



Provincial Advisory Council
on the Status of Women

NEWFOUNDLAND & LABRADOR

ANNUAL
REPORT

2021-2022



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2 President/CEO's Message

I am pleased to present the 2021-22 Annual Report for the Provincial Advisory Council on the Status of Women Newfoundland and Labrador (PACSW). This performance report is submitted in accordance with PACSW's obligation under section 9 of the **Transparency and Accountability Act**. Our performance report was prepared under my direction, and as President/CEO, I am accountable for the results reported within.

This 2021-22 annual report provides an overview of this year's initiatives in advancing our priority areas for women and women-identified individuals in Newfoundland and Labrador while living with a pandemic. PACSW engaged in research and GBA+ policy analysis with a lens on women's health and well being, safety, and economic security and prosperity.

In meeting the mandate set out in the **Status of Women Advisory Council Act** PACSW will continue the close working relationships its partners in the provision of advice and recommendations to Government as well as creating public awareness on issues that impact women/women identified persons in Newfoundland and Labrador.

Respectfully,



Paula Sheppard
President/CEO
Provincial Advisory Council on the Status of Women Newfoundland and Labrador

3 Overview

The Provincial Advisory Council on the Status of Women (PACSW) was established in 1980 by the Provincial Government of the day and received legislative standing with the introduction of the **Status of Women Advisory Council Act**. It was created to advise the Government of Newfoundland and Labrador on issues affecting the status of women, as well as to raise awareness of women’s issues within the public. PACSW is a legislated government agency which reports to the Minister Responsible for Women and Gender Equality.

The eleven-member Advisory Council (see section 3.1) follow the Independent Appointments Commission (IAC) process and is appointed for three-year terms by the Lieutenant-Governor. The President/CEO position is a salaried position requiring an open competition also through the IAC. Selection criteria include regional representation of the province from diverse populations and sectors demonstrating leadership in advancing women/women-identified topics from a community, regional or provincial perspective.

PACSW works closely with the Office of Women and Gender Equality, an office within Executive Council. PACSW also partners regularly with community agencies, and other equality-seeking organizations, which share an agenda to advance women and gender equality.

3.1 2021-22 Council Members

President/CEO	Paula Sheppard	St. John’s
Vice-President	Vanessa McCarthy	Gander
Member	Barbara Barker	St. John’s
Member	Valerie Barter	Conception Bay South
Member	Kelly Hynes Curties	St. John’s
Member	Michelle Greene	St. John’s
Member	Elizabeth Evans-Mitchell	Makkovik
Member	Angie Wilmott	Lewisporte
Member	Raelene Vickers	Happy Valley-Goose Bay
Member	Vacant	
Member	Vacant	

3.2 Staff

PACSW operate with a complement of three staff under the direction of the President/CEO:

- Finance and Administration Manger
- Policy and Research Analyst
- Director of Public Engagement

3.3 Mandate

As per legislation, the Provincial Advisory Council on the Status of Women Newfoundland and Labrador shall:

- Advise the minister on those matters relating to the status of women that the minister refers to the advisory council for consideration.
- Advise the minister on those matters relating to the status of women that the advisory council feels appropriate.
- Bring before the Provincial Government and the public matters of interest and concern to women.
- Establish the general policies that will govern the organization.

3.4 Vision

The vision of the PACSW is equality, equity, and inclusion for women in Newfoundland and Labrador.

3.5 Physical Location

PACSW's office is an accessible space located at 15 Hallett Crescent, Suite 103, St. John's, Newfoundland and Labrador.

3.6 Budget

The budget allocated for this fiscal year was \$428,100.

3.7 Lines of Business

In keeping with the legislated mandate, the following lines of business include:

- Advising government on issues affecting the status of women
- Public awareness and engagement
- Administration and operation of PACSW

4 Highlights and Partnerships

During the 2021-2022 reporting year, PACSW was involved in several initiatives that supported our identified priority areas for the current year.

