

GOVERNMENT STRATEGY FOR GENDER EQUALITY

2022-2027



Coordination and content

Direction du développement de l'égalité et des affaires administratives
Secrétariat à la condition féminine

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For additional information, contact:

Secrétariat à la condition féminine
905, avenue Honoré-Mercier, 3^e étage
Québec (Québec) G1R 5M6
Telephone: 418-643-9052
Fax: 418-643-4991
Email: scf@scf.gouv.qc.ca

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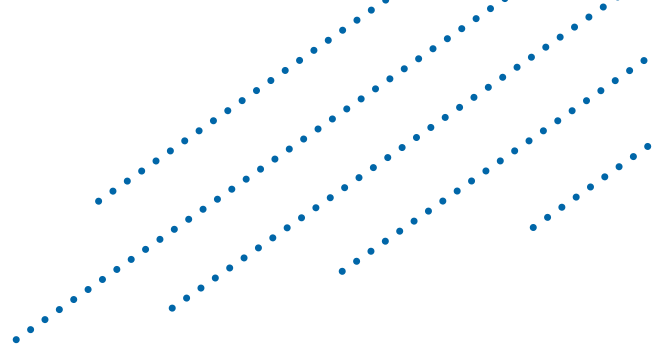
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2022-2027





A WORD FROM THE PREMIER

The *Government Strategy for Gender Equality 2022-2027* is a concrete new step toward making our society more just. However, advances in the area of gender equality remain fragile. By introducing this strategy, backed by a significant financial commitment, the Québec government is continuing its progress toward equality in fact between women and men.

We owe so much to all the women who built Québec and have fought to improve the status of women. These outstanding Québec women continue to make us proud. We need to pick up the torch and continue to work steadily.

Equality is among our fundamental values in Québec. It is a question of principle, but also a condition for our economic prosperity. Women, men, girls and boys should all be given equal opportunities to succeed and contribute to our society. We must continue to fight with determination against all of the discrimination that women face. It is only by working together that we will succeed in making Québec a more egalitarian society.

A handwritten signature in black ink that reads "François Legault". The signature is fluid and cursive, with the first letter of "François" being a large, stylized "F".

François Legault
Premier of Québec



A WORD FROM THE MINISTER

Achieving gender equality is a matter for all of society, and it is a priority for the people of Québec. This is why I am very proud to present the new *Government Strategy for Gender Equality 2022-2027*, which is the result of a substantial consultation process that has made it possible for us to gauge the public's perception on this subject.

As Minister Responsible for the Status of Women, I firmly believe that achieving equality will not be possible without the participation of everyone. Issues associated with equality are present everywhere in our daily lives, from our personal lives to the workplace, education, public spaces and politics. Some women are more affected by situations associated with inequality than others, because they are immigrants or Indigenous, or because they are living in poverty or have a disability, for example. We have taken their reality into account in this strategy.

Some of the hard-earned advances over the decades were jeopardized during the health crisis. It became imperative to consolidate our interventions in the area of equality. For this reason, our government is not only strengthening the strategic coordinating role of the Secrétariat à la condition féminine, but also strengthening its support for key partners who are dedicated to achieving gender equality.

This new strategy reflects the government's strong commitment to equality, as it proposes 52 actions under the responsibility of and in collaboration with nearly 30 government departments and agencies. This new version serves as a reminder that we need to take further steps, refine the actions we take and extend their reach.

There is a lot to be done. Each advance will benefit all women and girls in Québec. For a more inclusive, safer and fairer society, let us continue our efforts to achieve equality!

A handwritten signature in black ink that reads "Isabelle Charest".

Isabelle Charest

Minister for Education and Minister Responsible for the Status of Women

PARTNERS, GOVERNMENT DEPARTMENTS AND AGENCIES OF THE EQUALITY STRATEGY

ABBREVIATIONS AND ACRONYMS

GOVERNMENT DEPARTMENTS AND AGENCIES

CCQ	Commission de la construction du Québec
CDPDJ	Commission des droits de la personne et des droits de la jeunesse
CGAP	Conseil de gestion de l'assurance parentale
CNESST	Commission des normes, de l'équité, de la santé et de la sécurité du travail
CPMT	Commission des partenaires du marché du travail
CSF	Conseil du statut de la femme
Curateur public	Curateur public du Québec
FRQ	Fonds de recherche du Québec
INSPQ	Institut national de santé publique du Québec
ISQ	Institut de la statistique du Québec
MAPAQ	Ministère de l'Agriculture, des Pêcheries et de l'Alimentation
MAMH	Ministère des Affaires municipales et de l'Habitation
MCC	Ministère de la Culture et des Communications
MCE	Ministère du Conseil exécutif (Secrétariat aux emplois supérieurs)
MEI	Ministère de l'Économie et de l'Innovation
MEQ	Ministère de l'Éducation
MES	Ministère de l'Enseignement supérieur
MFamille	Ministère de la Famille
MFFP	Ministère des Forêts, de la Faune et des Parcs
MIFI	Ministère de l'Immigration, de la Francisation et de l'Intégration
MJQ	Ministère de la Justice
MRIF	Ministère des Relations internationales et de la Francophonie
MSP	Ministère de la Sécurité publique
MSSS	Ministère de la Santé et des Services sociaux
MTESS	Ministère du Travail, de l'Emploi et de la Solidarité sociale
OPHQ	Office des personnes handicapées du Québec
SA	Secrétariat aux aînés (ministère de la Santé et des Services sociaux)
SAA	Secrétariat aux affaires autochtones (ministère du Conseil exécutif)
SAJ	Secrétariat à la jeunesse (ministère du Conseil exécutif)
SCF	Secrétariat à la condition féminine

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**Gender equality is a priority for Québec society
and for the Québec government.**





INTRODUCTION

INTRODUCTION

Gender equality is a priority for Québec society and for the Québec government. Despite several significant advances in recent years, it is clear that the reduction of certain inequalities is taking longer than desired, and that the crises are bringing about setbacks to achievements that seemed to have been made.

For several decades, the Québec government has been committed to achieving gender equality, whether through the *Charter of Human Rights and Freedoms*, the *Convention on the Elimination of All Forms of Discrimination against Women*, to which the government declared itself committed in 1981, or through the *Beijing Declaration and Platform for Action*. Several laws have been adopted by successive governments to reduce systemic gender inequalities. The SCF has also been coordinating government strategies and action plans for the past 35 years, putting forward concrete actions in order to fight against gender inequality and inequality among women.

In the context of the COVID-19 pandemic, recognition has been given to the essential role of paid and unpaid work performed by women. It has been pointed out that the work done by women in the fields of education, health care or social work is not “natural” and should be recognized as such.

To address some of the most critical issues affecting women during the pandemic, the SCF and its government partners launched the *Plan d'action pour contrer les impacts sur les femmes en contexte de pandémie*, which aimed to act quickly to mitigate some of the negative impacts that were already apparent in the early months of the health crisis. The *Government Strategy for Gender Equality: Toward 2021* was extended for one year in order to carry out the work related to its renewal.

The *Government Strategy for Gender Equality 2022-2027* (the Equality Strategy) is a continuation of these strategies and action plans, since the pandemic and post-pandemic realities are now part of the complete overview to be taken into consideration when it comes to gender equality in Québec and around the world. The consequences of the pandemic on women's jobs, their mental health and the division of family responsibilities will probably continue to be felt for several years.¹




In the SCF's regular survey, support for the statement “Today, we can say that gender equality has been achieved in Québec” dropped by 14% from 2019 to 2021.² However, some of those surveyed still support the “myth of achieved gender equality” or underestimate persistent gender inequalities. This perception can be an obstacle to the changes and mobilization that are still needed to achieve equality in fact.

1 For statistics on the impacts and setbacks in the area of equality, please consult: SCF, [Plan d'action pour contrer les impacts sur les femmes en contexte de pandémie](#), March 2021, in French only.

2 Léger, [Étude sur les perceptions des Québécoises et Québécois sur l'égalité entre les femmes et les hommes](#), Summer 2021 [translation].

OBJECTIVES

In this particular context, the Equality Strategy pursues the following objectives:

-  **Preserve and sustain the advances made in the area of 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**

INVESTMENTS

The Equality Strategy is the main tool that the SCF uses to carry out its mission to coordinate government actions in the area of equality. Investments totalling \$124 million will enable the implementation of the actions outlined in this strategy, including \$100.1 million in new credits.

COMPLEMENTARY ACTIONS

In addition to the 52 new or improved actions that make up this strategy, many existing actions are being taken to work toward reaching the objective of equality. They will be presented in text boxes throughout the document.

The Equality Strategy is also complementary to the [*Integrated Government Strategy to Counteract Sexual Violence, Domestic Violence and to Rebuild Trust 2022-2027*](#) and other ongoing action plans against violence that are coordinated by the SCF.

Other major issues related to gender equality, such as the accessibility of places in childcare and the availability of social housing, have been the subject of government interventions in recent years. These interventions will continue to complement the implementation of this government strategy.

AN EVOLVING STRATEGY

In the current context, it is difficult to predict with certainty which issues will emerge or worsen over the next five years. As needs change rapidly, flexibility and adaptability will be necessary during the implementation of the Equality Strategy, and further actions may be introduced depending on the availability of the necessary budget credits.


Gender equality³

Equality implies that women and men have the same rights, responsibilities and opportunities, and benefit equally from existing resources while sharing the burdens fairly, and without experiencing violence based on gender.

Enjoying the same rights (equality in law) does not necessarily mean that equality has been achieved, since other factors may jeopardize the exercise of these rights and the achievement of real equality (equality in fact). For example, the *Pay Equity Act* is a significant step toward equality, but it alone has not allowed women and men to achieve economic equality as other constraints and obstacles remain.



³ The terms "women" and "girls" are used in this document and refer, where the context fits, to all individuals whose sex at birth is female (including those who are non-binary, queer or trans) as well as those who identify as women.



**GUIDING
PRINCIPLES OF
THE EQUALITY
STRATEGY**

GUIDING PRINCIPLES OF THE EQUALITY STRATEGY

THE SYSTEMIC ASPECT OF GENDER INEQUALITY

Based on the Québec policy *Turning Equality in Law into Equality in Fact*, published in 2007, and the mandate given to the Minister Responsible for the Status of Women in the *Act respecting the Ministère de la Famille, des Aînés et de la Condition féminine*, the government recognizes the systemic aspect of gender inequality. Achieving equality will not happen by relying on individual actions or choices alone. In this sense, some of the actions proposed in the Equality Strategy aim to support women in order to take into account their needs and the obstacles they face, while other actions intend to change perceptions, support communities and change structures so as to reduce and prevent inequalities and eliminate systemic discrimination.

