objective:

By March 31, 2021, OSW will have advanced gender equity through continuous meaningful engagement with community stakeholders, organizations and government partners.

Indicators:

- Co-host Premier's Roundtable on Gender Equity.
- Continue 'Women in Leadership' activities that aim to remove barriers to the advancement of women in leadership roles of all types.
- Work collaboratively to negotiate new GEDPs and WEPs.

- Engage with community and remain responsive to gendered impacts of emergency measures from an economic and social security standpoint.

OSW has successfully completed work to address the issue of economic and social security as outlined for the 2020-21 reporting cycle. The following chart illustrates the collaborative successes to promote and advance the economic and social security of women and 2SLGBTQQIA+ people in Newfoundland and Labrador.

Issue #1 Economic and Social Security	
Planned	Actual (2020-21)
Co-host Premier’s Roundtable on Gender Equity	<ul style="list-style-type: none"> • On Tuesday, December 15, 2020 the Premier of Newfoundland and Labrador, and the Minister Responsible for the Status of Women, hosted the inaugural meeting of the Premier’s Roundtable on Gender Equity. • The inaugural meeting was held virtually due to COVID-19. • The meeting was an important step to address barriers to gender equity, map priorities, and collectively deal with those barriers. • The roundtable was outcome focused, multi-departmental and composed of key Indigenous leaders, opposition parties, community stakeholders and advocates, and those with lived experience. • Participants outlined their understanding of gender equity

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	<p>opportunities and challenges in the province as they related to the work of the Roundtable.</p> <ul style="list-style-type: none"> OSW has developed a theming document from the initial meeting with the goal to use its contents to steer the direction of the Roundtable in future reporting periods.
<p>Continue 'Women in Leadership' activities that aim to remove barriers to the advancement of women in leadership roles of all types</p>	<p>OSW has continued to work with community partners to support Women in Leadership events.</p> <ul style="list-style-type: none"> In 2020-21, OSW engaged with Equal Voice NL to plan various women in leadership activities. Equal Voice is a multi-partisan organization dedicated to electing and supporting women at all levels of political office. Preliminary planning included the logistics of Campaign College that will be hosted in the next reporting cycle. OSW, Equal Voice NL and the Provincial Advisory Council on the Status of Women started a committee in Winter 2021 to set plans for Daughters of the Vote 2021. This event will occur in the next reporting period.
<p>Work collaboratively to negotiate new GEDPs and WEPs</p>	<p>Throughout the reporting period, OSW collaborated with relevant departments such as Industry, Energy, and</p>

	<p>Technology in identifying the need for, and the development and negotiation of Gender Equity and Diversity Plans.</p> <ul style="list-style-type: none"> • OSW continues to evaluate all projects that come through the environmental assessment process to determine if a WEP and/or GEDP is required. <ul style="list-style-type: none"> ○ As a result, in this reporting period, OSW supported the negotiation of eight WEPs and one GEDP.
<p>Engage with community and remain responsive to gendered impacts of emergency measures from an economic and social security standpoint</p>	<p>Throughout this reporting period, OSW worked responsively and collaboratively with various community organizations including the Violence Prevention NL organizations, Women Centres, Newfoundland and Labrador’s Sexual Assault Crisis and Prevention Centre, Multicultural Women’s Organization of NL, Newfoundland Aboriginal Women’s Network and others, to identify key issues and challenges having gendered impacts during COVID-19.</p> <ul style="list-style-type: none"> • OSW sits on the Vulnerable Populations Task Group, created by Health and Community Services, as a way to convene community and government collaboration around gaps in service due to COVID-19

	<ul style="list-style-type: none">• OSW co-leads with Quadrangle NL the Gender-based Needs Working Group that reports to the Vulnerable Population Task Group.<ul style="list-style-type: none">○ This group is made up of gender equity-seeking organizations and 2SLGBTQQIA+ organizations from across the province.○ Issues identified by this working group include: food insecurity, violence, gaps in service for marginalized groups such as sex workers, lack of housing and housing precarity during the pandemic, and economic insecurity.• OSW sits on the Indigenous Health Working Group for COVID-19<ul style="list-style-type: none">○ This group is made up of provincial government and Indigenous partners and works to specifically address the issues faced by Indigenous communities throughout the COVID-19 pandemic.
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2021-2022 Objectives and Indicators

Due to provincial government restructuring on April 7, 2021, the Office for the Status of Women was rebranded as the Office of Women and Gender Equality with an enhanced mandate to work towards gender equality for all peoples in our province. To this end, the Office of Women and Gender Equality is required to develop new objectives and indicators for the 2021-2022 fiscal year, which will be housed within the Office's 2021-2022 Annual Report.

