

Overview – Government Strategy for Gender Equality 2022-2027

Meeting of partner groups

June 2022



Review of the consultation processes

- Forum des partenaires en égalité (partners in equality forum)
- Working groups (Gender-Based Analysis [GBA], empowerment and leadership, violence against women)
- Indigenous Women's Committee
- Public consultations
- Meeting with the Minister Responsible for the Status of Women

Overview

- 52 actions that are new or improved
- Mobilization of nearly 30 government departments and agencies
- Total investments of \$124M, \$100.1M of which are new credits
- June 2022 to March 2027
- An evolving strategy





Objectives of the Gender-Equality Strategy

- **Preserve and sustain** the advances made in the area of gender equality by countering the setbacks that occurred during the pandemic, as well as the latter's long-term effects on women.
- **Amplify** the advances by making sure that equality under the law becomes equality in fact.
- **Rally** women and men around the cause so that, together, they make significant progress in advancing equality, everywhere and for all women.





Structure of the Equality Strategy

- Guiding principles
- Bolstering the application of GBA
- Solidification of the Secrétariat à la condition féminine (SCF)
- Orientations, specific objectives and actions
 - Section on cross-cutting actions
 - Section for actions adapted to First Nations and Inuit realities and needs
 - Text boxes: actions that contribute to equality, without being a formal part of the Equality Strategy
- Governance



Guiding principles

- The taking into consideration of the systemic aspect of gender inequality
- The right to equality for all women
- Targeted, cross-cutting and societal approaches
- Regionalization of actions
- The expertise possessed by organizations
- Equality as a condition for a prosperous Québec



Strengthening of the application of GBA

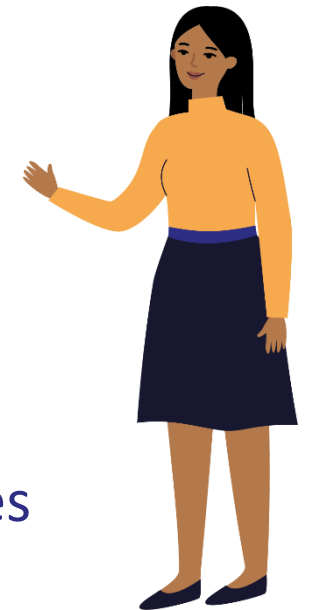
- New streamlined process for carrying out a GBA
 - Dedicated, stable team
 - New adapted tools, training, support and guidance for government departments and agencies
- GBA+ pilot projects
 - Integration of the intersectional dimension to augment the pre-existing analysis process
 - Testing of a strengthened and updated GBA approach





Solidification of the SCF and organizations

- New budget credits to reinforce the role of the SCF
- Recurrence of part of the funding for the SCF that is no longer associated only with action plans or strategies
- Growth and stabilization of the SCF team
- Increased capacity of the SCF to
 - support and guide government departments and agencies in implementing GBA and GBA+ pilot projects
 - support the regionalization of actions in the area of equality
- Launch of funding for the mission of organizations for the targeted themes



Cross-cutting actions

- **Objective A:** Deploy and support gender-based analysis.
 - CA 1. Further strengthen GBA training, support and guidance in the government and conduct GBA+ pilot projects (SCF).
 - CA 2. Improve the Vitrine statistique sur l'égalité entre les femmes et les hommes (statistical portrait of gender equality).
 - 5 other actions: commitment to carry out GBA.

Cross-cutting actions

- **Objective B** : Support the organizations and the regionalization of actions in the area of gender equality.
- CA 8. Financially support local, regional and provincial projects in the area of gender equality as well as organizations that specialize in the status of women (SCF).
 - More foreseeable calls for projects (every two years) that include new themes (e.g. environment, sexual and gender diversity)
 - A new component of the program to provide recurrent funding for the mission, aimed at contributing to:
 - joint regional and provincial efforts
 - the support of women who are vulnerable and excluded from economic and social participation, including upstream intervention by the concerted mobilization of communities
 - the promoting of women's participation in politics

Cross-cutting actions

- **Objective B** : Support the organizations and the regionalization of actions in the area of gender equality.
- CA 9. Deploy sectoral gender-equality development agreements in all of Québec's administrative regions.
 - The SCF will continue to fund the agreements that are in force in 7 regions and will aim to gradually conclude 10 additional agreements between now and the expiry of the Strategy in order to cover all of Québec's regions.
 - These agreements will enable certain regional priorities in the area of equality to be achieved through the implementation of a collaborative effort among various partners in the same territory, favouring the intersectional approach.