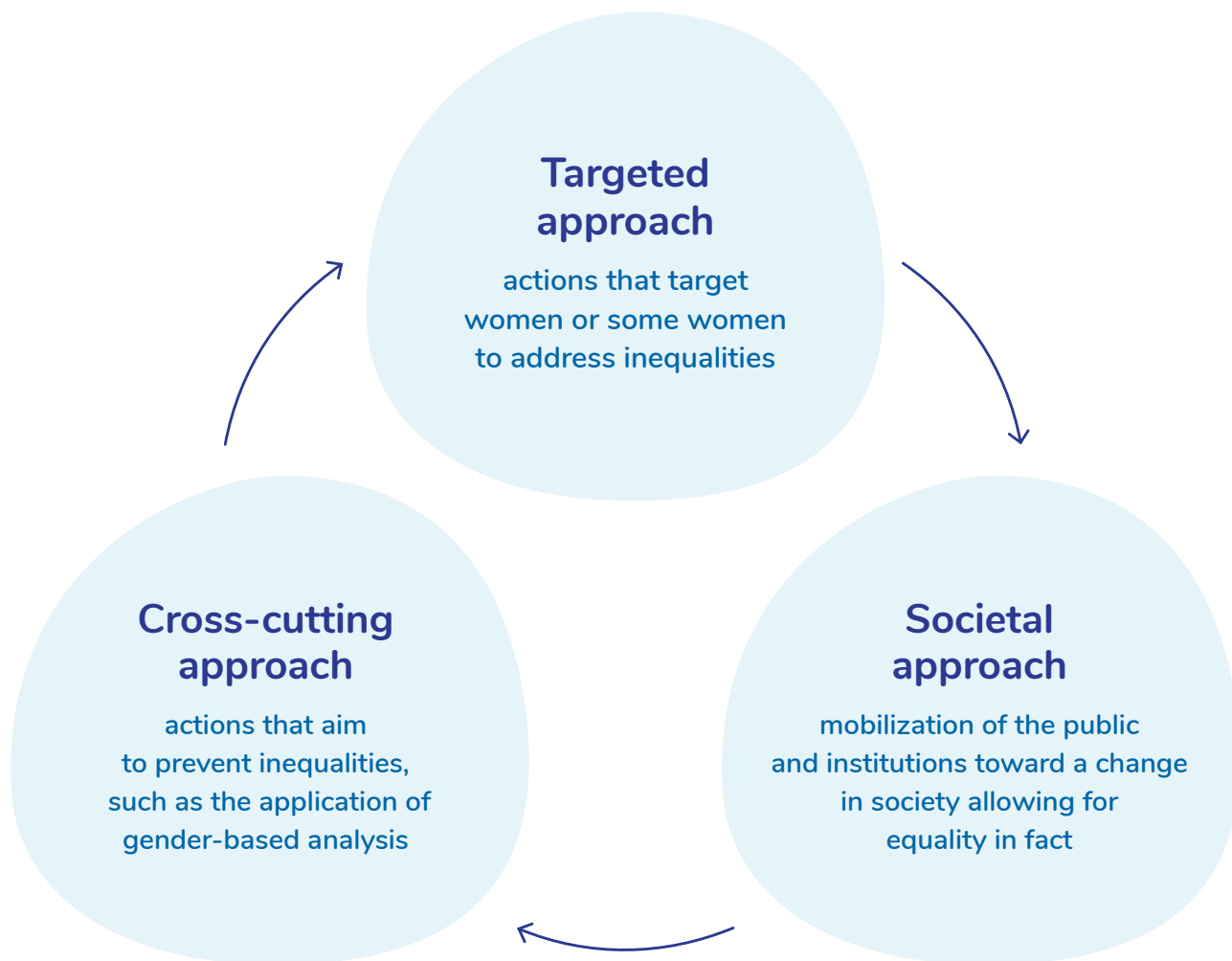
THE RIGHT TO EQUALITY FOR ALL WOMEN

The Equality Strategy aims to reduce gender inequality, which requires focusing on the situations of women who experience intersecting forms of discrimination. Consider, for example, women who are immigrants or racialized, Indigenous, elderly, in poverty, with disabilities or women of sexual and gender diversity. In order to propose effective actions, it is therefore important to pay attention to the interactions between these different factors in women's lives.

Some of the actions in this strategy stem from the need to take this reality into account. Other actions recommend adapting the intervention to the specific realities of different groups of women when implementing these actions.

TARGETED, CROSS-CUTTING
AND SOCIETAL APPROACHES

In order to achieve advances in the area of equality, the government combines targeted, cross-cutting and societal approaches. For more information on these approaches, please refer to the [Government Strategy for Gender Equality: Toward 2021](#).



REGIONALIZATION OF ACTIONS

As the situation regarding equality varies from one region to another and sometimes even within the same region, it is essential to take into account regional particularities and challenges in order to effectively target intervention in the area of gender equality.

THE EXPERTISE OF ORGANIZATIONS

The expertise of women's groups and partner organizations is a valuable contribution to enable the SCF and its government partners to define the needs to be met. This expertise also allows for the development of the Equality Strategy, as a significant part of its implementation is based on partnerships for the completion of specific actions.

EQUALITY AS A CONDITION

FOR A PROSPEROUS QUÉBEC

Achieving equality is primarily a matter of social justice and human rights, but it is also more necessary than ever for the economic prosperity of Québec. In the current context of workforce shortages, Québec society needs the contribution of women in several fields such as employment, entrepreneurship, decision-making arenas, etc. In 2015, the McKinsey Global Institute estimated that improving gender equality would result in a 10% to 12% increase in gross domestic product (GDP) for countries comparable to Canada by 2025.⁴ Note that GDP does not take into account unpaid work that is mostly done by women. Aiming for equality is therefore positive for Québec's economy. However, it is essential to ensure that women benefit from a fair share of economic prosperity that they help to create and that their unpaid contributions are made visible.

4 | McKinsey Global Institute, [The Power of Parity: How Advancing Women's Equality Can Add \\$12 Trillion to Global Growth](#), 2015.



STRENGTHENING THE APPLICATION OF GBA

STRENGTHENING THE APPLICATION OF GBA

Gender-based analysis (GBA) is one of the approaches selected by Québec as it works toward achieving gender equality. This approach makes it possible to recognize the differentiated effects of policies, bills and other provisions in order to prevent the creation of inequalities. Despite the adoption of this approach several years ago, the generalized implementation of GBA has encountered numerous obstacles. The SCF has therefore initiated a reflection on the winning conditions for the implementation of GBA, in line with the commitments of the *Government Strategy for Gender Equality: Toward 2021*. This reflection is also based on the work of an advisory committee.

Thanks to a dedicated team in GBA, the SCF intends to strengthen its support for government departments and public agencies. This support aims at a simpler and more efficient application of the process and is therefore in keeping with the government's wish to lighten the decision-making process. Furthermore, pilot projects designed to better reflect the realities and needs of women facing additional obstacles, such as women who are immigrants, Indigenous, living with a disability, etc., will be implemented. These pilot projects will be part of an approach called GBA+.

Gender equality is a fundamental value in Québec and is one of the province's major distinguishing factors internationally. The Québec government's integration of GBA is a concrete gesture that confirms that achieving equality in fact in Québec remains a priority and a great source of pride.



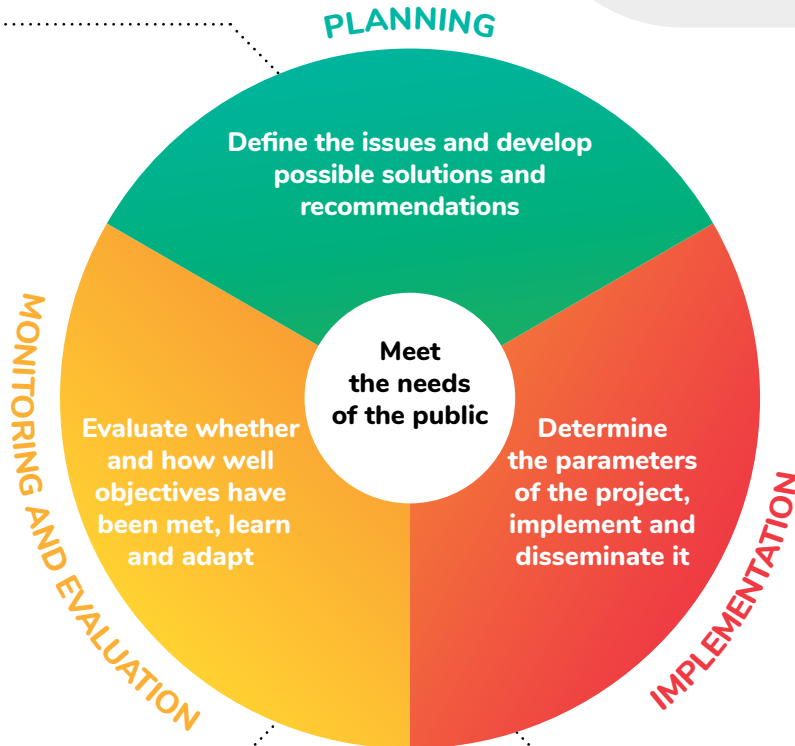
NEW, STREAMLINED PROCESS FOR CARRYING OUT A GBA

The streamlined process applies to the usual stages of project management in government: planning, implementation and, finally, monitoring and evaluation.

- › Are the issues experienced in the same way by women and men?
- › Are there certain groups of women who experience specific issues?

GBA KEY ACTIONS

1. Use of disaggregated data
2. Consultation with the individuals and communities concerned
3. Inclusive communication



- › What are the project's effects on women and men?
- › Were potential or existing inequalities mitigated or corrected from the start? How?
- › How was the differentiated data gathered?

- › Is the implementation strategy adapted to the different needs of women and men?
- › Which indicators will be used to measure the reduction of inequalities?

The concern for gender equality is integrated into every stage of the project being developed. It should be noted that, although it is preferable to consider GBA at the beginning of a government project, it can also be integrated at any stage. Each portion of a project that includes a concern for equality should be considered a significant advance that will ultimately contribute to the achievement of substantive equality in Québec.


The responsibility of the various government departments and agencies for the application of GBA is also in line with the societal approach, which suggests that the achievement of equality must not rest solely on the women's movement or even on organizations that have embraced this mission, but that society as a whole must participate in this quest because gender equality will ultimately be beneficial to everyone.

PILOT PROJECTS TO TEST

A STRENGTHENED APPROACH

While the SCF will work to train and support government departments and agencies to integrate the new, simplified approach, pilot projects will also be conducted to test a strengthened and updated GBA approach, namely gender-based analysis from an intersectional perspective (GBA+). The mathematical sign "+" refers to the integration of the intersectional dimension to augment the pre-existing analysis process. These pilot projects will help to identify best practices in this area, any obstacles as well as the impact on the improvement of public policies and services to the public.

GBA+ is an analysis aimed at the implementation of more inclusive public initiatives (local, regional, provincial), with the objective of achieving gender equality in fact and equality among women themselves. GBA+ recognizes that "men" and "women" are not homogeneous categories and that a person's social position is shaped by a multitude of identity and social factors in addition to those of sex and gender, including age, sexual orientation, cultural or ethnic origin, Indigenous status, having a disability, socio-economic situation, etc.



**CONSOLIDATION OF
THE SECRÉTARIAT À
LA CONDITION FÉMININE
AND ORGANIZATIONS
PROMOTING
EQUALITY**


CONSOLIDATION OF THE SECRÉTARIAT À LA CONDITION FÉMININE AND ORGANIZATIONS PROMOTING EQUALITY

The budget presented on March 22, 2022, features the investment of new credits that will not only allow for projects and actions to be carried out in the field, but also to consolidate and reinforce the role of the SCF.

These long-term investments will support the SCF's organizational capacity by, among other things, allowing for growth and stabilization of its personnel. As such, the SCF will be in a better position to support government departments and agencies in actions that promote gender equality, particularly through the application of a GBA. The reinforced SCF will be able to play an even greater role as a governmental leader in the area of gender equality and the fight against sexual and domestic violence. This leadership could be supported by a new SCF structure consisting of three departments: the Direction du développement de l'égalité et des affaires administratives, the Direction de la lutte aux violences sexuelles et à la violence conjugale and the Direction de l'ADS, des affaires régionales et autochtones.

