

Women's Policy Office

Annual Report

2016-17





MESSAGE FROM THE MINISTER

As the Minister Responsible for the Status of Women, I am pleased to present this Annual Report covering the fiscal year April 1, 2016 to March 31, 2017, which 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.

The Women's Policy Office works in collaboration with government entities, Indigenous organizations and governments, as well as community partners to advance both the social and economic status of women in Newfoundland and Labrador. Partners such as Status of Women Councils, Violence Prevention NL organizations, NLOWE, Transition Houses and the Provincial Advisory Council on the Status of Women and many others are integral to the success of Women's Policy Office initiatives.

The Office works with stakeholders to include the diverse perspectives of women and girls in the development of policies, programs, services and legislation created by the Government of Newfoundland and Labrador. The Women's Policy Office also works to prevent violence in Newfoundland and Labrador. One way the Office leads in violence prevention is through the multi-departmental Violence Prevention Initiative which works to support safe and caring homes, schools, workplaces and communities. This report outlines the activities of the Office from 2014-17 and from 2016-17, particularly.

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

Honourable Siobhan Coady
Minister of Natural Resources
Minister Responsible for the Status of Women

Departmental Overview

The Women's Policy Office was established in 1985 to provide specific resources within the Government of Newfoundland and Labrador structure to pursue equality for women. The Women's Policy Office is the central agency within the Provincial Government that supports the development of programs and policies to advance the status of women in the province. The office is located within Executive Council, and the staff report to the Minister Responsible for the Status of Women.

The Women's Policy Office is located in St. John's on the fourth floor of the Confederation Building, West Block. The Office has a core complement of an all-female staff comprising of nine temporary and permanent positions. For 2017-18, the Women's Policy Office has a budget of \$4.597 million.

Further information about the Women's Policy Office can be found at:

<http://www.exec.gov.nl.ca/exec/wpo>

Staff and Budget

Division	# of Employees	Budget
Women's Policy Office	9	\$4,597,000

Highlights and Partnerships

Key partners of the Women's Policy Office include Status of Women's Centres pan provincially, Violence Prevention Newfoundland and Labrador regional organizations, the Newfoundland Aboriginal Women's Network, the Multicultural Women's Organization of NL, the Provincial Advisory Council on the Status of Women and other stakeholder organizations who are vital to the work carried out by the Women's Policy Office.

Gender Equity and Diversity Plans and Women's Employment Plans

The Provincial Government has implemented measures to improve women's social and economic security as a means to address some of the inequalities women face. Some examples include Gender Equity and Diversity Plans (GEDPs) and Women's Employment Plans (WEPs). Government policy requires proponents of large resource projects to develop Gender Equity and Diversity Plans as part of environmental assessment processes and as part of negotiated Benefits Agreements to help ensure the people of the province are the primary beneficiaries of resource development. The Women's Policy Office, along with other departments, works with project proponents to develop these plans. Outside large resource development projects, the Government of Newfoundland and Labrador requires that medium-size commercial developments develop Women's Employment Plans prior to their release from Environmental Assessment processes.

Daughters of the Vote

In February 2017, the Women's Policy Office supported the House of Assembly in hosting the provincial Daughters of the Vote event. The original Daughters of the Vote event was created by the national organization, Equal Voice. In this national event, one young woman from each district in Canada was hosted in Ottawa and they were encouraged to become involved in politics by exposing them to elements of the political system. Overwhelming interest from Newfoundland and Labrador (103 applicants for

seven seats) is what encouraged the Government of Newfoundland and Labrador to partner with Equal Voice NL, the Provincial Advisory Council on the Status of Women, Commonwealth Women Parliamentarians and the YWCA to organize the local event held in St. John's in February 2017. Giving young women throughout the province an opportunity to get a first-hand look at political life is one way to equip and inspire them to participate in the political sphere now and into the future. The Women's Policy Office supports and spearheads projects that encourage women in leadership.

Gender-Based Analysis

The Women's Policy Office works to ensure that Cabinet and its committees are fully informed on how women and girls are affected by policy and program decisions. It accomplishes this by highlighting issues affecting women and girls, conducting research that identifies ways that women and girls may be affected differently by current and existing policies and programs, and advising on ways gender equity can be better achieved. The Women's Policy Office encourages and supports other Provincial Government departments and agencies to locate and analyze quantitative and qualitative sex-disaggregated data. The Office also consults and supports consultation with women's organizations on proposed programs, legislation and policy.

