

Office for the Status of Women

Business Plan

2020 - 2023



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MESSAGE FROM THE MINISTER

Advancing the social, economic, cultural, legal, and political status of women and girls in Newfoundland and Labrador is a top priority for our provincial government. The Office for the Status of Women (OSW) 2020-2023 Business Plan outlines how we will continue to work in collaboration with provincial government partner departments and agencies, community stakeholders, and Indigenous groups and organizations to achieve these outcomes. This work requires continued meaningful engagement with a diversity of partners and collaborators. I believe this is key towards advancing the status of women and girls in our province.

Through consistent government-wide application of Gender-Based Analysis Plus (GBA+), OSW works to ensure that diverse perspectives of women and girls help inform the development of government policies, programs, services, legislation, and budgets. OSW is dedicated to preventing violence against at-risk populations, and finding targeted action focused solutions towards gender-based violence.

I am pleased to present the OSW Business Plan 2020-2023, which has been prepared in accordance with the Government of Newfoundland and Labrador's Transparency and Accountability Act provisions for a category Two entity. As the Minister Responsible for the Status of Women, I am accountable for the results reported in this document.

Sincerely,

A handwritten signature in black ink, appearing to read 'Lisa Dempster', written in a cursive style.

Hon. Lisa Dempster
Minister Responsible for the Status of Women

Overview

The Office for the Status of Women (OSW) provides specific resources within the Government of Newfoundland and Labrador structure to advance equity for women. OSW is the central agency that supports the development of programs, policies, services, legislation, and budgets to advance the social, economic, cultural, legal, and political status of women in the province. OSW is housed within Executive Council, and staff report to the Minister Responsible for the Status of Women. In 2019-20, the OSW had a core staff complement comprised of eight permanent and two temporary positions.

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

Mandate

OSW supports an "all of government" approach to the application of Gender-Based Analysis Plus (GBA+) to programs, services, policies, legislation, and budgets. OSW supports the work of community partners to achieve our common goal - advancing the social, economic, cultural, and legal status of women in our province.

OSW collaborates and works with women's equity seeking organizations, the 2SLGBTQIA+ community and with Indigenous women, governments, and organizations to improve the social and economic well-being of indigenous women and girls, specifically in the areas of violence and mental health.

Budget

OSW is located in St. John's on the fourth floor of the Confederation Building, West Block. For 2020-21, OSW had a total budget of \$4.76 million, inclusive of the Minister's Office and the Provincial Advisory Council on the Status of Women.

Lines of Business

The Staff of the Office for the Status of Women are Responsible for:

Policy Analysis and Advisory Services

OSW defines policy as any action taken by government. OSW applies Gender-Based Analysis Plus (GBA+) to government policy in such forms as legislation, budgets, programs and services. By applying GBA+ to government policy, OSW provides advice to departments on how women are affected, highlights needs and gaps and advises on how gender equity can be better achieved.

Information Collection and Communication Services

OSW is responsible for collecting relevant information from a variety of sources to provide evidence based policy advice. To meet this responsibility, OSW performs various jurisdictional scans, secondary research, content analysis and quantitative analysis on statistical information and reports to assess the status of women, as well as to identify systemic inequities and information gaps. As part of the information collection process, OSW consults regularly with women and equity seeking organizations to identify ongoing and emerging issues of special concern as well as potential solutions. Beyond providing policy advice to government departments, OSW provides information on the status of women through across government channels through resource sharing, publications, events and initiatives.

Violence Prevention Initiative (VPI) Services

OSW administers a grants program for 10 violence prevention regional coordinating committees; coordinates the delivery of the Violence Awareness and Action Training Program; conducts research; coordinates departmental projects; facilitates meetings of VPI committees; coordinates public awareness on violence prevention and provides services for information on violence.

Grants Program

OSW provides non-repayable grants to women's organizations for activities and initiatives that seek to advance the status of women in Newfoundland and Labrador subject to approved criteria.

Working Within Government

Many government departments and agencies share responsibility for issues of special concern to women. OSW works with these departments and agencies to identify and analyze the issues and to help develop policies, programs, and legislation that advance the status of women.