As the amounts announced for this consolidation are recurrent, the SCF's organizational capacity and budgets will no longer be linked solely to the government strategies and action plans it coordinates.

This consolidation also increases the SCF's capacity to support the regionalization of actions in the area of equality. It also marks a shift that will allow the SCF to partially transform the way it supports organizations by offering financial support to the mission. This new approach stems from the broad guidelines set out in the *Plan d'action gouvernemental en matière d'action communautaire 2022-2027* (PAGAC, in French only), which aims to foster support for the mission. The government thus recognizes the importance of feminist organizations for the advancement of Québec society. For the organizations eligible to benefit from it, this support for the mission will offer greater predictability than in the past and will complement the financial assistance offered during calls for projects by better taking recurrent needs into account. Partner organizations for equality will remain eligible to receive funding for projects, whether or not they receive this support for the mission, but in a more regular and predictable format.



GUIDELINES, OBJECTIVES AND ACTIONS

GUIDELINES, OBJECTIVES AND ACTIONS

The consultations conducted in order to renew the Equality Strategy revealed that the six guidelines that have driven government actions for several years are generally still relevant and adapted to the challenges to be addressed in the area of gender equality:

-  **Promoting egalitarian relationships and countering gender stereotyping and sexism**
-  **Employment and economic equality between women and men**
-  **Sharing family responsibilities and striking a work-life balance**
-  **Fostering women's health and well-being**
-  **Countering violence against women**
-  **Parity in decision-making arenas and leadership**



Alongside these broad themes, which are broken down into a number of specific objectives, other issues are now included in the Equality Strategy, reflecting the concerns expressed in the consultations that preceded its renewal. Other themes will also be the focus of active monitoring by the SCF and its government partners in order to seize opportunities for action during the implementation of the Equality Strategy: taking into account the needs of gender-diverse women, including trans women, and combating lesbophobia; humanizing obstetrical and gynecological care; the impact of telework on women; the digital divide; taking into account environmental equality, etc.

Some actions that contribute to the objectives of more than one guideline or that cannot be associated with a particular guideline are presented in a section for cross-cutting actions. The objectives of these actions will include strengthening GBA and supporting initiatives in the area of gender equality.

Lastly, actions to address the needs and realities of Indigenous women are grouped in a section dedicated to them.



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

The SCF will develop and provide a varied and adapted training offer to government departments and agencies, including a tool bank for the use of authorities and professionals. Special attention will be paid to guidance, which is recognized as a key element for the successful implementation of GBA in an organization. The sharing of expertise and best practices will be valued through the implementation of an interministerial network in GBA. The SCF will also support government departments and agencies to integrate pilot projects on gender-based analysis from an intersectional perspective (GBA+).

Coordinator: SCF

CA 2. Improve the *Vitrine statistique sur l'égalité entre les femmes et les hommes* (statistical portrait of gender equality)

The *Vitrine statistique sur l'égalité entre les femmes et les hommes*, which was made public in the summer of 2022 on the ISQ website, will present statistical data on the evolution of gender equality in Québec since 2005 in eight areas: education, work, income and compensation, family-work-school-personal life balance, violence, health, power, and demographics. This portrait will be updated periodically to ensure its sustainability and to allow for continuous monitoring of the evolution of equality in Québec. Statistical data for six population groups will also be added, which include seniors, immigrants, Indigenous people, sexual and gender minorities, members of visible minorities and individuals with disabilities.

Coordinators: SCF, ISQ

CA 3. Produce a reference document on intersecting forms of discrimination and the use of the intersectional approach in the context of the *Charter of Human Rights and Freedoms* in order to promote the exercise of the right to equality, particularly for women

The CDPDJ will develop a reference document on the intersectional approach and intersecting forms of discrimination in order to provide a better understanding of these concepts to ensure the fulfillment of the right to equality for all women. This document will help to better identify, correct and prevent complex gender inequalities and discrimination. It will recall the origins of the feminist intersectional approach, present its field of application, articulate the connections between this approach and the framework of the *Charter of Human Rights and Freedoms*, which guarantees a substantive right to equality, and then explain how to analyze situations involving several grounds of discrimination prohibited by the Québec Charter.

Coordinator: CDPDJ

CA 4. **Develop and improve the services of the Curateur public by taking into account the distinctive realities, expectations and needs of women and men**

In November 2022, the Curateur public will be undergoing a major transformation, particularly due to the introduction of the Law to better protect vulnerable persons.⁵ With this action, the Curateur public aims to initiate an analysis based on gender and intersectional realities in these transformative works. To this end, it will deepen its knowledge of the different realities of the women and men who use its services, mainly through the participation of citizens in co-creation groups. The Curateur public will use this information in particular to simplify the steps that citizens must take within the framework of its services.

Coordinator: Curateur public

Collaborators: OPHQ, SCF, CSF, SA

CA 5. **Produce a portrait of the clientele who benefit from Ministère de la Justice programs for victims of criminal offences**

This action aims to generate a portrait of the clientele who benefit from certain programs offered by the MJQ for victims of criminal offences. This portrait will pay special attention to the specific problems (sexual violence, domestic violence, abuse, etc.) covered by these programs and also the characteristics of the targeted clientele (gender, age, particular areas of vulnerability). This gender-based analysis from an intersectional perspective of the portrait obtained will allow for a critical look at the scope of programs for victims, particularly in the area of gender equality. The MJQ will use the results of this action to shape future programs and improve existing ones so that they can better meet the needs of a larger client base.

Coordinator: MJQ

CA 6. **Study the impact of telework on women**

Women seem to be particularly affected by telework, which will continue beyond the pandemic, as many women perform tasks that can be carried out at home. While telework is often associated with benefits, particularly in terms of family-work-school balance, it can also present risks in terms of career advancement and the sharing of household and family responsibilities. In this context, the CSF will provide an updated portrait of the benefits and risks of telework for women, for the purposes of shedding light on the decisions and actions of female workers themselves as well as those of managers and employers.

Coordinator: CSF

⁵ An Act to amend the Civil Code, the Code of Civil Procedure, the Public Curator Act and various provisions as regards the protection of persons, 2020, c. 11.

CA 7. Promote planning that fosters gender equality

Given how the architectural environment affects public health, it is important to learn more about the issues of gender inequalities in relation to the elements of the environment arranged by humans, and to propose tools and strategies to all parties involved in order to ensure that the infrastructures and the practices governing them promote the health and well-being of groups disadvantaged by these inequalities. This action aims to document, through a literature review, gender inequalities in fields related to land-use planning, more particularly with regard to the architectural environment and transportation, in order to propose possible solutions to support decision making and the designing of public spaces. Knowledge transfer tools and activities would then be developed to promote an understanding of the content by various partners, including towns, regional county municipalities, government departments and public agencies, and community organizations. They will therefore be provided in a format that is synthesized, simplified and based on the intervention.

Coordinator: SCF

Collaborators: INSPQ, MAMH

OBJECTIVE B

Support 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

Component 1: Support for initiatives in the area of gender equality

This component aims to support initiatives in the area of gender equality in all regions of Québec, mainly through general calls for projects. Partners from various fields working in the area of gender equality will be mobilized and involved in the implementation of local, regional and provincial projects.

General calls for projects are planned every two years starting in the spring of 2022. This regular schedule will improve the predictability of available financial assistance and facilitate the work of the organizations. In addition to funding projects that contribute to all six guidelines of the Equality Strategy, the calls for projects will also support projects that address other issues in order to maintain flexibility and respond to emerging needs.

Other themes may also be added during the implementation of the Equality Strategy in light of emerging issues (e.g. the impact of telework on women and on achieving equality).



Component 2: Funding for the missions of targeted community organizations

As an outcome of the PAGAC and in response to requests made by organizations working on the status of women, the SCF is shifting toward providing financial support for the mission of community organizations. This new approach will specifically aim at contributing to the following:

- **Joint regional and provincial efforts** in order to further and intensify regional collaboration on gender equality as well as among women themselves, and thus to ensure the sustainability of the interventions. This action will contribute to achieving the objective of regionalizing actions in the area of gender equality.
- **Support for women who are vulnerable and excluded from economic and social participation**, including upstream intervention by the concerted mobilization of communities. This action will contribute to two of the objectives of Guideline 2, namely improving the economic security of women and their access to employment, and increasing gender diversity in the workplace, especially with a view to narrowing the gender wage gap.
- **The promotion of women's participation in politics**, which will contribute to achieving one of the objectives of Guideline 6, namely to increase the presence of women in politics by supporting and accompanying women and political institutions.

Coordinator: SCF

CA 9. Deploy sectoral gender-equality development agreements in all of Québec's administrative regions

The SCF, in partnership with the MAMH, intends to gradually deploy sectoral gender-equality agreements in each of Québec's 17 administrative regions. These agreements will enable certain regional priorities in the area of gender equality to be achieved through the implementation of a collaborative effort among various partners in the same territory. To do this, 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 end of the Equality Strategy in order to cover all of Québec's regions.

Coordinator: SCF

Collaborator: MAMH

OBJECTIVE C Draw on best practices at an international level

CA 10. Promote a feminist diplomacy approach in Québec

The MRIF will work to develop a feminist diplomacy approach. The adoption of such an approach would contribute to the progress of gender equality on the international scene while demonstrating the importance given by the government to this issue in Québec. Feminist diplomacy will also allow Québec society to benefit from the best practices at an international level in the area of gender equality, to be involved in the sustainable and inclusive global recovery and to increase the visibility and credibility of Québec as a federated state with its international partners.

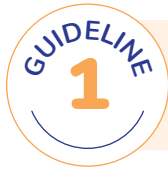
Coordinator: MRIF

Collaborator: SCF

Promising initiatives that contribute to cross-cutting actions

- › **The Égalité Thérèse-Casgrain award (website in French only), which rewards individuals and organizations that have distinguished themselves through their actions in the area of gender equality each year**
- › **The project entitled Accessibility to interpretation services for immigrant, refugee and precarious-status women (MIFI)**
- › **The 2021-2026 Equity, Diversity and Inclusion Strategy (Fonds de recherche du Québec)**





Promoting egalitarian relationships and countering gender stereotyping and sexism

Many persistent inequalities originate in gender stereotypes that confine women (and men) to certain roles. The necessary changes therefore depend on the deconstruction of these stereotypes, which are deeply rooted in individual and collective beliefs or even in the way our society is structured. If we consider who looks after children and the elderly, who provides care and educates, and who plans and operates the maintenance of family and community relationships, we see that this separation of roles and the persistence of stereotypes are not trivial. They have very real impacts on the establishment of egalitarian relationships, economic equality, the sharing of family responsibilities, health, women's place in decision-making arenas and on violence against women. Stereotypes limit the possibilities for individuals to reach their full potential.

In addition, because their appearance or behaviour does not conform to traditional norms of femininity or masculinity, some individuals may experience discrimination. Double standards in sexuality also undermine egalitarian relationships (e.g. the same sexual behaviour may be valued by men, but stigmatized by women). The lack of body diversity in the media and the single model of beauty that is promoted has an impact not only on young people, but also on individuals of all ages.

Promoting egalitarian relationships and countering gender stereotyping and sexism are therefore the keys to reducing gender inequalities. While the public needs to be made aware of this, deconstructing stereotypes from an early age is a priority in promoting egalitarian relationships and thus countering violence perpetrated against women or based on gender. Parents and stakeholders who work with young people must be informed and equipped to provide education that aims to develop critical thinking about stereotypes, particularly those conveyed in the media and advertising. To achieve this, the role of the school is essential, particularly by means of sexuality education that is positive and inclusive.