4.1 Highlights

In October 2021, PACSW received an invitation from Women and Resource Development Corporation (WRDC) to offer policy analysis expertise as an Advisory Committee member on their titled project: **“Increasing pathways to secure, meaningful employment through design and implementation of inclusive skills development policies”**. The objective of this project is to improve the economic security and prosperity of low-income women by designing and implementing holistic, flexible, and inclusive skills development funding policies and practices to increase accessibility to pathways that lead to secure, meaningful employment. This is a 30-month ongoing project aimed at women aged 25-64 years old, people living in a northern, remote, or rural areas, people living on a low income.

PACSW also had the unique and valuable opportunity to deliver a formal presentation to The Health Accord Newfoundland and Labrador Task Force. The topic focused on inclusion as a social determinant of health. PACSW’s presentation outlined what is needed to ensure the health and well-being of women and women identified persons in Newfoundland and Labrador and that good health and well-being are tied to successful economic and social success. This presentation also focused on equitable access as an indicator that must be measured in addition to equal access to ensure inclusion is achieved in our province.

4.2 Partnerships

An essential component to achieving PACSW’s mandate is through partnerships and collaboration with various government department and agencies as well as working closely with community organizations by participating in committees, discussion groups and other community led projects. Through this work, a broader understanding of issues related to the status of women/women identified persons are achieved.

Newfoundland and Labrador Government Departments, Agencies, and Commissions:

- Department of Children, Seniors, and Social Development
- Department of Education
- Department of Health and Community Services
- Department of Industry, Energy, and Technology
- Department of Justice and Public Safety
- Newfoundland and Labrador English School District (NLESD)
- Newfoundland and Labrador Housing Corporation
- Public Service Commission (PSC)

- Royal Newfoundland Constabulary (RNC)
- Office of Women and Gender Equality

Provincial Organizations and Other Entities:

- Association for New Canadians (ANC)
- Coalition Against Sexual Exploitation of Youth (CASEY)
- Coalition for a Just Recovery
- Equal Voice Newfoundland and Labrador Chapter (EVNL)
- First Voice Urban Indigenous Coalition
- First Voice Community Led Group on Police Oversight
- MUNL Women's Leadership Forum Committee
- Municipalities Newfoundland and Labrador (MNL)
- Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre (NLSACPC)
- Newfoundland and Labrador Organization Women Entrepreneurs (NLOWE)
- Newfoundland and Labrador Coalition Against Human Trafficking Inc.
- Public Legal Information Association Newfoundland and Labrador (PLIAN)
- Status of Women Councils
- Sexual Assault Nurse Examiner Program, Eastern Health (SANE)
- Thrive-Community Youth Network (Thrive)
- techNL
- Women in Resource Development Corporation (WRDC)
- Violence Prevention Newfoundland and Labrador (VPNL)

National Organizations and Other Entities:

- Canadian Centre for Women’s Empowerment (CCFWE)

5 Report on Performance

Issue 1: Women’s Health and Well Being

To be fully empowered and thrive in society, it is important that all people have equitable access to necessities like quality healthcare, housing, education, and justice. Barriers to social and economic services that only affect certain groups are at the root of systemic inequity. Women’s health and well-being are closely tied to successful economic equality.

Goal 1: By March 31, 2023, the Advisory Council will have developed research for Provincial Government and the public on women’s health and well-being.	
Indicators	<ul style="list-style-type: none"> • Engaged with organizations regarding policies and initiatives on issues impacting the women’s health and well-being. • Developed a public awareness framework on issues impacting women’s health and well-being. • Provided advice to the Provincial Government about women’s health and well-being.