OSW acts as a catalyst within government, heightening awareness and initiating changes where needed. OSW sits on cross-departmental committees such Multi-year funding, Poverty Reduction, Inclusion for Persons with Disabilities, Youth Attraction and Retention, Healthy Aging, Immigration and Birth Rate.

Acting as Federal-Provincial Liaison

The staff of OSW maintain a close working relationship with federal, provincial and territorial counterparts and act as a Federal-Provincial Liaison. This includes ongoing participation in intergovernmental working groups that address such issues as Women's Economic Participation and Prosperity, Leadership and Democratic Participation, Gender-Based Violence and Access to Justice, Human Trafficking, Missing and Murdered Indigenous Women and Girls, and Strategic Planning.

Working with the Community

OSW carries out ongoing engagement with women's groups and equity seeking organizations as well as individuals. OSW collaborates with and consults women with intersectional perspectives in order to identify the issues of particular concern to them, and to ensure they have a say in government strategies designed to enhance their

economic and social status. Business, labour, and community groups are consulted to ensure that the concerns of women are considered at every level of decision-making.

Primary Clients

OSW works collaboratively with many stakeholder organizations throughout the province to advance the status of women and girls. In 2020-21, OSW provided grants and core operational funding of approximately \$3.2 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 works collaboratively 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.

Vision

The Vision of the Office for the Status of Women is true social, legal, cultural and economic equality for women in the province of Newfoundland and Labrador.

Strategic Issues

Strategic Issue 1 – Economic and Social Security

The Government of Newfoundland and Labrador recognizes the economic and social inequities that women and girls face within our province. Women's equity and well-being is determined by various external factors including: health, housing, food security, safety, cultural and political participation, race, ability, education, employment, income and social relationships and supports. Women remain underrepresented in leadership roles in Newfoundland and Labrador, which means the province is missing valuable insights, talents, expertise, rooted in the knowledge and experience specific to women and girls. Identifying and addressing economic and social barriers to women's advancement is an essential first step to increasing women's labour market participation and social engagement.

It is important to focus on policies and programs that affect women's social and economic security. One key area of focus is the division of labour within paid and unpaid work, which has resulted in a persistent wage gap, undermined women's contributions to leadership and highlights persistent systemic barriers to accessing economic independence. In 2018, women in Newfoundland and Labrador made up 49.0 percent of the total workforce and had an average annual income of \$27,870. This amounts to 68.5 per cent of men's average income of \$40,700.¹ This wage gap exists between women and men because women are more likely to work part-time at lower paying jobs due to other responsibilities. Women are more likely to work minimum wage jobs. Men in the resource development sector dominate high-paying jobs and there is a systemic discrepancy in pay between men and women doing the same job.

¹ Statistics Canada, Table 11-10-0008-01

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.

Goal Indicator

- OSW engaged meaningfully across government regarding the economic and social issues affecting women and girls.
- Attended relevant interdepartmental committee meetings to ensure that potential impacts of policies and/or programs on women’s equity are considered and implemented.
- Represented OSW on outside committees to address issues such as women’s socio-economic security and women in leadership.
- Continued engagement with community stakeholders in advancing women in leadership and socio-economic security

Objective 2020-2021

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

Indicator

- Co-hosted Premier’s Gender Equity Roundtable.
- Continued ‘Women in Leadership’ activities that aim to remove barriers to the advancement of women in leadership roles of all types.
- Worked collaboratively to negotiate new GEDPs and WEPs.
- Engaged with community and responsive to gendered impacts of emergencies measures from an economic and social security standpoint.

Objective 2021-2022

By March 31, 2022, OSW will have further strengthened our work with government departments, through various initiatives, in supporting provincial commitments to women and girls to achieve their goals, leverage their collective voices, and reach their full potential.

Objective 2022-2023

By March 31, 2023, OSW, through various initiatives, will have further strengthened our community collaborations in advancing the provincial commitments in supporting women and girls to achieve their full potential.