Issue #2 – Violence Prevention

Gender-based Violence (GBV) remains prevalent in Newfoundland and Labrador. It is rooted in gender inequality, the abuse of power, and harmful social norms. GBV is pervasive and its persistence continues to impact social, economic, cultural and legal systems in our province. The devastating long-term effects of GBV continue to be felt by survivors, families, and communities. As such, the provincial government continues to respond with measures that target violence from all fronts.

OSW works collaboratively with violence prevention organizations and Indigenous communities and organizations throughout the province, as well as government departments and agencies, to ensure grassroots knowledge is utilized to inform policies, programs, legislation, and front-line services for survivors of violence. Implementing long-term systemic solutions to address the varying types of inequality that exist within our society is essential to creating an environment where individuals live free from the threat of violence and have an opportunity to reach their full potential.

In an effort to eradicate gender-based violence in Newfoundland and Labrador, OSW's 2020-2023 Business Plan identified the following goal:

By March 31, 2023, OSW will have undertaken various Provincial Government-community collaborative partnerships to find targeted long-term solutions for violence prevention in the province.

To achieve this goal, OSW identified the following objective and indicators for the 2020-21 reporting cycle:

Objective

By March 31, 2021, OSW will have initiated a targeted solution-focused response that aims at having the greatest impact on addressing violence in the province.

Indicators

- Develop and launch the next phase of Violence Prevention.
- Continue collaboration efforts with community and Indigenous partners and stakeholders to prevent violence through meaningful engagement activities, particularly populations most at risk.
- Develop and support initiatives and working committees to prevent violence with Provincial and Federal Government departments and agencies.

The following chart illustrates the collaborative work focused on violence prevention during the 2020-21 reporting cycle.

Issue #2 Violence Prevention	
Planned	Actual (2020-21)
Develop and launch the next phase of Violence Prevention	<p>OSW continues to work collaboratively with government departments, FPTs, and community stakeholders as we develop the next steps for violence prevention in the province.</p> <ul style="list-style-type: none"> • Due to COVID-19, there were delays in launching this next phase. However, the gendered impacts of COVID-19 have illustrated a greater need for a targeted approach that is

	<p>responsive and flexible to how violence is present and hidden in communities.</p> <ul style="list-style-type: none"> • This work is ongoing with the goal to launch in the next reporting period.
<p>Continue collaboration efforts with community and Indigenous partners and stakeholders to prevent violence through meaningful engagement activities, particularly populations most at risk</p>	<p>OSW continues to support Indigenous-led initiatives in violence prevention.</p> <p>In this reporting period, the Government of Newfoundland and Labrador invested \$241,500 in 13 projects through the Indigenous Violence Prevention Grants Program. This program supports Newfoundland and Labrador Indigenous governments and organizations in their efforts to prevent violence against Indigenous women and children and to engage Indigenous men and boys in the prevention of violence.</p> <ul style="list-style-type: none"> • OSW recognizes that there are many approaches to ending violence including increasing awareness, education, training, investing in leadership development, capacity building, or projects which can offer healing or enhance a community, or an individuals' ability to address violence in a culturally appropriate manner. OSW supported funding

	<p>to projects that were community based, and supported all genders, ages, and Indigenous groups, with the view to promote violence prevention through an Indigenous-led approach.</p>
<p>Develop and support initiatives and working committees to prevent violence with Provincial and Federal Government departments and agencies</p>	<ul style="list-style-type: none"> • In 2020-21, OSW collaborated with FPT partners to support the development of the National Action Plan to End Gender-Based Violence. This work is ongoing. • In 2020-21, OSW continues its effort to support commitments to Missing and Murdered Indigenous Women and Girls (MMIWG) by working with other provincial and federal government departments. This work is ongoing.