Objective 2:	By March 31, 2022, the Advisory Council will have engaged with individuals and organizations on advancing women's health and well-being.
Indicator:	Progress and accomplishments
Provided advice and recommendations to the provincial government on aspects of women's health and well-being.	<p>Throughout 2021-22, PACSW provided Government departments with the following briefings on women's health and well-being:</p> <ul style="list-style-type: none"> - Letter to Office for Women and Gender Equality: Sexual Assault Nurse Examiner (SANE) Budget Allocation - Briefing to Minimum Wage Review Committee with Department of Environment and Climate Change: Minimum Wage and Price Adjustment Review Impact
Based on discussions with stakeholders and partners, developed initiatives to bring attention to advancing women's health and well-being.	<p>PACSW was involved with various stakeholders developing initiatives that bring awareness to women's health and well-being:</p> <ul style="list-style-type: none"> - Met with Faces of Fertility community group to work on increasing awareness on in-vitro fertilization and other needed fertility services in the province - Participated in St. John's Status of Women Council "Empowering Them" E-Course Launch: Gender Based Violence awareness - Working member of Coalition Against Human Trafficking Committee dedicated to increasing sexual and labour exploitation awareness - Working member of the Coalition for a Just Recovery aimed at increasing awareness on need of Universal Basic Income for Newfoundland and Labrador - Active participant with the Premiers Roundtable on Gender Equity and authored pay equity research for review
Shared research and information with respect to women's health and well-being publicly through all engagement platforms.	<p>Throughout 2021-22, PACSW shared information on women's health and well-being with the public on all social channels:</p> <ul style="list-style-type: none"> - Equitable access to mental health supports - Raising women out of poverty - Retention of women and girls in sport - Affordable housing - Fertility and breast screening services - Well-being of women in the prison system

Issue 2: Women’s Safety

Gender-based violence continues to be a prevalent human rights violation and a systemic barrier to equality. Feeling safe, living with security, and free from violence are rights not privileges. A safe place is one where individuals are not discriminated against and where their economic, social, and cultural rights are guaranteed. Yet many still experience high rates of violence including women, Indigenous women and girls, 2SLGTBQIA+, women living with a disability, and women living in rural areas.

Goal 1: By March 31, 2023, the Advisory Council will have developed research for Provincial Government and the public on women’s safety.

Indicators	<ul style="list-style-type: none"> • Engaged with organizations regarding policies and initiatives on issues impacting women’s safety. • Developed a public awareness framework on issues impacting women’s safety. • Provided advice to the Provincial Government about issues that affect women’s safety.
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Objective 2:	By March 31, 2022, The Advisory Council will have engaged with organizations regarding policies and initiatives on issues impacting women’s safety.
Indicator:	Progress and Accomplishments
Provided advice and recommendations to the provincial government on issues impacting women’s safety in the province.	<p>Throughout 2021-22, PACSW provided Government departments with the following briefings on women’s safety:</p> <ul style="list-style-type: none"> - Briefing to Ministerial Committee on Anti-Racism - Letter to Department of Environment and Climate Change: National Day for Truth and Reconciliation
Engaged with community stakeholders to develop initiatives to bring attention on issues impacting women’s safety.	<p>PACSW was involved with various stakeholders developing initiatives that bring awareness to women’s safety:</p> <ul style="list-style-type: none"> - First Voice Community Led Group on Police Oversight: raising awareness on Calls for Justice 5.7 and 9.2(iii) of The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls - First Voice Urban Indigenous Coalition - Sexism in Medicine: Webinar Hosted by MUN Medical Students in partnership with St. John’s Status of Women Council

<p>Shared research with respect to women’s safety and girls publicly through all engagement platforms.</p>	<p>Throughout 2021-22, PACSW shared information on women’s health and well-being with the public on all social channels:</p> <ul style="list-style-type: none"> - Accessible and equitable supports for survivors of domestic violence - Accessible and equitable supports for survivors of sexual violence - Harassment in the workplace and social culture - Sexual assault education and training in the province’s criminal justice system - Increase in low barrier housing and shelters
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Issue 3: Women’s Economic Security and Prosperity

There are systemic barriers that keep many women financially insecure in our province. Meeting basic needs such as shelter, food, and essential living expenses are increasingly unmanageable exacerbated by women making up most of the part-time, low wage workforce. Additionally, national statistics consistently show women disproportionately shoulder caregiving responsibilities and spend almost double the amount of time performing unpaid domestic labour compared to men.