Moreover, the Equality Strategy takes into account the "myth of achieved gender equality,"⁶ which can hinder the mobilization required to progress toward an ever more egalitarian society. Raising awareness of issues related to equality therefore remains of the utmost importance.

⁶ The "myth of achieved gender equality" is the belief that gender equality has already been achieved. Paradoxically, many individuals who adhere to it still recognize the existence of certain persistent inequalities (e.g. wage inequalities).

A few numbers

- › By the age of 6, girls already see boys as more likely to be brilliant than themselves, and more suited to activities for “really, really smart” people.⁷
- › In 2021, 53% of respondents in a survey on perceptions of gender equality still believed that some careers are more appropriate for women while others are more appropriate for men.⁸ This number, however, was lower compared to previous editions of the survey (66% in 2016 and 62% in 2019).
- › The number of those who say that girls and boys are drawn to different games has been steadily decreasing (77% in 2016, 69% in 2019 and 62% in 2021), which may indicate some progress in the public’s awareness of the influence of stereotypes.⁹
- › Men are more likely to adhere to gender stereotypes than women.¹⁰
For example, 63% of men surveyed believe that some careers are more appropriate for women and other careers are more appropriate for men compared to 44% of women surveyed, representing a 19-point difference.

OBJECTIVES AND ACTIONS

- › **OBJECTIVE 1.1:** Raise public awareness of issues associated with equality, especially among young people
- › **OBJECTIVE 1.2:** Promote egalitarian relationships and take action for stereotype-free socialization
- › **OBJECTIVE 1.3:** Fight sexism and stereotypes, especially in the media, advertising and communications

7 L. Bian et al., “Gender Stereotypes about Intellectual Ability Emerge Early and Influence Children’s Interests,” *Science*, 2017 (cited by UN Women).

8 Léger, *Étude sur les perceptions des Québécoises et Québécois sur l’égalité entre les femmes et les hommes*, Summer 2021, in French only.

9 Ibid.

10 Ibid.

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

The work done by the CSF shows that education for equality is vital for addressing many issues, such as violence against women, the diversity of career choices and the sharing of family roles. It contributes to the egalitarian socialization of girls and boys starting at an early age. In order to raise public awareness, especially among young people, of the importance of gender equality, the CSF will produce and broadcast an online advertising campaign.

Coordinator: CSF

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

The MEQ will continue to offer training in sexuality education and will extend its scope to all school staff in general education in the youth sector as well as to the adult general education and vocational training sectors. This training will equip school staff to help them address subjects related to egalitarian relationships while promoting the adoption of approaches that are free of stereotypes or sexist behaviour with students. Since all members of the school team are involved in creating a safe and caring environment in schools, the training will be offered to all school staff who wish to receive it. Additional training will also be developed according to the needs of the school system in the area of gender equality, for example for adult general education and vocational training, Indigenous communities, immigrants, education consultants in sexuality education or academic guidance, teachers, etc.

Coordinator: MEQ

Collaborator: SCF

1.2.2 Support the provision of training and activities to engage workers in children's and young people's community spaces in the promotion of egalitarian relationships

The SCF wishes to support the provision of training and activities that enable everyone working with children and young people (in schools, daycare centres, youth centres, camps, etc.) to reflect on the gender inequalities that exist in their community, and to take action to deconstruct gender stereotypes. For this purpose, the SCF plans to fund and promote a consistent and relevant offer of training and activities to the community. The training activities will target all staff members in these communities so as to make them aware of the consequences of stereotypes and the importance of egalitarian relationships, to enable them to reflect on their own practice and to equip them to intervene in situations of socialization where the young people themselves repeat stereotypes and engage in unequal relationships. Activities could be aimed at young people so that they can engage in dialogue about equality and take action to put an end to the inequalities they see. Finally, communication activities designed to inform and raise awareness of these issues around young people's socialization may be added for people working with young people.

Coordinator: SCF

Collaborators: MEQ, MFamille, SAJ

1.2.3 Offer school staff suggested activities based on children's literature to raise awareness and promote equality among students

As a means of deconstructing gender stereotypes while raising awareness of sexual violence and sexism, materials promoting the ways to teach gender equality values throughout the student's schooling will be made available. Recommendations for children's literature with suggested activities will be created and published on the [Constellations](#) website, which contains book titles that meet education criteria as well as book notices providing further information. In addition, training workshops on the creation of suggested activities in the area of equality will be offered to facilitate independent adaptation by the teaching staff. These workshops will also be offered to various school staff members, including school librarians, to ensure optimal use of these suggested activities while exploring ways to deal with the subject.

Coordinator: MEQ

1.2.4 Revise the socio-cultural framework for the evaluation of educational materials

The MEQ's Bureau d'approbation du matériel didactique coordinates the evaluation of basic educational materials. These materials are produced by academic publishers when updating or developing a program of study. Teachers who choose to use a textbook when teaching must select it from the list of educational materials approved by the Minister. Educational materials are evaluated according to several criteria grouped into five frameworks, one of them being the socio-cultural framework which, among other things, validates that the materials are free of discrimination and stereotypes in their representation of gender relations and that egalitarian gender relationships are represented. Since its last update in 2016, the socio-cultural framework will be revised to take into account the societal awareness achieved in recent years, whether in terms of egalitarian relationships, following the "#MeToo" movement in particular, or in terms of representations of women from minorities, including the First Nations and Inuit.

Coordinator: MEQ

Collaborators: SCF, CDPDJ, CSF

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**

It is important that parents be equipped to recognize gender stereotypes in their daily lives and in their children's environment, and that they be able to adopt parenting practices that promote their children's stereotype-free socialization and education. To achieve this, the action will consist of compiling scientific information on parenting practices that promote stereotype-free socialization and education in early childhood, and share it with parents in Québec and with stakeholders working in perinatal care and early childhood services, by means of the From Tiny Tot to Toddler guide and the Portail d'information périnatale.

Coordinator: SCF

Collaborator: INSPQ

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**

This action aims to counter gender stereotyping and sexism shown in advertisements, in consumer environments as well as in traditional and social media, by focusing on training and informing those involved in the content production and media literacy of the general public, including by sharing the expertise of the SCF with those involved in the production of content of cultural or public interest. Training on stereotype-free communication and advertising will also be offered to interested government departments and agencies.

Coordinator: SCF

Collaborator: MCC

1.3.2 **Lead a campaign to raise awareness in order to improve information, training and relevant tools to fight against sexism in wildlife activities**

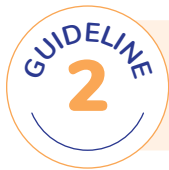
With the increasing participation of women in hunting and fishing activities, and considering that these activities have historically been male-dominated, it seems appropriate to act to prevent discriminatory behaviour. This action aims to raise awareness and educate those who participate in hunting and fishing activities to combat discrimination and harassment against women. The White-Tailed Deer Hunting Weekend and the Fête de la pêche are two events geared toward inspiring the next generation of hunters, while respecting best practices. These two events provide a great opportunity for the MFFP to raise awareness about the sexism experienced by women in this community.

Coordinator: MFFP

Promising initiatives that contribute to Guideline 1

- › [The Effects of Stereotypes on Personal Development portal](#) (SCF)
- › [Les livres et les jouets ont-ils un sexe?](#) (in French only), a guide for educational childcare services (SCF)
- › [Prévention des stéréotypes sexuels au travail](#) (in French only), raising awareness among young people to cultivate values such as social justice, equality, health and safety (CNESST)
- › [Democratic Values and Québec Values as Expressed in the Charter of Human Rights and Freedoms: Practical Guide](#) (MIFI)
- › [Raising awareness among evaluation committee members of unconscious biases that may affect the assessment of scholarship and grant applications](#) (FRQ)
- › [Training for vocational, technical and university teachers who work with female students in a male-dominated program of study](#) (MES)
- › [Supporting the school system in the implementation of the 37 compulsory Sexuality Education contents from Elementary 1 to Secondary V](#) (MEQ)





Employment and economic equality between women and men

Throughout the last decades, the economic situation of women has improved significantly, allowing for a reduction in the gaps with men with regard to both the participation in the job market and salaries. Today, women are more present in the workforce in Québec than all other Canadian provinces.

Despite these advances, economic equality between women and men has not yet been achieved in Québec. Significant wage gaps remain and the employment rate for women is still lower in comparison to men. In addition, men without a secondary school diploma are much more likely to be successful in entering the job market when compared to women in the same situation. However, having access to education does not solve everything, as even with a post-secondary diploma, women are less likely to be employed¹¹ than men and report lower earnings.¹² The segregation of the job market persists and has impacts on working conditions and, consequently, on economic equality, as there are more men than women working in the highest-paying sectors. Lastly, women's eligibility rate for employment insurance is also lower, particularly because they are more likely than men to hold temporary or part-time jobs and to withdraw from the job market temporarily for parental leave.

At the beginning of the COVID-19 pandemic, more women than men lost their jobs. Thousands of women have also withdrawn from the job market since then.¹³ During the year 2020, the number of female entrepreneurs dropped more significantly than that of their male counterparts.¹⁴ The pandemic has also emphasized the importance of recognizing “care”¹⁵ occupations, which have been highlighted during the health crisis. These occupations have long been perceived as vocations or “natural” choices for women and they often still are.

11 ISQ, [Actualité : 8 mars – Journée internationale des droits des femmes](#), March 2022, in French only.

12 ISQ, [État du marché du travail au Québec : bilan de l'année 2021](#), February 2022, in French only.

13 ISQ, [État du marché du travail au Québec : bilan de l'année 2021](#), February 2022, in French only.

14 MEI, [Portrait de l'entrepreneuriat au Québec](#), accessed on April 6, 2022, in French only.

15 Jobs that involve meeting care, education, support or assistance needs.

A few numbers

- › **The employment rate of women aged 15 to 64 has increased from 41.3% in 1976 to 73.2% in 2021, making it one of the highest in the world.**
- › **In 2021, there was still a gap of 9% between the average salary of women and men (compared to 13% in 2011).¹⁶**
- › **In 2021, women accounted for 59% of those working part-time.¹⁷**
- › **In 2021, women made up 81.8% of those employed in the fields of health care and social assistance, and 66.6% of those working in education. In contrast, men made up 71.7% of those working in the manufacturing industry and 86.2% of those in the construction industry.^{18, 19}**
- › **In 2016, the employment rate was approximately 69% for immigrant women between the ages of 25 and 54 living in Québec. This rate was about 14 percentage points lower than the rate for non-immigrant women, which was approximately 83%. The average employment income for immigrant women was about \$37,000 compared to about \$45,000 for non-immigrants, representing a gap of 17%.²⁰**
- › **In the first quarter of 2022, 18% of businesses in Québec had a woman as majority owner.²¹**

It is essential not only to pursue efforts toward the economic empowerment of women, but also to ensure that they can benefit from the resources and wealth that they help to create through their paid and unpaid work, which would also result in ever-increasing access to more equitable economic prosperity.

Economic and employment equality involves several key factors: diversifying academic and career choices, improving gender diversity in the workplace, recognizing the value of female-dominated jobs, ensuring women's economic security, supporting female entrepreneurship, etc. Beyond diversifying career choices, it is important to recognize that workplaces need to adapt in order to overcome obstacles, such as sexism, sexual harassment, lack of family-work-school balance measures, etc., to the integration and retention of women in certain fields.