Pay Equity

On March 8, 2017, International Women's Day, the Minister Responsible for the Status of Women stood in the House of Assembly and spoke in support on the private Member's motion on pay equity. The introduction and support of this motion has resulted in further exploration of potential ways to achieve pay equity in Newfoundland and Labrador. Pay equity, a compensation practice that is based primarily on the relative value of the work performed irrespective of the gender of employees, requires that an employer not establish or maintain a difference between the amount paid to female and male employees who are performing work of equal or comparable value. As such, pay equity involves measuring or quantifying the components of a job so that it can be compared with another. This would consider various factors such as skill, effort, responsibility and working conditions.

Engaging Indigenous Women and Girls

One of the main objectives of the Women's Policy Office is to work more collaboratively and effectively with Indigenous women, their governments and organizations, as a means to improve outcomes for Indigenous women and girls. This also corresponds with a commitment included in The Way Forward that states, "Our Government is committed to working collaboratively with Indigenous communities in Newfoundland and Labrador to ensure programs and services reflect their needs". In 2016, the Women's Policy Office supported Indigenous women and girls through funding support to various Aboriginal organizations, including their participation at the National Indigenous Women's Summit held in Toronto the week of March 8th, 2017. WPO also worked with all Aboriginal organizations and governments to develop a Status of Women Canada project entitled "Empowering Indigenous Women for Stronger Communities." This project, led by the St. John's Native Friendship Center, aligns with governments' commitments at provincial and federal levels to improve the social and economic wellbeing of Indigenous women.

Violence Prevention Engagement

The Minister Responsible for the Status of Women began a community stakeholder consultation process in February 2016 to hear community partners' views on issues where the Provincial Government should focus its violence prevention efforts. Stakeholder meetings took place in February 2016 in Happy Valley-Goose Bay and Corner Brook. Additional sessions were held throughout 2016 in locations across the province. The recommendations from all of the stakeholder sessions are used to enhance Violence Prevention Initiative activities, including recommendations on public awareness, education and training materials.

The Minister Responsible for the Status of Women also led a roundtable discussion on February 13, 2017 with representatives from different organizations on cyber violence. The session took place at the Hungry Heart Café in St. John's as part of Violence Prevention Month.

In March 2017, The Minister Responsible for the Status of Women travelled to New York as a part of the Canadian Delegation for the 61st Session of the UN Commission on the Status of Women. At this event she was able to attend a number of sessions as well as engage in discussions with the federal Status of Women Minister and colleagues from across the country.

Union Collaboration

Throughout 2016-17, the Women's Policy Office worked to increase collaboration as a means to help deliver on one of Government's Guiding Principles in The Way Forward, "We Will Collaborate". This Guiding Principle states that, Government will "work with all Newfoundlanders and Labradorians in the pursuit of better outcomes" and "engage and partner with other sectors to help improve outcomes for Newfoundlanders and Labradorians".

The Union Collaboration Working Group was formed in 2016 with the goal of engaging trade unions on diversity issues and collaboratively addressing issues affecting women's participation in the skilled trades. This Working Group was formed due to recommendations heard during the Roundtable on Aboriginal Women in Mining held in 2016 by the Women's Policy Office. Members include the Women's Policy Office, the Office to Advance Women Apprentices, a diversity consultant, Women in Resource Development, Bricklayers and Allied Craftworkers – Local 1, Operating Engineers – Local 904, Ironworkers Local 764 and International Brotherhood of Electrical Workers – Local 1620. The issues addressed range from improving supports and the retention of women in employment in the building trades, especially during early apprenticeship years, to improving mentorship opportunities for women.

Report on Performance

In the Women's Policy Office's 2014-17 Business Plan, Economic Security, Social Security, and Violence Prevention were identified as three core issues which needed to be addressed in order to progress towards achieving the strategic directions of the Provincial Government. To address these issues, three-year goals corresponding with annual objectives were developed. This year, the Office is reporting on its success in achieving these overall 2014-17 goals as well as the annual objectives for 2016-17.