2021-2022 Objectives and Indicators

Due to provincial government restructuring on April 7, 2021, the Office for the Status of Women was rebranded as the Office of Women and Gender Equality with an enhanced mandate to work towards gender equality for all peoples in our province. To this end, the Office of Women and Gender Equality is required to develop new objectives and indicators for the 2021-2022 fiscal year, which will be housed within the Office’s 2021-2022 Annual Report.

Issue #3 – Gender-Based Analysis Plus (GBA+)

Gender-Based Analysis Plus (GBA+) is an analytical process that assesses the potential impacts that government decisions may have on individuals from various backgrounds and abilities. Beyond sex and gender, GBA+ considers many other identity factors such as race, ethnicity, religion, age, and mental or physical disability, and how the interaction between these factors influences the way an individual may experience government policies, services, and/or initiatives. In order to ensure the consideration of needs of the most vulnerable in our society, Government has mandated that GBA+ be integrated into all policies and proposals. OSW is tasked with supporting government departments in this endeavour.

As a primary line of business for OSW, ensuring the proper training and implementation of GBA+ is paramount. Due to the impacts of the COVID-19 pandemic, the strategy and approach to government-wide training required an innovative approach that involved both online learning and virtual one-on-one supports.

To meet the intersectional needs of NL's population through the use of GBA+, OSW's 2020-23 Business Plan identified the following goal:

By March 31, 2023, OSW will have strengthened the capacity of departments and agencies to fully understand and apply Gender-Based Analysis Plus (GBA+) to policies, programs, services, legislation and budgets in order to ensure equitable outcomes for women and girls and gender diverse populations.

For the 2020-21 reporting cycle, the OSW identified the following objective and indicators to support this goal:

Objective:

By March 31, 2021, OSW will have continued the development, enhancement and delivery of GBA+ training across government departments.

Indicators:

- Develop and pilot a GBA+ online training module.
- Establish baseline evaluation mechanisms for future evaluation of GBA+ training.

The following chart highlights the successful work accomplished by OSW in the area of Gender-Based Analysis Plus for the 2020-21 reporting cycle.

Issue #3 Gender-Based Analysis Plus (GBA+)	
Planned	Actual (2020-21)
Develop and pilot a GBA+ online training module	<p>The COVID-19 pandemic required a pivot in OSW’s training delivery model, as in-person training no longer remained safe or feasible.</p> <p>Due to the limitations in resources caused by the pandemic, OSW was unable to develop its own training module.</p> <p>Throughout the 2020-21 reporting cycle, OSW worked with departments to support GBA+ training through the use of the Federal GBA+ online training course, developed by Women and Gender Equality Canada. The use of this training was integral in the success of continuing education on GBA+ as OSW navigated the unique challenges of the pandemic.</p> <p>Individualized support for departments in terms of application of GBA+ under their</p>

	<p>respective mandates continued throughout this reporting period.</p> <ul style="list-style-type: none"> • The support for a NL-centered module has increased as a result of the success of this training initiative and will be implemented in the next reporting cycle. • Departments have also requested further training on supporting the needs of 2SLGBTQQA+ populations.
<p>Establish baseline evaluation mechanisms for future evaluation of GBA+ training</p>	<p>OSW has developed a baseline evaluation mechanism in the 2020-21 reporting cycle to monitor the effectiveness of GBA+ training.</p> <p>In order to evaluate the impacts of training, OSW has developed a pre and post training questionnaire.</p> <ul style="list-style-type: none"> • The questionnaire assesses participants familiarity with GBA+; and, the effectiveness of the training • Participants are given the option in the post- evaluation form to describe areas where they would like more support.

2021-2022 Objectives and Indicators

Due to provincial government restructuring on April 7, 2021, the Office for the Status of Women was rebranded as the Office of Women and Gender Equality with an enhanced mandate to work towards gender equality for all peoples in our province. To this end, the Office of Women and Gender Equality is required to develop new objectives and indicators for the 2021-2022 fiscal year, which will be housed within the Office's 2021-2022 Annual Report.