<p>Goal 1: By March 31, 2023, the Advisory Council will have developed research for Provincial Government and the public on women’s economic security and prosperity.</p>	
<p>Indicators</p>	<ul style="list-style-type: none"> • Engaged with organizations regarding policies and initiatives on issues impacting women’s economic security. • Developed a public awareness framework on issues impacting women’s economic security. • Provided advice to the Provincial Government about issues that affect women’s economic security.

<p>Objective 2:</p>	<p>By March 31, 2022, the Advisory Council will have supported the advancement of the economic security of women.</p>
<p>Indicator</p>	<p>Progress and Accomplishments</p>
<p>Provided advice and recommendations to the provincial government on aspects of women’s economic security and prosperity.</p>	<p>Throughout 2021-22, PACSW provided Government departments with the following briefings on women’s economic security and prosperity:</p> <ul style="list-style-type: none"> - Briefing to Women and Gender Equality Office: Gender Diversity on Provincial Agencies, Boards, and Commissions (ABCs)

	<ul style="list-style-type: none"> - Briefing to Department of Education: Review of Teachers Training Act
<p>Based on discussions with stakeholders and partners, developed projects to bring attention to women’s economic security and prosperity.</p>	<p>Throughout 2021-22, the Advisory Council researched various aspects on women’s economic security and prosperity for presentation to government and the public:</p> <ul style="list-style-type: none"> - Supported Future of the Vote (FOV) Planning Committee assisting with phase one of its project development and promotion of upcoming event. - Member of Women in Tech Committee: assisted with developing project scope and objectives for increasing women in tech sector - Participant at 2021 Husky Energy Diversity Forum: providing input and recommendations on gender diversity targets - Attended Entrepreneurial Insights: A Conversation with the Minister Responsible for Women & Gender Equality - Provided input and recommendations to Marathon Gold Corporation development of gender, equity, diversity, and inclusivity plan - Provided a gender lens to the Green Resilience Project aimed at increasing awareness on linkages between income security and the shift off carbon to greener energy
<p>Shared research with respect to women’s economic security and prosperity publicly through all engagement platforms.</p>	<p>Throughout 2021-22, PACSW shared information on women’s economic security and prosperity with the public on all social channels:</p> <ul style="list-style-type: none"> - Gendering of unpaid domestic work - Wages for Early Childhood Educators - Increase costs for basic essential needs (food and shelter) - Front-line workers during Covid-19 - Understanding Universal Basic Income (UBI) - Systemic barriers that keep women financially insecure

6 Achieving Objectives for 2022-23

Goal 1:	By March 31, 2023, the Advisory Council will have developed research for Provincial Government and the public on women's health and well-being.
Objective 3:	By March 31, 2023, the Advisory Council will have developed and delivered public awareness on issues impacting women's health and well-being.
Indicators	<ul style="list-style-type: none"> Publicly shared research on women's health and well-being. Provided recommendations to government on areas of improvement for women's health and well-being. Worked with community developing strategies to increase awareness on women's health and well-being.

Goal 1:	By March 31, 2023, the Advisory Council will have developed research for Provincial Government and the public on women's safety.
Objective 3:	By March 31, 2023, The Advisory Council will have developed and delivered public awareness initiatives on issues impacting women's safety.
Indicators	<ul style="list-style-type: none"> Publicly shared research on women's safety. Provided recommendations to government on areas of improvement for women's safety. Worked with community developing strategies to increase awareness on women's safety.

Goal 1:	By March 31, 2023, the Advisory Council will have developed research for Provincial Government and the public on women's economic security and prosperity.
Objective 3:	By March 31, 2023, the Advisory Council will have undertaken initiatives to advance women's economic security.
Indicators	<ul style="list-style-type: none"> Publicly shared research on women's economic security and prosperity. Provided recommendations to government on areas of improvement for women's economic security and prosperity. Worked with community developing strategies to increase awareness on women's economic security and prosperity.