Issue #1 – Economic Security

Women's economic empowerment requires processes of change to improve women's capacity for strategic choice and agency in the economy and to increase the possibilities this opens up for change in other aspects of their lives. Economic security is therefore an essential component of enhancing the status of women in the Province of Newfoundland and Labrador. Economic security addresses many facets of women's lives including their ability to engage successfully in training and employment and have equal access to well-paying positions and/or positions of leadership. Women in Newfoundland and Labrador continue to experience the highest wage gap in Canada, receiving on average, 69 cents to every dollar earned by men in the province. This is largely driven by the undervaluing of occupations predominately held by women and the lack of access to high-paying jobs that dominate the economy in the province. However, it also reflects the time that women spend doing unpaid work such as child and elder care. To address the economic security of the women in Newfoundland and Labrador, the Women's Policy Office identified the following goal:

Goal 1:

By March 31, 2017, the WPO will have supported Provincial Government departments and agencies in advancing the economic status of women.

Measure:

Supported Provincial Government departments and agencies in advancing the economic status of women.

During the last three years, the Women’s Policy Office worked with a number of departments, agencies, and community partners to advance the economic status of women. Particularly, this includes special measures such as supporting the development of Gender Equity and Diversity Plans and Women’s Employment Plans. The successful completion of the following indicators illustrates progress in this area.

Issue #1: Economic Security	
Planned	Actual (2014 – 17)
Provided feedback and recommendations to government regarding economic issues affecting women.	<p>In order to support the provision of feedback to other departments, the Women’s Policy Office hosted a number of roundtables on the economic status of women during the period of 2014-17. Some examples include:</p> <ul style="list-style-type: none">• A roundtable held in January 2015 with women working on large resource development projects that have GEDPs in place to collect qualitative data on women’s experiences working on these projects.• A full-day roundtable on Aboriginal Women in Mining on February 8, 2016 in Happy Valley-Goose Bay in partnership with AnànuKatiget Tumingit Regional Inuit Women’s Association.• The 2017 roundtable held in St. John’s regarding issues affecting the status of tradeswomen in Newfoundland and Labrador. <p>Data collected from these roundtables has been provided to</p>

Issue #1: Economic Security	
	<p>the relevant government department. For example, after the roundtable held in February 2016, a newsletter was produced outlining the proceedings of the event and shared with relevant departments and stakeholders. This roundtable also resulted in the creation of the Union Collaboration Working Group.</p>
<p>Attended relevant interdepartmental committee meetings to ensure that potential impacts of policies and/or programs on women's employment, education/training and leadership potential are taken into consideration.</p>	<p>From 2014-17, the Women's Policy Office worked in collaboration with partners such as the Department of Natural Resources, Disability Policy Office, Office of Immigration and Multiculturalism, and the Intergovernmental and Indigenous Affairs Secretariat in the negotiation of Gender Equity and Diversity Plans. This included:</p> <ul style="list-style-type: none"> • Four projects in 2014-15 (including Muskrat Falls) • Four projects in 2015-16 • Three projects in 2016-17 <p>The Women's Policy Office also worked in collaboration with the Department of Environment and Conservation to develop Women's Employment Plans for mid-size projects outside the scope of resource development projects with benefits agreements. Throughout 2015-16, the Women's Policy Office participated in the Environmental Assessment process to require Women's Employment Plans for projects. The aim of Women's Employment Plans is to increase employment and apprenticeship opportunities as well as the retention of women to a wide range of occupations.</p> <p>In partnership with the (former) Office of Public Engagement the Women's Policy Office led an initiative to develop Young Women in Leadership workshop sessions for the province-</p>