The division of household and family tasks also has an impact on the economic empowerment of women and on the progression of their careers. Lastly, this empowerment is a protection factor for women who wish to break away from an abusive relationship by increasing the number of options available to them.

16 ISQ, [Actualité : 8 mars – Journée internationale des droits des femmes](#), March 2022, in French only.

17 ISQ, [Actualité : 8 mars – Journée internationale des droits des femmes](#), March 2022, in French only.

18 Statistics Canada, *Labour Force Survey (LFS)*, 2021.

19 According to data from the CCQ, in 2021, women represented 3.27% of the active workforce on construction sites in Québec.

20 ISQ, [Taux d'emploi et revenu d'emploi des Québécoises : quels écarts entre les personnes immigrantes et non immigrantes ?](#), August 2021, in French only.

21 Statistics Canada, [Table 33-10-0492-01, Private sector business counts by majority ownership, first quarter of 2022](#)

OBJECTIVES AND ACTIONS

- **OBJECTIVE 2.1: Increase gender diversity in the workplace, especially with a view to narrowing the gender wage gap**
- **OBJECTIVE 2.2: Recognize the value of female-dominated jobs**
- **OBJECTIVE 2.3: Increase women's economic security**
- **OBJECTIVE 2.4: Promote female entrepreneurship by supporting and guiding women and communities**

OBJECTIVE 2.1

Increase gender diversity in the workplace, especially with a view to narrowing the gender wage gap

2.1.1 Raise young people's awareness and equip parents with regard to diversifying academic and career choices

With a view to increasing gender diversity in the workplace, initiatives will be carried out to provide young people with activities to explore and experiment with trades and occupations, and to promote diverse role models from various fields. Furthermore, activities intended to equip parents in their crucial role of supporting their children in terms of academic and career guidance will also be implemented.

*Coordinator: SCF
Collaborator: MEI*

2.1.2 Increase the presence of women in the trades and occupations with a promising future and in the construction industry

Various initiatives will be supported with the aim, among others, of encouraging the diversification of women's academic and career choices by allowing them to better understand future occupations, particularly those in the science and construction sectors, and of targeting individuals, training centres and businesses in order to facilitate the integration and retention of women in these fields and to reduce the obstacles they encounter.

*Coordinator: SCF
Collaborators: MTESS, CCQ, MEI*

2.1.3 Take actions aimed at increasing the presence of women in training and employment in the science, technology, engineering and mathematics (STEM) sectors

The CPMT, in collaboration with the Comité consultatif Femmes en développement de la main-d'œuvre and the Emploi-Québec sector of the MTESS, has invited the network of job market partners to a call for solutions for the purpose of identifying concrete actions to increase the presence of women in STEM sectors, from training sites to employment. The CPMT will continue to implement solutions, including the following:

- Create guidelines to promote the presence of women in short-term programs in engineering and information technology.
- Launch calls for projects to encourage graduation and the continuation to higher education among women in STEM, facilitate their transition to the job market, increase their presence at work, and accompany organizations in STEM sectors in their efforts toward inclusion.
- Mobilize partners in the job market so that they commit to increasing the place of women in STEM and making training centres and workplaces more inclusive.

Coordinator: CPMT

Collaborators: MTESS, MEI

2.1.4 Promote the recruitment and retention of women in the fire safety services by raising awareness and supplying tools to various partners

Since women are under-represented in the fire safety services (FSS), the MSP wishes to encourage the hiring of more women in the various employment groups in the field of fire safety (e.g. field intervention, prevention, management). To do so, the MSP will develop an information kit to assist municipalities and fire departments in their efforts to attract and retain firefighters within the FSS and to encourage women to join the field of fire safety. This tool will be disseminated to municipalities, FSSs, and municipal and fire safety partners.

Coordinator: MSP

2.1.5 Increase recognition for women who stand out or who promote wildlife activities

The MFFP will regularly feature on its social media platforms a woman who is volunteering or pursuing a career related to wildlife. At the end of the year, recognition will be given to the women featured in the interviews throughout the year. This recognition will serve to highlight the commitment and efforts of women who stand out, innovate or enhance activities such as hunting, fishing, trapping and wildlife management, which are traditionally male-dominated. This recognition will also make it possible to bring forward female role models in relation to various themes: the fight against discrimination and gender stereotypes; entrepreneurship (socio-economic development); education and mentoring.

Coordinator: MFFP

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

Concrete activities can be implemented to raise awareness of the value of female-dominated jobs and to enhance the value of these sectors, particularly among non-unionized female workers and those from under-represented groups in the job market (women who are recent immigrants or visible minorities, Indigenous women, women living with disabilities, women with little education, women who are single parents, and experienced workers). This action will also support initiatives designed to raise awareness and equip these women and people who work with them with regard to their rights and recourses in the area of workers' rights, mainly in terms of wage equity. This action will thus contribute to the improvement of women's working conditions, to their retention in employment and to their economic and professional independence.

Coordinator: SCF

Collaborators: CNESST, CDPDJ

OBJECTIVE 2.3 Increase women's economic security and 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

The Loans and Bursaries Program for full-time vocational training at the secondary level and for full-time post-secondary studies provides measures to promote family-work-school balance. Those with family responsibilities who are pursuing part-time studies may still be eligible for the Loans and Bursaries Program (they are then considered to be full-time students). However, this situation results in the extension of the duration of studies and an increase in total debt compared to those who are full-time students for each period of study. The majority of beneficiaries of the Loans and Bursaries Program who are "deemed to be full-time students" due to family responsibilities are women. It is therefore proposed to improve the Loans and Bursaries Program by implementing a 50% debt load reduction measure for students who have benefited from the Program with the "deemed a full-time student" status related to their status as parents. For recipients of a bursary following a loan, this reduction in the debt load will not result in a decrease in total financial assistance awarded, as it will be compensated by an equivalent bursary.

Coordinator: MES

Collaborator: MEQ

2.3.2 Carry out actions aimed at reducing the obstacles faced by the female workforce in obtaining and keeping jobs

In order to improve public employment services aimed at limiting obstacles to the integration and retention of female workers, a variety of actions will be carried out across Québec over the next five years. These improvements will benefit women, particularly those in under-represented groups in employment due to increased difficulties (women who are recent immigrants or visible minorities, Indigenous women, women with disabilities, women with little education, women who are single parents, and experienced workers). This action will take the form of several initiatives under the responsibility of the regional and central units of the MTESS.

Coordinator: MTESS

2.3.3 Produce and disseminate tools aimed at improving our understanding of the conditions women in the labour market are facing

The purpose of this action is to raise awareness of the situation of women in the job market, particularly the gaps between men and women, among MTESS partners, individuals and companies, in order to ensure that the realities and specific needs of women are taken into account in the interventions targeting them. This action will take the form of several initiatives under the responsibility of the regional and central units of the MTESS.

Coordinator: MTESS

2.3.4 Inform women from immigrant backgrounds about their rights and provide tools to the stakeholders who work with them

This action consists of providing tools and support to women from immigrant backgrounds in their integration and the appropriation of their rights, particularly in the context of their sociovocational integration process, as well as to those who work with them. Activities that will be supported will be aimed at, among other things, raising participants' awareness of the laws and regulations in force in Québec and designed to strengthen gender equality in employment, such as the *Charter of Human Rights and Freedoms*, the *Pay Equity Act*, and the *Act respecting labour standards*.

Coordinator: SCF

Collaborators: MIFI, CNESST, MTESS, CDPDJ

2.3.5 Draw up a socio-economic portrait of single women and single men living in situations of poverty in Québec

Adults living alone are among the most disadvantaged in Québec and in Canada, with a rate of low income that remains higher compared to other groups of people. The rate of low income is markedly higher for single women when compared to single men. This action aims to draw up a socio-economic portrait of the situation of single women and men living in poverty. Adopting an intersectional perspective, this portrait will seek to identify the main factors that contribute to the persistence, or even the increase, of rates of low income among this group of people in Québec. The results of this portrait will allow for the proposal of concrete and adapted intervention strategies for people living in poverty.

Coordinator: MTESS

OBJECTIVE 2.4

Promote female entrepreneurship by supporting and guiding women and their communities

2.4.1 Implement projects aimed at supporting women and communities in starting up and taking over companies

The SCF, with the support of partners, will implement various projects aimed at assisting women in starting up and taking over companies and fostering an environment conducive to female entrepreneurship. These projects will aim to provide training, improve the offer of support for the pre-startup phase of businesses owned by women, raise awareness among business owners and women in executive positions about takeovers by women executives, recruit women to certain decision-making arenas and highlight entrepreneurial successes.

Coordinator: SCF

Collaborators: MEI, MAPAQ, MTESS

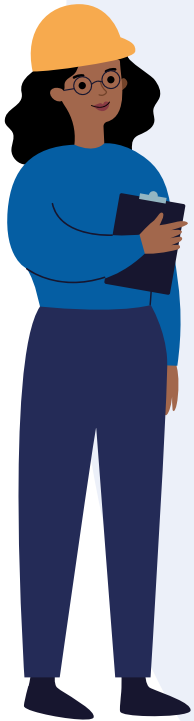
Promising initiatives that contribute to Guideline 2

- › L'équité salariale : connaître les outils pour sa réalisation (in French only), tools to help employers meet their wage equity obligations (CNESST)
- › The Hats Off to You! contest and its Excellence in Science segment (MES)
- › The NovaScience program (webpage in French only), which supports organizations and initiatives to promote the presence of women in the fields of science and technology, foster scientific and innovation culture, encourage the development of innovation skills, upgrade skills and improve professional practices, work toward solving problems related to the availability of an innovative workforce, and showcase and recognize individuals who stand out in the fields of research and innovation (MEI)
- › The Self-identification questionnaire, for candidates of FRQ programs concerning gender, Indigenous identity, disabilities and being part of a visible or ethnic minority, and to identify potential inequalities and plan measures for improvement (FRQ)

Cont. →

Promising initiatives that contribute to Guideline 2 (cont.)

- › The continuation of the Projets novateurs (innovative projects) measure designed to diversify career choices (MES and MEQ)
- › Public information on non-traditional careers (MTESS)
- › The Comité interministériel sur la mixité en emploi (SCF and MEI)
- › Supporting the school system in the implementation of the 19 compulsory academic and career guidance items that take into account the diversification of trades and occupations and the elimination of stereotypes (MEQ)
- › Improvement of the Programme de soutien au développement de l'excellence (webpage in French only), which aims to increase the recruitment of female coaches and the provision of mentoring activities (MEQ)
- › The Evol financing program, whose mission is to contribute directly to the creation or acquisition of businesses that are owned by under-represented clientele in entrepreneurship, particularly women, or to the development of those that they own in whole or in part, in the 17 regions of Québec (MEI)
- › Funding of the Accélérer la relance project (webpage in French only), led by the Réseau des femmes d'affaires du Québec (MEI)
- › Various investments in the area of housing, some of which are specific to women who are victims of domestic violence, women at risk of homelessness, women who are single parents with low incomes, etc. (Société d'habitation du Québec)

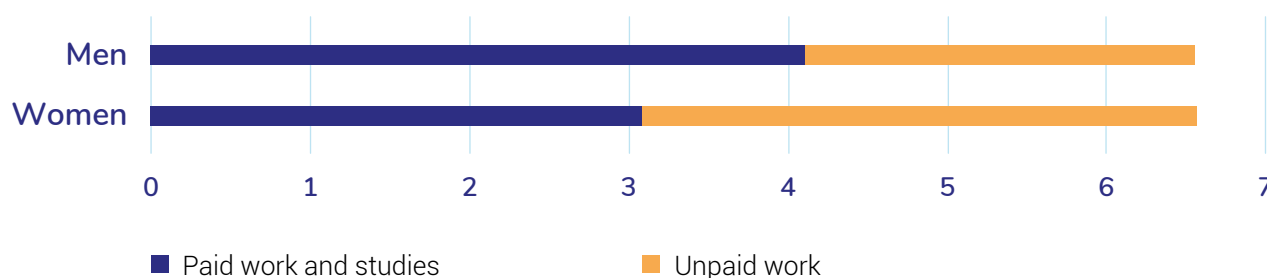


GUIDELINE
3

Sharing family responsibilities and striking a work-life balance

Sharing family responsibilities and striking a work-life balance are two key topics for reducing gaps between women and men in several fields. Many economic inequalities emerge from those within the household. As long as domestic and family responsibilities are not shared equally, many women will choose to work part-time and will have fewer career opportunities compared to men, which will have an impact on their income even beyond the duration of their participation in the job market. On average, women spend one hour more per day than men doing unpaid work and, on average, one hour less doing paid work.²²

Time (hours) spent on paid and unpaid work, 2015



Family-work-school balance and domestic and family tasks also weigh on women’s mental health, particularly because of the mental load associated with these tasks.