7 Opportunities and Challenges Ahead

Face-to-face engagement with individuals and the broader community will be essential to understanding the obstacles that women and women identified persons still experience in our province. The effects of the COVID-19 have been profound and far-reaching highlighting the magnitude of existing gender inequities in society. Listening to lived experience with respect to women's safety, health and wellbeing, economic prosperity is integral in developing PACSW's research and critical in forming our advice and recommendations to government. The continuous challenge in the coming year is learning how to live in a pandemic and navigate in-person outreach to solicit important stories from residents. PACSW is fortunate to have council members located in various regions in the province and can provide the support needed to build relationships in their community. This on the ground effort will be important in solving some of the challenges associated with in-person engagement.

Our opportunities continue to be building on the existing partnerships with community and other government entities as well as developing relationships with new stakeholders. PACSW recognizes it is an excellent approach to ensure all points of view are included to advance the status of women and women identified persons living in Newfoundland and Labrador.

8 Audited Financial Statement

**PROVINCIAL ADVISORY COUNCIL
ON THE STATUS OF WOMEN -
NEWFOUNDLAND AND LABRADOR**

FINANCIAL STATEMENTS

MARCH 31, 2022

Management's Report

Management's Responsibility for the Provincial Advisory Council on the Status of Women – Newfoundland and Labrador Financial Statements

The financial statements have been prepared by management in accordance with Canadian public sector accounting standards and the integrity and objectivity of these statements are management's responsibility. Management is also responsible for all of the notes to the financial statements, and for ensuring that this information is consistent, where appropriate, with the information contained in the financial statements.

Management is also responsible for implementing and maintaining a system of internal controls to provide reasonable assurance that transactions are properly authorized, assets are safeguarded and liabilities are recognized.

Management is also responsible for ensuring that transactions comply with relevant policies and authorities and are properly recorded to produce timely and reliable financial information.

The Council members are responsible for ensuring that management fulfills its responsibilities for financial reporting and internal control and exercises these responsibilities through participation in Council meetings. The Council members review internal financial information on a quarterly basis and external audited financial statements yearly.

The Auditor General conducts an independent audit of the annual financial statements of the Council, in accordance with Canadian generally accepted auditing standards, in order to express an opinion thereon. The Auditor General has full and free access to financial management of the Provincial Advisory Council on the Status of Women - Newfoundland and Labrador.

On behalf of the Provincial Advisory Council on the Status of Women - Newfoundland and Labrador.



Paula Sheppard
President/CEO



INDEPENDENT AUDITOR'S REPORT

To the Council Members
Provincial Advisory Council on the Status of Women
- Newfoundland and Labrador
St. John's, Newfoundland and Labrador

Opinion

We have audited the financial statements of the Provincial Advisory Council on the Status of Women - Newfoundland and Labrador (the Council), which comprise the statement of financial position as at March 31, 2022, and the statement of operations, statement of change in net financial assets, and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Council as at March 31, 2022, and the results of its operations and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Council in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

Management is responsible for the other information. The other information comprises the information included in the annual report, but does not include the financial statements and our auditor's report thereon. The annual report is expected to be made available to us after the date of this auditor's report.

Our opinion on the financial statements does not cover the other information and we will not express any form of assurance conclusion thereon.

Independent Auditor's Report (cont.)

In connection with our audit of the financial statements, our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. When we read the annual report, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Council's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Council or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Council's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Independent Auditor's Report (cont.)

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Council's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Council's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Council to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



DENISE HANRAHAN, CPA, CMA, MBA, ICD.D
Auditor General



SANDRA RUSSELL, CPA, CA
Deputy Auditor General

July 29, 2022
St. John's, Newfoundland and Labrador

**PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR**

STATEMENT OF FINANCIAL POSITION

As at March 31

2022

2021

FINANCIAL ASSETS

Cash	\$ 207,205	\$ 176,566
Accounts receivable	4,344	5,310
	211,549	181,876

LIABILITIES

Accounts payable and accrued liabilities (Note 3)	32,946	30,451
	32,946	30,451

Net financial assets **178,603** 151,425

NON-FINANCIAL ASSETS

Tangible capital assets (Note 4)	3,084	4,870
Prepaid expenses (Note 5)	8,719	7,435
	11,803	12,305

Accumulated surplus **\$ 190,406** \$ 163,730

The accompanying notes are an
integral part of these financial statements.