Issue #1: Economic Security	
	<p>wide network of Community Youth Networks. A total of 16 sessions were delivered in the summer and fall of 2015.</p> <p>In 2014-15, the Women's Policy Office and the departments of Natural Resources and (the former) Business, Tourism, Culture and Rural Development engaged in a Supplier Diversity Committee which supported the strategic direction of government by improving opportunities for women in business procurement with large resource development projects. The committee collaborated with the Newfoundland and Labrador Organization of Women Entrepreneurs (NLOWE) to develop an initiative supporting supplier development and improving access to contracts awarded by resource development projects in the province for women-owned and diverse businesses.</p>
<p>Represented WPO on outside Committees to address issues such as women's economic security and women in leadership.</p>	<p>The Women's Policy Office has significant involvement in various F/P/T Committees. Examples include participation in the F/P/T Women on Boards Task Team and co-chairing the F/P/T Women in Skilled Trades and Technical Professions Task Team, which resulted in the report <i>The Competitive Advantage: A Business Case for Hiring Women in the Skilled Trades</i>.</p> <p>Some other examples of committee membership include:</p> <ul style="list-style-type: none"> • Involvement with the Women's Economic Council on women's economic security and community economic development in Newfoundland and Labrador • Assistance with the development of a project proposal in response to the Status of Women Canada call for proposals which sought to secure funding to support

Issue #1: Economic Security	
	priority areas identified by Indigenous women.
Monitored data pertaining to policies, programs and initiatives.	<p>During 2014-15, the Women's Policy Office worked with the Department of Natural Resources to recommend improvements in Gender Equity and Diversity Plans and data collection. This work was based on analysis of existing Gender Equity and Diversity Plan reports. Most project data on Gender Equity and Diversity Plans is provided directly to the Department of Natural Resources by the project proponents.</p> <p>The Women's Policy Office also monitors data pertaining to policies, programs and initiatives on an ongoing basis as part of the process of completing Gender Based Analysis. The Women's Policy Office reviews cabinet submissions and other policy documents, analyzes relevant data and suggests improvements as a means to create more gender inclusive policies and programs.</p>

OBJECTIVE 2016-17

Special measures provide unique support that women in non-traditional occupations require in order to best succeed in those roles. Two examples of special measures include the development of Gender Equity and Diversity Plans and Women's Employment Plans. The Women's Policy Office supports the creation of diversity and employment plans by negotiation of terms and providing guidance throughout the process. The Way Forward: Releasing Our Potential released on March 27, 2017 included a commitment for Women's Employment Plans. It stated: "Our Government will establish requirements for Women's Employment Plans on infrastructure projects within the province and will commence implementation in 2017-18." The following objective is related to the ongoing support provided by the Women's Policy Office in this area.

Objective:

By March 31, 2017, WPO will have compiled and disseminated information and facilitated special measures as needed to support women in non-traditional occupations and training.

Issue #1: Economic Security	
Planned	Actual (2016 – 17)
Worked with internal government departments/agencies to improve policies and programs and advise on special measures related to women's employment and training.	<p>The Provincial Government, with support from the Women's Policy Office, has implemented measures to improve women's social and economic security. For example, Gender Equity and Diversity Plans are required in large resource developments as a condition of release from the regulatory process and/or environmental assessments. The Women's Policy Office, along with other departments, works with operators to develop these plans. In 2016-17, the Women's Policy Office assisted with three of these Plans.</p> <p>Medium-size commercial developments are required to implement Women's Employment Plans (WEPs) prior to their release from Environmental Assessment processes. In 2016-2017, WPO assisted employers with six of these Plans.</p>
Worked with stakeholder organizations to develop programs and disseminate information related to women's employment and training.	<p>Atlantic Ministers Responsible for the Status of Women met in February 2017 in New Brunswick to launch the Guide to Gender Diversity in Employment. The guide was developed over a period of two years and is intended as a tool for employers to support gender diversity in their workplaces. The guide was originally created by the Government of Newfoundland and Labrador but later was redeveloped as a collaborative project of the Atlantic Ministers Responsible for the Status of Women with the Women's Policy Office as lead author. The guide is publically available online.</p>

Issue #1: Economic Security

As a direct result of feedback of roundtable discussions hosted by the Women's Policy Office discussing the issues affecting women's participation in the skilled trades, the Union Collaboration Working Group Committee was formed in 2016. The purpose of the committee is to engage trade unions on diversity issues and find solutions to issues affecting women's participation in the skilled trades. Members of the committee include the Women's Policy Office, the Office to Advance Women Apprentices, a diversity consultant, Women in Resource Development, Bricklayers and Allied Craftworkers – Local 1, Operating Engineers – Local 904, Ironworkers - Local 764 and International Brotherhood of Electrical Workers – Local 1620. Some areas of focus for the Working Group include improving opportunities for employment and retention, supporting women through apprenticeship and improving mentorship opportunities. This information is used to improve policies and programs of various related Provincial Government departments.