While this reality existed before the pandemic, the health situation in recent years has brought challenges in terms of the ability to juggle family and work, and women have had to shoulder more of the extra responsibilities caused by this health crisis than men. For example, during the first lockdown which took place in March 2020, among Canadian parents of children under 15, the number of hours spent per week caring for children increased by 27 for mothers, to a total of 95 hours, compared to an increase of 13 hours for fathers, to a total of 46 hours.²³ The fact that teleworking has remained available for many after the lockdowns could, however, have a positive impact on family-work-school balance.

It should be emphasized that the choice of the term “personal life” allows for a broader concept of family-work-school balance and brings to light the fact that the unpaid work done by women is sometimes in support of loved ones who are not necessarily family members. Furthermore, the choice of the term “professional life” includes the need for time associated with volunteer work or work done in public spaces, meaning a professional life that goes beyond the world of work.

22 ISQ, *Moyenne quotidienne de temps consacré aux activités de l'emploi du temps, selon le sexe, Québec, 2015*, in French only.

23 R. M. Johnston et al., *Evidence of Exacerbated Gender Inequality in Child Care Obligations in Canada and Australia During the COVID-19 Pandemic*, August 2020.

A few numbers

- › **Even without children, the very fact of living with a partner increases the number of hours spent by women on unpaid work and has an impact on their income.²⁴**
- › **Women are still more likely to act as caregivers and invest more hours in this role than men.²⁵**
- › **In 2021, the number of hours of work missed due to personal or family obligations was three times higher for women than for men.²⁶**
- › **Women are still less likely than men to say that their family-work balance is easy. This trend was observed before the pandemic, in 2018 (52% compared to 58%), and during the pandemic, in May 2020 (58% compared to 65%).²⁷**
- › **In Québec, among parents receiving Québec Parental Insurance Plan (QPIP) benefits, the average duration of benefits (maternity and parental) claimed by mothers is 45 weeks compared to 9 weeks for fathers (paternity and parental). These durations have been relatively stable since the QPIP came into force in 2006. When both parents were eligible for the QPIP, parental benefits were shared in 27% of cases in 2019. In this situation, mothers used a little over three quarters of the weeks while fathers used almost a quarter of the weeks.²⁸**
- › **According to a study by the Université du Québec in 2014, nearly a quarter of students assume parental responsibilities. At the graduate level, the proportion rises to 31%.²⁹**

Several key factors are likely to improve the division of tasks and the coordination of the different spheres of life, including a change in mentality aimed at normalizing the idea of fathers undertaking family responsibilities and of providing access to balancing measures in workplaces, particularly those that are male-dominated. A better sharing of parental leave following the arrival of a child also has an impact on the division of tasks in the medium and long term. Finally, an increased awareness of the importance of the invisible work done by women is needed along with a change in mentality regarding the stereotypical sharing of domestic and family responsibilities.

24 T. Buchanan, McFarlane, A. and Das, A., "Examining the family dynamics of the Canadian gender income gap," *SN Social Sciences* 1, 99, (2021).

25 CSF, [Les proches aidantes et les proches aidants au Québec : analyse différenciée selon les sexes](#), March 2018, in French only.

26 Statistics Canada, [Table: 14-10-0122-01, Hours lost by reason of absence, annual \(x 1,000\)](#), accessed on April 6, 2022.

27 CSF, [Une conciliation travail-famille parfois plus aisée pendant la pandémie](#), March 4, 2022, in French only.

28 CGAP, [Coup d'œil sur le partage des prestations parentales au Régime québécois d'assurance parentale](#), publication in 2022 pending, in French only.

29 G. Lajoie, 2021, cited in D.-G. Tremblay and A. Yagoubi, [La conciliation famille-travail-études dans les établissements d'enseignement supérieur au Québec : mesures et initiatives des universités et des cégeps](#), 2022, in French only.

OBJECTIVES AND ACTIONS

- **OBJECTIVE 3.1: Take action to create conditions in workplaces and educational institutions that are more favourable to a family-work-school balance**
- **OBJECTIVE 3.2: Implement the conditions required for a better sharing of family responsibilities**

OBJECTIVE 3.1 Take action to create conditions in workplaces and educational institutions that are more favourable to family-work-school balance

3.1.1 Raise awareness and equip institutions of higher education with tools to change practices in the area of family-work-school balance

The MES plans to develop and maintain a network designed to raise awareness and to equip institutions of higher education with tools for changing practices in the area of family-work-school balance. It will also deploy a five-year awareness strategy that will highlight high-impact institutional and societal practices for student parents (most of whom are women), hold events to discuss and share best practices, raise awareness and equip institutions of higher education with tools to change practices in relation to family-work-school balance, design pilot projects with the aim of developing practices based on conclusive data, and foster collaboration and improve access to assistance and support services in relation to family-work-school balance.

Coordinator: MES

Collaborator: MFamille

3.1.2 Support projects aimed at facilitating family-work balance for all workers who have family responsibilities

Expectations with regard to gender equality remain high, influenced by the increasing presence of women in employment, the family-work conflicts to which they are proportionally more exposed, the growing interest of fathers in being involved in their families and the need for flexibility of caregivers. This action aims to improve the positioning of family-work balance as an organizational practice that brings benefits to workers and their employers, with a focus on the adoption and recognition of best practices in family-work balance and the implementation of other initiatives for the sake of balance. Finally, in response to the additional challenges posed by shifts in the job market, workplaces with non-standard working hours and those with a male-dominated workforce will be given priority.

Coordinator: MFamille

3.1.3 Support, guide and provide tools for workplaces in implementing formal measures for achieving family-work balance

Initiatives aimed at assisting workplaces in implementing family-work balance measures will be supported. Male-dominated and female-dominated workplaces will be primarily targeted, specifically those workplaces that are more vulnerable or have been more severely affected by COVID-19. Experiments in sectors with non-standard working hours may also be supported. Various tools adapted to the reality of these environments will be developed or disseminated.

Coordinator: SCF

Collaborators: MFamille, MTESS, CGAP

OBJECTIVE 3.2

Implement the conditions required for a better sharing of family responsibilities

3.2.1 Support structural initiatives that promote greater involvement of fathers and better co-parenting

To promote meaningful involvement of fathers with their children and to ensure that they contribute to a fairer sharing of family responsibilities, it is important to value their involvement and to focus on adapting parenting support activities and services to their needs and realities. This action thus aims to further promote the implementation of structural initiatives that are likely to encourage greater involvement of fathers and have a long-term effect.

Coordinator: MFamille

3.2.2 Support initiatives that contribute to a fairer sharing of family and domestic responsibilities among couples and family members

Funding is planned for a number of initiatives aimed at fairly sharing family responsibilities, among them a project to increase and improve parental involvement, from pregnancy or adoption, and co-parenting within families, particularly among those from immigrant backgrounds; initiatives designed to develop content on sharing family responsibilities that can be used in certain prenatal courses or in activities for parents and future parents; and awareness-raising activities aimed at perinatal stakeholders in the community regarding the benefits of fairly sharing parental leave.

Coordinators: SCF, MIFI

Collaborators: MFamille, CGAP



3.2.3 Encourage a better sharing of parental leave

A fairer sharing of parental leave is the foundation for a more equal distribution of domestic and family work. The action is designed to support fathers who wish to be involved with their child from the moment they are born, to promote a better sharing of care given to the child, of tasks and of the mental load, and to change the perception that parental leave is primarily for mothers. To achieve this, a first component of the action will consist of raising awareness among workers and employers of the new QPIP measure which now offers additional weeks of benefits to parents who share the parental leave in a more equitable manner. The second component will involve promoting dialogue between parents about a fairer sharing of parental leave by developing communication tools that make its benefits known in a way that respects their situation.

Coordinator: CGAP

Collaborators: SCF, MFamille, MTESS

3.2.4 Update and disseminate knowledge related to co-parenting and the various aspects of fatherhood in Québec

Knowledge related to co-parenting and the various aspects of fatherhood in Québec, updated from the data of the Québec Parenting Study 2022, will be disseminated to a broad audience. By providing information, this action will contribute to changing mentalities in favour of the well-being of all family members in order to limit and correct certain gender inequalities.

Coordinator: MFamille

Collaborator: MJQ

3.2.5 Recognize and value unpaid or invisible work

The pandemic has been a trigger for a wider awareness of the unpaid work mostly done by women, also known as “invisible work.” Projects will be funded to highlight and value the economic and social contribution of invisible work and to foster a better understanding of the issues connected with invisible work, including mental load. Lastly, steps will be taken to have the first Tuesday in April declared “National Invisible Work Day.”

Coordinator: SCF

Collaborators: MFamille, MTESS

Promising initiatives that contribute to Guideline 3

- › **Grand chantier pour les familles – Plan d'action pour compléter le réseau des services de garde éducatifs à l'enfance (MFamille, in French only)**
 - Addition of 37,000 subsidized spaces by March 2025 to meet childcare needs
 - Expansion of the offer of childcare services during non-standard working hours
- › **Support for summer childcare projects or those offered during major school holidays to facilitate family-work-school balance for people with family responsibilities (MFamille)**
- › **Supplement for parental leave: during the authorized suspension of their study plan due to the birth or adoption of a child, the possibility for the recipient of an educational grant to apply for a bursary supplement (FRQ)**





Fostering women's health and well-being

Despite major advances in women's health and well-being, efforts are still needed to better address their needs, particularly in the fields of research, mental health, pain management, physical impairment, intellectual impairment, autism spectrum disorder, chronic illnesses, reproductive health, caregiving, etc.

For example, due to the under-representation of women in many research studies on health problems, some diseases are underdiagnosed in women. In addition, pain management is sometimes still influenced by gender stereotypes.

As women are proportionally more likely than men to develop eating disorders, experience psychological distress and attempt suicide, their needs for access to mental care and mental health services should also be taken into consideration. As women often shoulder a large share of parental and family responsibilities, the effects of the mental load on their mental health should also be considered. In addition, the issue of the excessive medicalization of women's health, particularly their mental health, has been raised.

Lastly, although the needs of women in terms of health are not only related to their reproductive system, there is still some way to go with regard to humanizing gynecological and obstetrical care, managing problems related to endometriosis and menopause, and providing access to perinatal and abortion services.