Signed on behalf of the Council: Paula Sheppard
President/CEO

Valerie Banta
Member

**PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
STATEMENT OF OPERATIONS
For the Year Ended March 31**

	2022 Budget	2022 Actual	2021 Actual
	(Note 8)		
REVENUES			
Province of Newfoundland and Labrador	\$ 428,100	\$ 428,100	\$ 386,788
Interest	-	268	722
	<u>428,100</u>	<u>428,368</u>	<u>387,510</u>
EXPENSES (Note 7)			
Administration	404,300	397,541	394,500
Advisement of Government	19,300	1,330	1,505
Public Awareness and Engagement	4,500	2,821	6,598
	<u>428,100</u>	<u>401,692</u>	<u>402,603</u>
Annual surplus (deficit)	-	26,676	(15,093)
Accumulated surplus, beginning of year	<u>163,730</u>	<u>163,730</u>	<u>178,823</u>
Accumulated surplus, end of year	\$ 163,730	\$ 190,406	\$ 163,730

The accompanying notes are an
integral part of these financial statements.

**PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
STATEMENT OF CHANGE IN NET FINANCIAL ASSETS
For the Year Ended March 31**

	2022 Budget	2022 Actual	2021 Actual
	(Note 8)		
Annual surplus (deficit)	\$ -	\$ 26,676	\$ (15,093)
Tangible capital assets			
Acquisition of tangible capital assets		(1,407)	(6,431)
Amortization of tangible capital assets	-	3,193	2,725
	-	1,786	(3,706)
Prepaid expenses			
Acquisition of prepaid expense	-	(8,719)	(7,435)
Use of prepaid expense	-	7,435	8,234
	-	(1,284)	799
Increase (decrease) in net financial assets	-	27,178	(18,000)
Net financial assets, beginning of year	151,425	151,425	169,425
Net financial assets, end of year	\$ 151,425	\$ 178,603	\$ 151,425

The accompanying notes are an
integral part of these financial statements.

**PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR**

STATEMENT OF CASH FLOWS

For the Year Ended March 31

2022

2021

Operating transactions

Annual surplus (deficit)	\$ 26,676	\$ (15,093)
Adjustment for non-cash items		
Amortization of tangible capital assets	3,193	2,725

29,869 (12,368)

Change in non-cash working capital

Accounts receivable	966	33,338
Accounts payable and accrued liabilities	2,495	5,170
Prepaid expenses	(1,284)	799

Cash provided from operating transactions 32,046 26,939

Capital transactions

Cash used to acquire tangible capital assets (1,407) (6,431)

Cash applied to capital transactions (1,407) (6,431)

Increase in cash 30,639 20,508

Cash, beginning of year 176,566 156,058

Cash, end of year \$ 207,205 \$ 176,566

The accompanying notes are an integral part of these financial statements.

**PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
NOTES TO FINANCIAL STATEMENTS
March 31, 2022**

1. Nature of operations

The Provincial Advisory Council on the Status of Women - Newfoundland and Labrador (the Council) is a Crown corporation of the Province of Newfoundland and Labrador, established under the Status of Women Advisory Council Act. The purpose of the Council is to advise the Minister responsible for the Status of Women, the Government and the public on matters of interest and concern to women. Its affairs are managed by Council members appointed by the Lieutenant-Governor in Council.

The Council is a Crown entity of the Province of Newfoundland and Labrador and as such is not subject to Provincial or Federal income taxes.

2. Summary of significant accounting policies

(a) Basis of accounting

The Council is classified as an Other Government Organization as defined by Canadian public sector accounting standards (CPSAS). These financial statements are prepared by management in accordance with CPSAS for provincial reporting entities established by the Canadian Public Sector Accounting Board (PSAB). The Council does not prepare a statement of re-measurement gains and losses as the Council does not enter into relevant transactions or circumstances that are being addressed by the statement.