Strategic Issue 2 – Violence Prevention

Violence Prevention is a core commitment of the Government of Newfoundland and Labrador and reflects the urgency in addressing systemic violence in this province. Addressing and preventing violence is a multi-departmental, government – community partnership to find long-term targeted solutions to the problem of violence against those most at risk in our society – women, children, seniors, persons with disabilities and other vulnerable people who are victims of violence because of their race, ethnicity, sexual orientation or economic status. Violence has a pervasive impact on social, economic, cultural and legal status of individuals in our society. Violence destroys relationships, community supports and has devastating long-term impacts on 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 groups and organizations throughout the province, as well as government departments and agencies, to ensure grass-roots 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 women and girls live free from the threat of violence and have an opportunity to reach their full potential.

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.

Goal Indicator

- Continued to support efforts of the Provincial Government's implementation of the recommendations from the National Inquiry into Missing and Murdered Indigenous Women and Girls.
- Initiated strengthen-based approach to violence prevention through targeted initiatives through community and government collaborations.
- Attended relevant interdepartmental committee meetings to ensure impacts of violence prevention are considered in policies and programs.
- Attended and supported Federal, Provincial and Territorial Task Teams that address violence including Gender-Based Violence and Access to Justice and Human Trafficking.

Objective 2020-2021

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.

Indicator

- Developed and launched the next phase of Violence Prevention.

- Continued collaboration efforts with community and Indigenous partners and stakeholders to prevent violence through meaningful engagement activities, particularly populations most at risk.
- Developed and supported initiatives and working committees to prevent violence with Provincial and Federal Government departments and agencies

Objective 2021-2022

By March 31, 2022, OSW will have continued engagement with community stakeholders with an intersectional approach. Collaboration and implementation efforts will move forward with Provincial Government departments and agencies with targeted solutions in violence prevention initiatives in education.

Objective 2022-2023

By March 31, 2023, OSW will have continued engagement with community stakeholders with an intersectional lens to identify a responsive approach to the next priority area(s). Collaboration and implementation efforts will move forward with Provincial Government departments and agencies with targeted solutions in violence prevention initiatives.

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

Gender Based Analysis Plus (GBA+) is an analytical process used to assess how diverse groups of women, men, and gender diverse people may experience policies, programs and initiatives, legislation and budgets. The “plus” in GBA+ is not just about differences between biological (sexes) and socio-cultural (genders). We all have multiple characteristics to our identities that intersect and contribute to who we are. 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 we might experience government policies and initiatives.

In February 2019, the Provincial Government committed to an all of government approach to GBA+ and this commitment was further highlighted in September 2020, in all departmental minister's mandate letters noting a required GBA+ in all policies approach. As a primary line of business for OSW, ensuring the proper training and implementation of GBA+, the efficiency and use of this analytical tool is a main priority. From April 2019-January 2020, OSW trained 513 participants, including policy staff and executive in the majority of government departments including the Premier's Office, Cabinet Secretariat and Finance. Due to the impacts of the COVID-19 pandemic, the strategy and approach to government wide training, will require an innovative approach that works beyond in-person sessions to ensure a broad reach of GNL public service.

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.

Goal Indicator

- Implemented mandatory GBA+ training for all government departments.
- Enhanced GBA+ training opportunities through in-person and virtual options.
- Evaluated efficacy of training and application of GBA+.

Objective 2020-2021

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

Indicator

- Developed and piloted a GBA+ online training module.
- Established baseline evaluation mechanisms for future evaluation of GBA+ training.

Objective 2021-2022

By March 31, 2022, OSW will have expanded GBA+ training to all government departments and public servants.

Objective 2022-2023

By March 31, 2023, OSW will have expanded GBA+ training to government agencies, boards and commissions.

Annex A: Strategic Directions

The Government of Newfoundland and Labrador has identified the following strategic directions for the 2020-2023 planning cycle. This plan was prepared in consideration of the following strategic directions:

Strategic Direction 1: A Better Economy

Strategic Direction 2: Healthier People

Strategic Direction 3: Better Living

Strategic Direction 4: A Bright Future

Strategic Direction 5: A More Efficient Public Sector