A few numbers

- › According to a study conducted in Québec in October 2020, 65% of women said they were feeling more stressed than they were before the pandemic, and 63% said they felt more isolated.³⁰
- › Since the beginning of the pandemic, there has been a reported increase in the number of severe cases of eating disorders, particularly among young girls.³¹
- › In all age groups, women are proportionally more likely to experience a high level of psychological distress than men.³²
- › In January 2020, of the total number of people who received pharmaceutical services for antidepressants, women outnumbered men more than two to one (67% compared to 33%) (Régie de l'assurance maladie du Québec, 2021).³³
- › Various studies report that between 12% and 34% of Québec women have had to choose between purchasing menstrual products and other essential products or sacrificing other expenses in order to be able to afford them.³⁴

OBJECTIVES AND ACTIONS

- › **OBJECTIVE 4.1: Adapt care and services for women**
- › **OBJECTIVE 4.2: Facilitate access to menstrual products**
- › **OBJECTIVE 4.3: Encourage healthy lifestyle habits in girls and women**

30 Association pour la santé publique du Québec, [Impacts de la pandémie de COVID-19 sur la santé et la qualité de vie des femmes au Québec](#), November 2020, in French only.

31 UdeM nouvelles, [Pandémie : les cas graves d'anorexie explosent à Montréal](#), March 24, 2021, in French only.

32 CSF, [Portrait des Québécoises : Édition 2021 – Femmes et santé](#), Québec, 2022, 73, in French only.

33 CSF, [Portrait des Québécoises : Édition 2021 – Femmes et santé](#), Québec, 2022, 73, in French only.

34 CSF, [Faciliter l'accès aux produits menstruels : mesures possibles](#), Québec, 2021, 117, in French only.

OBJECTIVE 4.1 Adapt care and services for women

4.1.1 Develop and implement an outreach strategy for gender-based analysis at the Ministère de la Santé et des Services sociaux (MSSS)

The primary objective of this action is to better discern the differences, needs and possible inequalities between women and men, as well as between women themselves, within the framework of major health and social services projects. The goal of the action is to adapt the MSSS's actions according to the GBA findings. To this end, the MSSS is committed to significantly increasing the use of GBA within its organization and to becoming a true leader in this regard. As such, the increased use of GBA will improve the care and services offered. This outreach strategy would be based on the following main mechanisms:

- Establish a team of GBA experts for the MSSS
- Further highlight gender-based data from the MSSS databases
- Develop GBA training and tools for the health and social services sector
- Train MSSS staff members in GBA
- Develop a multi-year plan for projects subject to a GBA
- Provide support at key moments in the GBA process

Coordinator: MSSS

Collaborator: SCF

OBJECTIVE 4.2 Facilitate access to menstrual products

4.2.1 Ensure interministerial collaboration to improve access to disposable or reusable menstrual products

On the basis of the [Faciliter l'accès aux produits menstruels : mesures possibles](#) study (in French only), published by the Conseil du statut de la femme in 2021, the partner government departments in this action will work together to assess the feasibility of the measures deemed most promising and to implement certain measures, if necessary. The selected actions could help counter menstrual challenges by improving access to disposable or reusable menstrual products, with special attention to young girls, female students, women and individuals in precarious situations. The choice of reusable products would also be promoted.

Coordinator: SCF

Collaborators: MES, MTESS, MAMH, MEQ

4.2.2 Make disposable menstrual products available to girls and women living in intermediate resources and family-type resources

Girls and women living in intermediate resources and family-type resources must cover the costs associated with disposable menstrual products from their allowance for personal expenses, which is the same amount regardless of the individual's gender. To counter this socio-economic inequality between women and men living on resources, this action will be implemented to make disposable menstrual products (sanitary pads, pantliners and tampons) accessible. To achieve this, free disposable menstrual products will be provided to individuals living in these resources. This action is consistent with the motion tabled in the National Assembly in December 2020, which focuses on access to menstrual products, and with the study by the Conseil du statut de la femme made public in September 2021. It broadens the scope of the issue and offers a more comprehensive view of inequality in terms of access to disposable menstrual products.

Coordinator: MSSS

OBJECTIVE 4.3 Encourage healthy lifestyle habits in girls and women

4.3.1 Encourage girls and women to participate in sports and outdoor and physical activity, and take leadership positions in these sectors

Following on from the work of the Groupe de travail québécois visant l'avancement des femmes dans les secteurs du sport, du plein air et de l'activité physique (working group for the advancement of women in sports, outdoor activity and physical activity), the action aims to encourage girls and women to participate and take on leadership positions in these sectors. To this end, a mechanism for formal discussion between women and girls involved in sports, outdoor or physical activities will be implemented to foster a sense of belonging and facilitate the sharing of experiences and knowledge (e.g. community of practice).

Coordinator: MEQ

Collaborator: SCF

4.3.2 Educate and inform the public, especially women, young people and stakeholders, about body weight and positive body image

With the help of a series of various interventions aimed at transforming the social norm regarding weight and body image (e.g. campaigns, conferences, workshops, training, publications, websites), the following themes will be addressed: weight-loss products, services and methods; body image; the benefits associated with the adoption of healthy lifestyle habits and the development of a positive body image, particularly in the context of weight-related problems. As scientific knowledge and the social context have evolved, it is important for society to review the way to communicate properly, so as not to reinforce the phenomenon of fatphobia or the widely promoted norm of the thin ideal often associated with health. On the other hand, it is necessary to communicate the stigmatization of plus-size individuals more effectively without causing harm and to raise awareness of its consequences for the health and well-being of those affected, including the often unhealthy behaviours that result from it. The following themes will therefore be added to the actions already carried out: the problem of fatphobia and the thin ideal often associated with the beauty standard, as well as the non-stigmatizing messages to be put forward.

Coordinator: MSSS

Promising initiatives that contribute to Guideline 4

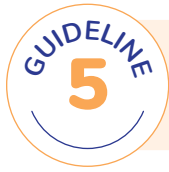
- › In line with the commitment made in the previous Equality Strategy, in December 2020, the MSSS released its third Plan d'action en santé et bien-être des femmes 2020-2024 (in French only). It is also the first to be matched with new credits, with \$21 million over four years.

The plan consists of three main orientations:

1. Integrate women's needs into provincial, regional and local planning of care and services;
2. Improve access to care and services, and adapt them to women's needs;
3. Deepen knowledge and promote its transfer in women's health and well-being.

- › L'action concertée sur les besoins émergents en matière de santé et bien-être des femmes (webpage in French only): call for proposals aimed at humanizing obstetrical and gynecological care and call for proposals aimed at the impact of the mental load on women's mental health (MSSS and SCF)
- › The new Ma grossesse service (webpage in French only), which provides pregnant women with care as of the first trimester (MSSS)
- › The Plan d'action gouvernemental pour les personnes proches aidantes 2021-2026 – Reconnaître pour mieux soutenir (in French only)
- › The Plan d'action interministériel en santé mentale 2022-2026 – S'unir pour un mieux-être collectif (in French only)
- › The Programme national de santé publique 2015-2025 (in French only)
- › La Lancée (webpage in French only): an overall mobilization strategy for the participation and leadership of girls and women in the sports, outdoor activity and physical activity sectors, aimed at fostering their advancement in these fields (MEQ)
- › The LAB Pro-FEMS (in French only): an internationally renowned research and innovation laboratory in the French-speaking world for the compilation, production and dissemination of research on gender equity in sports (MEQ)





Countering violence against women

The presentation of a guideline on violence against women in the Equality Strategy contributes to the recognition that such violence is not limited to the most widely known forms of violence, such as sexual violence and domestic violence, but is part of a broader issue. Violence against women is a consequence of gender inequality and constitutes an obstacle to the achievement of equality.

This violence is part of a continuum and stems from historically unequal power relations between women and men. It is a social and systemic issue that concerns the whole population. Gender-based violence is one of the most prevalent human rights violations in the world and knows no boundaries, be they economic, social or geographical.³⁵

It can manifest in various ways, including sexist jokes, harassment on the streets, online hostility, sexual harassment in the workplace, honour-based violence, female genital mutilation and cutting, sexual exploitation, reproductive coercion, domestic violence, anti-feminist remarks and attacks, sexual assaults, femicide, etc. In all cases, this violence breeds mechanisms of control and domination that make inequalities between women and men possible.³⁶

Although most of these forms of violence can be experienced by individuals other than women, the fact remains that women are the main victims. In 2019 in Québec, 76% of the victims of domestic violence,³⁷ 88% of the victims of sexual assault,³⁸ and 95% of the victims of crimes related to pimping and human trafficking were female.³⁹

In parallel, the SCF is launching the *Integrated Government Strategy to Counteract Sexual Violence, Domestic Violence and to Rebuild Trust 2022-2027*. The main objectives of this new strategy will be to counteract sexual violence and domestic violence and to provide more sustained support that is better adapted to the realities of the victims of these forms of violence, in line with the recommendations of the *Rebâtir la confiance (Rebuilding Trust)* report.

Guideline 5 of this strategy does not therefore include actions directly targeting sexual violence or domestic violence, which are dealt with in the *Integrated Violence Strategy*, but it does provide an opportunity to highlight and raise public awareness concerning violence against women. This guideline will also allow for action to be taken on other issues such as honour-based violence, women's safety, gender-based harassment, etc.

35 United Nations Population Fund, [Gender-based violence | United Nations Population Fund](#), accessed on April 6, 2022.

36 UN, [Declaration on the Elimination of Violence against Women, 1993](#).

37 MSP, [Criminalité au Québec – Infractions contre la personne commises dans un contexte conjugal en 2019](#), 2022, in French only.

38 MSP, [Criminalité au Québec – Infractions sexuelles en 2019](#), 2021, in French only.

39 MSP, [Proxénétisme et exploitation sexuelle à des fins commerciales – État de la situation](#), 2021, in French only.

OBJECTIVES AND ACTIONS

➤ **OBJECTIVE 5.1: Raise public awareness of the violence perpetrated against women**

➤ **OBJECTIVE 5.2: Ensure the safety of women and prevent violence**

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

The SCF will extend its financial support to projects developed and run by organizations with expertise related to violence. Supported projects will highlight the Journées d'action contre la violence faite aux femmes and will contribute to raising awareness and mobilizing the public on the issue. The projects will also be adapted specifically for women living with intersecting forms of discrimination in order to include the entire population of Québec.

Coordinator: 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

This action aims to proactively combat honour-based violence in order to prevent it and provide adequate support to immigrant and racialized girls and women who are victims of such violence or who are at risk of being victims of it. In particular it seeks to inform them of their rights and possible recourses, such as in case of violence and when their rights are not respected. Another aim is to work with the stakeholders concerned, as well as with the families and the social network of girls and women who are victims of this violence or who are at risk of being victims, to raise awareness of the importance of being an active witness in situations where there is a risk of honour-based violence and of countering it. Lastly, the action also seeks to explore the issues related to this type of violence according to the different immigration statuses, particularly sponsorship status, in order to identify appropriate actions.

Coordinator: MIFI

5.2.2 Improve the safety of women and their sense of safety in public places

This action aims to improve the safety of women and their sense of safety by documenting the main issues they experience in public places from an intersectional perspective, in order to design and develop prevention tools adapted to the different realities of women across Québec. These possible solutions addressed to political authorities, the health network and community organizations will be developed in the form of synthesized tools focused on prevention.