(b) Financial instruments

The Council's financial instruments recognized in the statement of financial position consist of cash, accounts receivable and accounts payable and accrued liabilities. The Council generally recognizes a financial instrument when it enters into a contract which creates a financial asset or financial liability. Financial assets and financial liabilities are initially measured at cost, which is the fair value at the time of acquisition.

The Council subsequently measures all of its financial assets and financial liabilities at cost. Financial assets measured at cost include cash and accounts receivable. Financial liabilities measured at cost include accounts payable and accrued liabilities.

(c) Cash

Cash includes cash in the bank.

**PROVINCIAL ADVISORY COUNCIL ON THE STATUS OF WOMEN
- NEWFOUNDLAND AND LABRADOR
NOTES TO FINANCIAL STATEMENTS
March 31, 2022**

2. Summary of significant accounting policies (cont.)

(d) Tangible capital assets

Tangible capital assets are recorded at cost, including amounts that are directly related to the acquisition of the assets.

The cost, less residual value, of the tangible capital assets is amortized on a straight-line basis over their estimated useful lives as follows:

Furniture and equipment	5 years
Computer hardware and software	3 years
Leasehold improvements	5 years

Tangible capital assets are written down when conditions indicate that they no longer contribute to the Council's ability to provide services, or when the value of future economic benefits associated with the tangible capital assets are less than their net book value. The net write-downs are accounted for as expenses in the statement of operations.

(e) Prepaid expenses

Prepaid expenses are charged to the expense over the periods expected to benefit from it.

(f) Employee future benefits

The employees of the Council are subject to the Public Service Pensions Act, 2019. Employee contributions are matched by the Council and remitted to Provident¹⁰ from which pensions will be paid to employees when they retire. This plan is a multi-employer, defined benefit plan, providing a pension on retirement based on the member's age at retirement, length of service and the average of their best 6 years of earnings for service on or after January 1, 2015, and, for service before January 1, 2015, the higher of the average of the frozen best 5 years of earnings up to January 1, 2015, or the average of the best 6 years of earnings for all service.

The contribution of the Council to the plan is recorded as an expense for the year.

(g) Revenues

Revenues are recognized in the period in which the transactions or events occurred that gave rise to the revenues. All revenues are recorded on an accrual basis, except when the accruals cannot be determined with a reasonable degree of certainty or when their estimation is impracticable.

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2. Summary of significant accounting policies (cont.)

(g) Revenues (cont.)

The Council recognizes the receipt of government transfers as revenue in the period the transfer is authorized and all eligibility criteria have been met, except when and to the extent that the transfer gives rise to an obligation that meets the definition of a liability for the Council. Government transfers consist of funding from the Province of Newfoundland and Labrador. Income attributable to financial instruments is reported in the statement of operations.

(h) Expenses

Expenses are reported on an accrual basis. The cost of all goods consumed and services received during the year is expensed.

Transfers, which include grants and subsidies, are recorded as expenses when the grant is authorized, eligibility criteria have been met by the recipient and a reasonable estimate of the amount can be made.

(i) Measurement uncertainty

The preparation of financial statements, in conformity with CPSAS, requires management to make estimates and assumptions that affect the reporting amounts of assets and liabilities, and disclosure of contingent assets and liabilities, at the date of the financial statements and the reported amounts of the revenues and expenses during the period. Items requiring the use of significant estimates include the useful life of capital assets.

Estimates are based on the best information available at the time of preparation of the financial statements and are reviewed annually to reflect new information as it becomes available. Measurement uncertainty exists in these financial statements. Actual results could differ from these estimates.

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3. Accounts payable and accrued liabilities

	<u>2022</u>	<u>2021</u>
Trade accounts payables and accruals	\$ 9,988	\$ 10,915
Accrued leave	22,778	19,418
Other	180	118
	<u>\$ 32,946</u>	<u>\$ 30,451</u>