Opportunities and Challenges

Gender equality is the basis for a more prosperous and sustainable province. Advancing gender equality in Newfoundland and Labrador involves overcoming significant systemic challenges that require long-term solutions and meaningful partnerships. Women, girls, and 2SLGBTQQIA+ individuals continue to face deeply rooted historical inequities based in sexism, classism, ableism, heterosexism, racism, ageism and other biased attitudes. Indeed, the COVID-19 pandemic has exacerbated some of these historical inequities and systemic challenges.

Women and minority groups were often at the frontline of the pandemic, as healthcare workers, minimum wage earners, and caregivers at home. Further, women's unpaid labour has increased significantly because of school closures, lockdowns, and the increased needs of elderly people. The pandemic has also increased incidents of gender-based and intimate partner violence. Women were harder hit by the economic impacts of COVID-19, as they tend to work disproportionately in precarious labour markets.

Women, girls, and 2SLGBTQQIA+ individuals need a province where they can thrive, particularly as they navigate the challenges intensified by the pandemic. Working together to navigate the challenges of COVID-19 pandemic has created stronger partnerships between government and community. Collaborative partnerships internal and external to government provide the crucial foundation for effecting substantial

societal change. Continuing communal efforts in challenging the attitudes, behaviours, and social norms associated with inequality, informs the basis of government-community relationships. Indeed, OSW is strengthening collaboration with the 2SLGBTQQIA+ community to ensure Newfoundland and Labrador is a safe, accessible and inclusive place for people of all gender identities and sexual orientations. It is through joint efforts that government and community can design and implement systemic measures that can work to address the root causes of gender-based violence, through an intersectional, research-based, and culturally sensitive lens. These relationships create valuable opportunities to inform the gender-based violence prevention strategies that will be led by OSW.

While COVID-19 has severely affected our economy, it has also created an opportunity to ensure that economic recovery is done with the needs of the most vulnerable in mind. The COVID-19 response, recovery and stimulus actions must include input from the impacted, essential sectors that employ a majority of women and organizations that serve women, girls and 2SLGBTQQIA+ individuals. OSW supports these efforts in ensuring GBA+ is used throughout government decision-making processes.

GBA+ informs government's current work as well as planning for the post- pandemic period. Data collection and analysis of those most impacted has been a key component of OSW's work throughout the COVID-19 pandemic. Continuing to strengthen the use of GBA+ across all of government will improve these efforts. Further, OSW continues to work with the public and private sectors to improve employment and procurement opportunities for underrepresented groups.

OSW's role is to ensure the needs of women, girls and the 2SLGBTQQIA+ community are incorporated into government budgets, initiatives, policies, programs, and legislation. Over the next fiscal year, OSW intends to support its interdepartmental colleagues in addressing systemic issues such as gender-based violence, infertility, and pay inequities. It takes commitment from all areas of government to support the well-being, quality of life, and safety of all individuals in our province.

Financial Information

Expenditure and revenue figures included in this document are based on public information provided in the Report on the Program Expenditures and Revenues of the Consolidated Revenue Fund for Fiscal Year Ended March 31, 2021. Audited financial statements are a requirement at the Provincial Government level and are made public through the Public Accounts process. OSW is not required to provide a separate audited financial statement.

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Office of the Executive Council - Office for the Status of Women	Original (\$)	Amended (\$)	Actual (\$)
Minister's Office			
Salaries	201,900	207,200	207,112
Transportation and Communications	65,800	65,800	16,761
Supplies	2,500	2,500	2,291
Purchased Services	1,800	1,800	87
Property, Furnishings and Equipment	500	500	2,792
Total: Minister's Office	272,500	277,800	229,043
OSW			
Salaries	887,500	769,700	717,685
Transportation and Communications	48,000	48,000	5,111
Supplies	4,700	4,700	2,653
Professional Services	270,000	270,000	128,479
Purchased services	57,000	57,000	20,724
Property, Furnishings and Equipment	1,000	1,000	6,203
Grants and Subsidies	3,239,900	3,239,900	3,095,278
Total: OSW	4,508,100	4,390,300	3,976,133
Provincial Advisory Council on the Status of Women (PACSW)			
Grants and Subsidies	418,000	418,000	418,000
Total: PACSW	418,000	418,000	418,000
TOTAL: OFFICE FOR THE STATUS OF WOMEN	5,198,600	5,086,100	4,623,176