Orientation 1: Promote egalitarian relationships, and counter gender and sexist stereotypes

Objective 1.1: Raise public awareness of issues associated with equality, especially among young people.

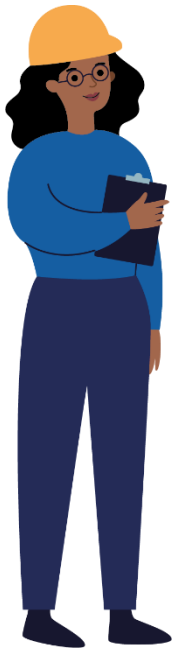
1.1.1. Raise awareness and educate Quebecers about issues associated with equality (SCF).

Objective 1.2: Promote egalitarian relationships and take action for stereotype-free socialization.

1.2.1. Continue training on sexuality education and extend it to all school staff in order to promote egalitarian relationships (MEQ).

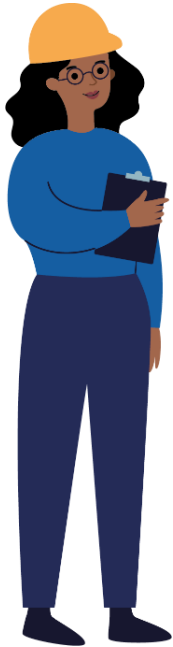
1.2.4. Revise the socio-cultural framework for the evaluation of educational materials (MEQ).

1.2.5. Provide parents and the perinatal services network with information on practices that foster the stereotype-free socialization and education of young children (SCF).



Orientation 1: Promote egalitarian relationships, and counteract gender and sexist stereotypes

- **Objective 1.3:** Fight sexism and stereotypes, especially in the media, advertising and communications.
 - 1.3.1. Implement actions aimed at fighting sexism and developing critical thinking with regard to gender representations in the media and advertising, from an intersectional perspective (SCF).



Orientation 2: Employment and economic equality between women and men

- **Objective 2.1:** Increase gender diversity in the workplace, especially with a view to narrowing the gender pay gap.
 - 2.1.1. Raise young people's awareness and equip parents with regard to diversifying academic and career choices (SCF).
 - 2.1.2. Increase the presence of women in the trades and occupations with a promising future and in the construction industry (SCF).
- **Objective 2.2:** Recognize the value of female-dominated jobs.
 - 2.2.1. Recognize the value of female-dominated jobs, especially through raising awareness and promotion of workers' rights.





Orientation 2: Employment and economic equality between women and men

- **Objective 2.3:** Increase the economic security of women and their access to employment.
 - 2.3.1. Reduce by 50% the debt load of beneficiaries of the Loans and Bursaries Program with “deemed a full-time student” status related to their status as parents (MES).
 - 2.3.2. Carry out actions aimed at reducing the obstacles faced by the female workforce in obtaining and keeping jobs (MTESS).
- **Objective 2.4:** Promote female entrepreneurship by supporting and guiding women and communities.
 - 2.4.1. Implement projects aimed at supporting women and communities in starting up and taking over companies (SCF).



Orientation 3: Sharing of family responsibilities and striking a balance between personal and professional life

- **Objective 3.1:** Take action to create conditions in workplaces and educational institutions that are more favourable to a family-work-study balance.
 - 3.1.3. Support, guide and provide tools for workplaces in implementing formal measures for achieving family-work balance (SCF).
 - 3.1.2. Support projects aimed at facilitating family-work balance for all workers who have family responsibilities (MFamille).
- **Objective 3.2:** Implement the conditions required for a better sharing of family responsibilities.
 - 3.2.2. Support initiatives that contribute to a fairer sharing of family and domestic responsibilities between couples and family members (SCF).
 - 3.2.5. Recognize and value unpaid or invisible work (SCF).