4. Tangible capital assets

	<u>Furniture and equipment</u>	<u>Computer hardware and software</u>	<u>Leasehold improvements</u>	<u>Total</u>
Cost				
Balance, March 31, 2021	\$ 35,262	\$ 51,248	\$ 3,272	\$ 89,782
Additions	-	1,407	-	1,407
Disposals	-	-	-	-
Balance, March 31, 2022	35,262	52,655	3,272	91,189
Accumulated amortization				
Balance, March 31, 2021	35,262	46,378	3,272	84,912
Amortization expense	-	3,193	-	3,193
Disposals	-	-	-	-
Balance, March 31, 2022	35,262	49,571	3,272	88,105
Net book value, March 31, 2022	\$ -	\$ 3,084	\$ -	\$ 3,084
Net book value, March 31, 2021	\$ -	\$ 4,870	\$ -	\$ 4,870

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5. Prepaid expenses

	<u>2022</u>	<u>2021</u>
Rent	\$ 3,847	\$ 3,847
Workplace, Health, Safety and Compensation Commission	986	-
Insurance	1,378	1,387
Other	2,508	2,201
	<hr/> \$ 8,719	<hr/> \$ 7,435

6. Financial risk management

The Council recognizes the importance of managing significant risks and this includes policies, procedures and oversight designed to reduce the risks identified to an appropriate threshold. The risks that the Council are exposed to through its financial instruments are credit risk, liquidity risk and market risk. There was no significant change in the Council's exposure to these risks or its processes for managing these risks from the prior year.

Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Council's main credit risk relates to cash and accounts receivable. The Council's maximum exposure to credit risk is the carrying amounts of these financial instruments. The Council is not exposed to significant credit risk with its cash because this financial instrument is held with a Chartered Bank. The Council is not exposed to significant credit risk related to its accounts receivable. In addition, the Council has policies and procedures for the monitoring and collection of its accounts receivable so as to mitigate potential credit losses. There is no allowance for doubtful accounts since all amounts are considered collectible.

Liquidity risk

Liquidity risk is the risk that the Council will be unable to meet its contractual obligations and financial liabilities. The Council manages liquidity risk by monitoring its cash flows and ensuring that it has sufficient resources available to meet its obligations and liabilities. The Council's exposure to liquidity risk relates mainly to its accounts payable and accrued liabilities.

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6. Financial risk management (cont.)

Market risk

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency (foreign exchange) risk, interest rate risk and other price risk. The Council is not exposed to significant foreign exchange, interest rate or other price risk.

7. Expenses by object

The following is a summary of expenses by object:

	2022 <u>Budget</u> (Note 8)	2022 <u>Actual</u>	2021 <u>Actual</u>
Amortization of tangible capital assets	\$ 2,200	\$ 3,194	\$ 2,725
Grants and subsidies	150	150	-
Other	915	634	617
Professional fees	7,550	1,634	3,133
Rent	46,160	46,160	46,160
Salaries and benefits	340,850	333,806	327,827
Supplies and services	17,425	16,114	21,995
Travel	12,850	-	146
	\$ 428,100	\$ 401,692	\$ 402,603

8. Budgeted figures

Budgeted figures, which have been prepared on a cash basis, are provided for comparison purposes and have been derived from the estimates approved by the Council.

9. Employee future benefits

The Council and its employees contribute to the Public Service Pension Plan in accordance with the Public Service Pensions Act, 2019 (the Act). The plan is administered by Provident¹⁰, including payment of pension benefits to employees to whom the Act applies.

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9. Employee future benefits (cont.)

The plan provides a pension to employees based on the member's age at retirement, their length of service and rates of pay. The maximum contribution rate for eligible employees was 11.85% (2021 – 11.85%). The Council contributes an amount equal the employee contributions to the plan. The pension expense for the Council for the year ended March 31, 2022 was \$27,651 (2021 - \$26,845).

10. Related party transactions

The Council receives grants from the Province of Newfoundland and Labrador. Operating grants received during the year totaled \$428,100 (2021 - \$418,000). Due to a reversal of an account receivable from the Province during 2021, the Council recognized revenue of \$386,788 in that year.

11. Non-financial assets

The recognition and measurement of non-financial assets is based on their service potential. These assets will not provide resources to discharge liabilities of the Council. For non-financial assets, the future economic benefit consists of their capacity to render service to further the Council's objectives.



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