Issue #2 – Social Security

Enhancing the social security of women is the second issue in which the Women's Policy Office focused its work from 2014-17. True social well-being is intersectional and a function of many variables including: health, housing, safety, cultural and political participation, justice, education, employment, income, leisure, social relationships, consumption and sustainability. The WPO's work in the realm of social security can be grouped in two major categories: internal work (working to ensure gender is considered during the decision-making processes of the Provincial Government), and external

(supporting the work of community groups throughout the province). In this way, the WPO provides Gender Based Analysis advice, training and analysis, as well as various types of support to community groups (including grants). From 2014-17, the WPO worked to promote women’s social well-being through its work with provincial departments, partners and stakeholders. The following goals, measures and indicators outline how this was achieved.

Goal 1:

By March 31, 2017, the WPO will have supported Provincial Government departments and agencies in advancing the social status of women.

Measure:

Supported Provincial Government departments and agencies in advancing the social status of women.

Issue #2: Social Security	
Planned	Actual (2014 – 17)
Provided feedback and recommendations to government departments and agencies regarding impacts on women.	In order to provide feedback and recommendations to other government departments and agencies, the Women’s Policy Office completes and assists with increasing capacity for Gender Based Analysis. Throughout 2014-17, the Women’s Policy Office continued to build the capacity for gender-based analysis by providing advice and consultation to departments as they developed policy and programs. The Women’s Policy Office promoted tools and resources which assist policy analysts and decision-makers with gender-based analysis. One way in which the Office supported this is through the development and delivery of gender-based analysis presentations. Some examples include presentations to Cabinet Secretariat; the Department of Advanced Education, Skills and Labour; the former Department of Child, Youth and

Issue #2: Social Security

	<p>Family Services; and an Assistant Deputy Minister's breakfast.</p> <p>From 2014-17, the Women's Policy Office worked extensively with the Center for Learning and Development to offer a gender-based analysis training resource. This course is now available through the PSAccess.</p> <p>In addition, the Women's Policy Office sits on both the F/P/T and the Atlantic Senior Officials Gender Based Analysis working groups. This allows for a better understanding of best practices and ongoing initiatives from across the country. The Office uses this information to inform and improve Gender Based Analysis in Newfoundland and Labrador.</p> <p>The Women's Policy Office provides ongoing review, analysis and support to other departments of policy and program development including cabinet submissions and other reporting documents.</p>
<p>Attended relevant interdepartmental committee meetings to ensure that potential impacts of policies, programs or initiatives on women and girls were taken into consideration.</p>	<p>The Women's Policy Office participates in a range of interdepartmental committee meetings as a means to provide input on potential impacts of policies, programs or initiatives on women and girls. Some notable examples include:</p> <ul style="list-style-type: none">• In collaboration with the (former) Department of Seniors, Wellness and Social Development, the Women's Policy Office assisted with organizing consultations for the development of the Poverty Reduction Strategy action plan throughout 2014-15.• The Women's Policy Office hosted consultation sessions with regional violence prevention

Issue #2: Social Security

	<p>stakeholders including the Violence Prevention NL organizations, Women's Centres, Indigenous women's organizations and groups, and the Multicultural Women's Organization of Newfoundland and Labrador.</p> <ul style="list-style-type: none">• The Office provided input to the Newfoundland and Labrador Housing Corporation on two initiatives:<ul style="list-style-type: none">○ The Housing Review process○ Interdepartmental Advisory Committee on Human Resources and Skills Development Canada's Homelessness Partnering Strategy (HPS) Funding.
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OBJECTIVE 2016-17

The Women's Policy Office, like many other government entities and community organizations, is constantly working to address the unique concerns that now exist due to the prevalence of technology and the internet. Social media, a relatively new phenomenon, has changed the way that people interact with information and with one another. As society now has access to an unprecedented amount of information, with new opportunities come new challenges. Unfortunately, the internet and social media provide a new platform for violence and abuse. Women and girls can be particularly vulnerable to cyber violence and abuse, especially including women in leadership roles or as the target of violence threats, sexual and otherwise. As such, the Women's Policy Office works to equip women and girls with tools to address cyberbullying and other impacts of increased social media usage.