Orientation 4: Women's health and wellness

- **Objective 4.1:** Adapt the care and services addressed to women.
 - 4.1.1. Develop and implement an outreach strategy on gender-based analysis (GBA) at the Ministère de la Santé et des Services sociaux (MSSS).
- **Objective 4.2:** Facilitate access to menstrual products.
 - 4.2.1. Ensure interministerial collaboration to improve access to disposable or reusable menstrual products (SCF).
 - 4.2.2. Make disposable menstrual products available to girls and women living in intermediate resources and family-type resources (MSSS).
- **Objective 4.3:** Encourage girls and women to adopt healthy lifestyle habits.
 - 4.3.1. Encourage girls and women to participate in sports, outdoor and physical activity, and take leadership positions in these sectors (MEQ).





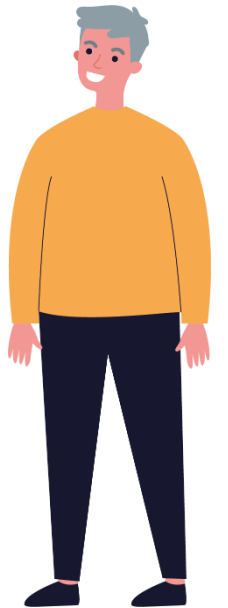
Orientation 5: Countering violence against women

- **Objective 5.1:** Raise public awareness of the violence perpetrated against women.
 - 5.1.1. Establish long-term support for awareness-raising and information activities carried out as part of the Journées d'action contre la violence faite aux femmes (SCF).
- **Objective 5.2:** Ensure the safety of women and prevent violence.
 - 5.2.1. Ensure concerted interministerial and intersectoral prevention and intervention in cases of honour-based violence (MIFI).
 - 5.2.2. Improve the safety of women and their sense of safety in public places (SCF).



Orientation 6: Parity in decision-making and leadership

- **Objective 6.1:** Aim for inclusive and diversified parity in decision-making arenas.
 - 6.1.1. Rally and support private enterprises to achieve inclusive and diversified parity in decision-making positions (SCF and MIFI).
- **Objective 6.2:** Increase the presence of women in politics by supporting and accompanying women and political institutions.
 - 6.2.1. Support women as well as political institutions in order to help them evolve toward egalitarian and inclusive representation of women and men in municipal, provincial and federal political authorities (SCF).





Gender equality actions adapted to the needs and realities of First Nations and Inuit women

- **FNI 1.** Acknowledge and show the value of the role of First Nations and Inuit women and girls as vectors of economic, social, political and cultural development (SCF).
- **FNI 2.** Foster and promote egalitarian relationships between women and men in the First Nations and Inuit Nation in Québec (SCF).
- **FNI 3.** Consolidate the role of the Indigenous Women's Committee as the main forum for discussion and collaboration on issues affecting Indigenous women (SCF) – **recurrent funding.**
- **FNI 4.** Develop better knowledge and understanding of the factors associated with gender among the Indigenous Peoples (MSSS).



Governance

- **Interministerial committee** for monitoring the Gender Equality Strategy
 - Coordination of government actions in the area of gender equality
 - Support and guidance
 - Opportunity to develop actions as implementation progresses
- Holding of **Forum des partenaires (partners' forum)** meetings
 - Expertise and rallying of partners
- **Monitoring** of the implementation
 - Statistical portrait of the evolution of several gender-equality indicators.
 - Regular implementation reports.
 - Each government department and agency is responsible for evaluating its actions.



Investments chart

Orientation	Total investment (new credits and self-funded credits)
Cross-cutting actions	33,3 M\$
Orientation 1 : Promotion of egalitarian relationships, and fighting against gender and sexist stereotypes	3,0 M\$
Orientation 2 : Employment and economic equality between women and men	69,6 M\$
Orientation 3 : Sharing of family responsibilities and striking a balance between personal and professional life	4,9 M\$
Orientation 4 : Women's health and wellness	5,8 M\$
Orientation 5 : Countering violence against women	2,1 M\$
Orientation 6 : Parity in decision-making and leadership	2,6 M\$
Gender equality actions adapted to the needs and realities of First Nations and Inuit women	2,7 M\$
Total	124,0 M\$

Question period