Objective:

By March 31, 2017, the WPO will have undertaken initiatives to educate girls, educators and families about the risks associated with social media.

Issue #2: Social Security	
Planned	Actual (2016 – 17)
<p>Worked with internal government departments and agencies to develop and disseminate information for educators about the risks associated with social media.</p>	<p>The Women’s Policy Office continues to work with other government departments and agencies such as the Office of the Chief Information Officer, the Department of Finance, the Communications and Public Engagement Branch of Executive Council and the Department of Children, Seniors and Social Development to update and disseminate information about various forms of violence, including violence perpetrated through online platforms.</p> <p>The Women’s Policy Office also provides relevant information to community stakeholders to inform their presentations and engagement with the community.</p>
<p>Worked with community partners and stakeholders to develop and disseminate educational materials for girls and families about the risks associated with social media.</p>	<p>On February 13, 2017, the Minister Responsible for the Status of Women met with community stakeholders to lead a roundtable discussion on cyber violence and its effects on the targeted individuals. The session took place at the Hungry Heart Café in St. John’s as part of Violence Prevention Month. Community representatives included: English School District, St. John’s Native Friendship Centre, THRIVE Community Youth Network, Royal Newfoundland Constabulary, Planned Parenthood Sexual Health Centre And LGBTQ Youth Group.</p>

Issue #3 – Violence Prevention

Violence prevention is the third issue of focus for the WPO for the years 2014-17. Since the creation of the Women's Policy Office in 1985, preventing violence has been a key concern for the Office. Unfortunately, violence in its many forms remains pervasive in the Province of Newfoundland and Labrador, with some populations at particular vulnerability to the actions of perpetrators. One of the most effective ways to prevent violence is to change perspectives and attitudes towards violence. In this way, Newfoundlanders and Labradorians are able to identify and address violence within their own relationships. It is only with education and training that they can deal with violence that they experience and perpetrate. From 2014-17, the Women's Policy Office implemented a number of initiatives aimed at eliminating violence. Further details on these policies and programs can be found below.

Goal 1:

By March 31, 2017, the WPO will have undertaken initiatives to address violence against populations likely to experience violence.

Measure:

Undertaken initiatives to advance violence prevention for populations likely to experience violence.

Issue #3: Violence Prevention	
Planned	Actual (2014 – 17)
<p>Developed collaborative initiatives with partners and stakeholders to prevent violence against populations likely to experience violence and abuse.</p>	<p>The Women’s Policy Office launched a new Violence Prevention Initiative action plan in October 2015: Working Together for Violence-Free Communities: An Action Plan for the Prevention of Violence in Newfoundland and Labrador 2015-2019. Partners included a number of other Provincial Government departments, and a variety of community organizations and post-secondary institutions. The office continues the ongoing work with these partners to achieve the objectives outlined in this action plan.</p> <p>One example of this is the Women’s Policy Office past, and continued, collaboration with other governments (including the Federal Government) and National Indigenous Organizations to ensure that the voices of Newfoundlanders and Labradorians are represented in the ongoing National Inquiry into Missing and Murdered Indigenous Women and Girls.</p>

<p>New and updated research, training and public awareness strategies to aid in preventing violence against populations likely to experience violence and abuse.</p>	<p>Throughout 2014-15, the Women's Policy Office worked with Violence Prevention NL to revise and update both the one-day VAAT workshop and the two-day Train-the-Trainer workshop to update all materials to be more current and relevant. This included updating and revising two participants' manuals, two training manuals, and accompanying PowerPoint slides. Additional optional sessions on violence against specific populations were also developed to complement the core training materials.</p> <p>Each year, the Women's Policy Office works with its partners and stakeholders to produce and promote unique materials for annual recognition dates including Violence Prevention Month. This includes social media and public awareness strategies. One example is from 2016 when in the Avalon East region of the province, the Violence Prevention Initiative participated in a working group led by the Coalition Against Violence Avalon East to develop and implement a Twitter hashtag campaign - #OneIdeaNL — to invite members of the public to identify ways to stop violence in our homes, workplaces and communities.</p>
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OBJECTIVE 2016-17

When planning policy and programs, it is vital to have relevant information so that these initiatives are appropriately customized to the needs of those who receive these services. As such, the Women's Policy Office works with its partners to gather and analyze information related to the status of women and violence prevention. The Women's Policy Office has partnered with the Newfoundland and Labrador Statistics Agency to collect data on violence throughout the province. This information will be used in the design, implementation and evaluation of Government of Newfoundland and

Labrador policies and programs related to violence. The following objective and initiatives outline actions in this area from 2016-17.

Objective:

By March 31, 2017, the WPO will have collaborated with the Newfoundland and Labrador Statistics Agency to undertake new primary research regarding violence and abuse in the Newfoundland and Labrador context.

Issue #3: Violence Prevention	
Planned	Actual (2016 – 17)
Data collection completed for the Provincial Violence Prevalence Survey.	The Women’s Policy Office collaborated with the Newfoundland and Labrador Statistics Agency to collect data on violence throughout the province throughout 2016-17.
Final report and results of the Provincial Violence Prevalence Survey publicly shared and disseminated.	Due to an issue during implementation, this initiative had to be redesigned and relaunched and therefore, has not been completed and is ongoing. The Newfoundland and Labrador Statistics Agency is in the process of analyzing and refining data received during the data collection process. They anticipate releasing the results in the coming months. This information will be published in one or more publically available formats.
Work commenced on the development of the second Provincial Survey of Attitudes towards Violence and Abuse.	The second Provincial Survey of Attitudes towards Violence and Abuse is being refined as part of the redesign of the initial survey. The Women’s Policy Office continues to work with the Newfoundland and Labrador Statistics Agency to improve upon existing data collection and enhance ongoing efforts to collect data on violence in Newfoundland and Labrador.

Opportunities and Challenges

There are a number of ongoing and upcoming opportunities and challenges in the field of women's policy. First, economic inequality continues to be a particular concern in Newfoundland and Labrador with the wage gap remaining at approximately two thirds. From this challenge comes the opportunity of pay equity. The Government of Newfoundland and Labrador will be examining the possibilities related to pay equity in regards to the Private Members Motion supported by the Government in March of 2017.

Women in leadership is another area which seems to be receiving a renewed level of interest on the provincial and national scale. The Women's Policy Office continues with its work on a leadership strategy for women, as committed to in the Minister's Mandate Letter. This strategy will focus on better understanding the current status of women in leadership, ways to increase the number of women in leadership, and celebrating women leaders.

Another ongoing challenge is ensuring that appropriate and good quality data exists for analyzing the various facets which impact the status of women in the province. The Women's Policy Office continues to work with various partners to identify and produce high quality, sex aggregated data that allows the Office to determine the differential impacts that proposed policy and program changes may have on women and girls.

The Women's Policy Office also works towards ensuring that materials and approaches consider the effects of constantly changing technologies. Social media and other internet-based innovations have created new challenges for those who work to advance the status of women. However, an opportunity to reach women and provide information exists like never before. The Women's Policy keeps these considerations in view when developing policies and programs.

Financial Statements (Unaudited)

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, 2017. Audited financial statements are a requirement at the Provincial Government level and are made public through the Public Accounts process; however, the Women's Policy Office is not required to provide a separate audited financial statement.

Office of the Executive Council	Actual (\$)	Amended (\$)	Original (\$)
Women's Policy			
Women's Policy Office			
01. Salaries	884,948	931,700	931,700
02. Employee Benefits	2,188	3,300	3,300
03. Transportation and Communications	71,838	98,100	98,100
04. Supplies	3,240	5,500	5,500
05. Professional Services	-	247,000	247,000
06. Purchased Services	20,234	64,900	64,900
07. Property, Furnishings and Equipment	1,030	2,000	2,000
10. Grants and Subsidies	2,489,663	2,491,100	2,491,100
02. Revenue – Provincial	(3,840)	-	-
TOTAL: Women's Policy Office	3,469,301	3,843,600	3,843,600
Provincial Advisory Council on the Status of Women (PACSW)			
10. Grants and Subsidies	418,000	418,000	418,000
TOTAL: PACSW	418,000	418,000	418,000
TOTAL: Women's Policy Office	3,887,301	4,261,600	4,261,600