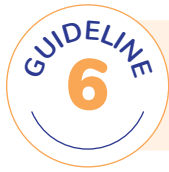
Coordinator: SCF

Collaborator: INSPQ

Promising initiatives that contribute to Guideline 5

- › **The Integrated Government Strategy to Counteract Sexual Violence, Domestic Violence and to Rebuild Trust 2022-2027 (SCF, forthcoming)**
- › **Public information on the impact of online hostility toward women, especially those who speak out in public spaces, and on the legal recourse available to victims: action taken under the Concerted Action Plan to Prevent and Counter Bullying and Cyberbullying 2020-2025 (SCF)**





Parity in decision-making arenas and leadership

Since the election of the first woman in the Québec legislature in 1961, considerable progress has been made. Sixty years later, women remain under-represented in most decision-making arenas. The existence of formal or informal networks and certain unconscious biases often lead to the recruitment of candidates who are similar to those already in place in an organization, delaying the changes aimed at parity and diversification of the people recruited. The term “glass ceiling” reflects the obstacles that still prevent women from accessing the highest levels of the hierarchy, whether due to internal practices (recruitment, promotion, mobility) or social factors (division of family responsibilities, stereotypical socialization, etc.).

A few numbers

- › **In 2022:**
 - At the federal level: 36% of members elected in Québec to the House of Commons were women.⁴⁰
 - In Québec: 44% of those elected to the National Assembly were women.⁴¹
 - At the municipal level: women represent 23.6% of mayors and 38.5% of councillors.⁴²
- › **In 2017, the boards of directors of companies listed on the Toronto Stock Exchange had an average of 19% women.**⁴³
- › **At the national level, Indigenous women make up only 1% of all women in management positions, even though they represent 4% of the female workforce.**⁴⁴
- › **As of March 31, 2021, women held 40.8% of assistant deputy minister, associate deputy minister and deputy minister positions, even though the public service is predominantly made up of women (60%).**⁴⁵
- › **As of December 31, 2021, on the boards of directors of state-owned enterprises subject to the Act respecting the governance of state-owned enterprises, the representation rate of women was 52.7%.**⁴⁶

40 [Current Members of Parliament – House of Commons Canada \(ourcommons.ca\)](https://ourcommons.ca).

41 [La présence féminine – Assemblée nationale du Québec](https://assnat.qc.ca) (assnat.qc.ca, in French only).

42 [Données relatives à l'élection générale municipale 2021 – Compilation et traitement statistique](https://gouv.qc.ca) (gouv.qc.ca, in French only).

43 [RapportSCF-2018FINAL.pdf](https://quebec.ca) (quebec.ca, in French only).

44 Statistics Canada, [Study: Diversity among board directors and officers: Exploratory estimates on family, work and income](https://www150.statcan.gc.ca/n1/pub/28-601-x/2021001/article/00001-eng.htm), 2021.

45 Gouvernement du Québec, [L'effectif de la fonction publique 2020-2021 – Partie 1 : Nombre de personnes à la fin de l'exercice financier entre mars 2017 et mars 2021](https://www.gouv.qc.ca), 2021, in French only.

46 Gouvernement du Québec, [Pour une gouvernance paritaire – Rapport sur la parité entre les femmes et les hommes au sein des conseils d'administration de l'ensemble des sociétés d'État visée par la Loi sur la gouvernance des sociétés d'État](https://www.gouv.qc.ca), 2022, in French only.

The parity zone is sometimes defined as a balance of 40% to 60% between women and men. There are others who would like to see this range set at 45-55%, and to continue to aim for a balance of 50-50%, which corresponds effectively to the ratio of women to men in the Québec population.

In addition, just as professional segregation exists, there is also segregation in terms of the positions or organizations where women are represented. For example, in an organization where management positions appear to be equally distributed between women and men, it is common for women to occupy positions related to communications or human resources, thus reproducing gender stereotypes.

The participation of women is crucial for a better consideration of their realities and needs in public policies, development projects and even in the sphere of products and services offered by private companies. Decisions made in relation to the environment and climate change will also need to take into account the impacts differentiated by gender, which can also be achieved thanks to better participation of women in the advisory areas related to these issues.

Some women still face more obstacles in occupying decision-making positions or public office, and specific measures can be put in place to ensure that efforts are made to achieve parity that is equally diverse and inclusive. While some organizations use the terms “equity, diversity and inclusion,” the SCF prefers to use the word “parity” with the adjectives “diverse” and “inclusive,” in order to clarify that the matter of women’s representation in decision-making arenas is not yet resolved. Parity and diversification of decision-making arenas enrich public debate, bring diverse competencies and points of view to the table, and improve the efficiency and profitability of enterprises.

OBJECTIVES AND ACTIONS



OBJECTIVE 6.1: Aim for inclusive and diversified parity in decision-making arenas



OBJECTIVE 6.2: Increase the presence of women in politics by supporting and accompanying women and political institutions

OBJECTIVE 6.1 Aim for inclusive and diversified parity in decision-making arenas

6.1.1 Mobilize and support private enterprises to work toward inclusive and diversified parity in their decision-making arenas

Several initiatives will be carried out to encourage and support private enterprises as they work toward inclusive and diversified parity in their decision-making arenas, namely:

- Conduct performance audits on inclusive and diversified parity in Québec enterprises and support them in improving their performance
- Disseminate tools to support managers in the recruitment process, with a view to fighting bias
- Assist enterprises in conducting a more extensive search for talent in certain sectors where women are less represented
- Raise awareness and provide tools to the stakeholders concerned about the contribution of immigrant or racialized women in decision-making arenas

Coordinators: SCF, MIFI

Collaborator: MEI

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 work toward egalitarian and inclusive representation of women and men within municipal, provincial and federal political authorities

The SCF intends to support and accompany women who are interested in politics, and also support and accompany political institutions in order to help them work toward egalitarian representation of women and men within municipal, provincial and federal political authorities. To achieve this, the SCF will:

- Fund the municipal sector to support women in their elected positions (training, mentoring, etc.), support municipal governments in adjusting their work environment to be more inclusive and improve the status of women.
- Take actions to deconstruct myths regarding women's competence in relation to the goals of women's representation in politics.
- Offer, through its partners, training, networking and co-development activities to women interested in politics (municipal, provincial and federal).
- Offer emergent citizenship activities to young people that take into account the concept of equality.
- Raise awareness among political institutions, through their partners, of structural means to foster the attraction of women to politics.

Coordinator: SCF

Collaborators: MAMH, SAJ

Promising initiatives that contribute to Guideline 6

- › Politique concernant la parité entre les femmes et les hommes au sein des conseils d'administration des sociétés d'État (MCE, Secrétariat aux emplois supérieurs, in French only)
- › Development of a strategy to increase the presence and influence of women in the high-level public service (MCE, Secrétariat aux emplois supérieurs)
- › La Table des partenaires Femmes et politique municipale (women and municipal politics partners' table), which has the mandate to establish a common strategy based on three areas of intervention aimed at information and training, networking and mentoring, and raising awareness among social actors, including the media (MAMH and SCF)
- › Plan d'action pour augmenter les candidatures féminines aux élections municipales (MAMH, in French only)
- › The follow-up on the application of the "Comply or Explain" rule, which requires enterprises, among other things, to take into account female representation in the process of searching for and selecting candidates for director positions and to establish targets for female representation on the board of directors and in senior management (Autorité des marchés financiers)
- › Integration of a criterion in the Code de gouvernance des organismes à but non lucratif (OBNL) québécois de sport et de loisir (webpage in French only) to require gender diversity and encourage organizations to achieve parity and diversity in the election of directors (MEQ)



FNI ACTIONS

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

Issues in the area of gender equality between First Nations and Inuit women and men are a priority for the Québec government. First Nations and Inuit women play a key role in the life of their communities and are important drivers of economic, social and cultural development. However, they also face specific challenges, as they are at the intersection of several situations of vulnerability, and these issues require firm action. Despite their strong presence in providing essential services to their communities and administration, the transition toward political leadership often seems to be out of reach for them.

A few numbers

- › **Although the level of education of Indigenous women has improved over the years, they remain less educated than non-Indigenous women.**⁴⁷
- › **In 2016, the average total annual income of Indigenous women in Québec was \$24,473 compared to \$28,607 for non-Indigenous women and \$30,254 for Indigenous men.**⁴⁸
- › **Indigenous women represent approximately a quarter of the elected officials in local governments of the First Nations of Québec-Labrador.**⁴⁹
- › **Indigenous women are at greater risk of domestic violence and experience more severe violence compared to non-Indigenous women.**⁵⁰

47 Statistics Canada, *The achievements, experiences and labour market outcomes of First Nations, Métis and Inuit women with bachelor's degrees or higher*, 2021. Statistics Canada, *Women in Canada: A Gender-based Statistical Report – First Nations, Métis and Inuit Women*, 2016.

48 Data from Statistics Canada from 2016 and cited in: CSF, *Portrait des Québécoises: Femmes et économie*, 2020, 27, in French only.

49 The Assembly of First Nations Quebec-Labrador Council of Elected Women, *2020-2021 Annual Report*, submitted to the Secrétariat à la condition féminine, unpublished document, May 2021, 1.

50 M. Sinha, *Measuring violence against women: Statistical trends*, Ottawa, Ontario, Canadian Centre for Justice Statistics. Statistics Canada, V. O'Donnell and S. Wallace, *First Nations, Métis and Inuit Women*, Ottawa, Ontario, Statistics Canada, 2011.

All the actions outlined in the Equality Strategy are also aimed at Indigenous women who benefit from the various public service networks in Québec. Some of these actions are specific to them in relation to issues identified during the consultations conducted with women's and Indigenous groups.

The discussions held during these consultations highlighted the overlap of issues related to equality and violence, the need to consider actions from a holistic perspective and the importance of adopting an approach by, for and with the First Nations and Inuit in the implementation of projects or initiatives.

It should be emphasized that the new actions proposed in this strategy complement those carried out under various action plans, including the *Integrated Government Strategy to Counteract Sexual Violence, Domestic Violence and to Rebuild Trust 2022-2027*, which all aim to better respond to the specific realities and needs of Indigenous girls and women, whether they live in the community or in urban areas.

It should also be noted that actions intended for Indigenous women will also be presented in the [2022-2027 Government Action Plan for the Social and Cultural Wellness of the First Nations and Inuit](#). This plan presents various actions, some of which specifically affect Indigenous women, but are not included in the Equality Strategy.

ACTIONS

FNI 1 Acknowledge and show the value of the role of First Nations and Inuit girls and women as drivers of economic, social, political and cultural development

First Nations and Inuit women play a key role in their communities. This action aims to acknowledge and show the value of their place in their community, whether as elected officials, entrepreneurs, women of influence or leaders. Projects funded under this framework may support the development of entrepreneurship or political, economic and community leadership of Indigenous women through the implementation of training, mentoring, networking activities, etc. Initiatives designed to recognize the excellence or contribution of Indigenous girls and women in their communities may also be supported.

Coordinator: SCF

FNI 2 Foster and promote egalitarian relationships between First Nations and Inuit women and men in Québec

This action consists of supporting concrete and culturally relevant projects designed to foster and promote egalitarian relationships among women/young girls and men/young boys from the various Indigenous nations in Québec. Projects supported by the SCF may, among other things, aim to raise awareness among young people and their parents about egalitarian and non-violent romantic relationships, or to raise the awareness among women and their families about gender stereotyping and sexism, and to inform them of their rights. They will be developed by and for Indigenous communities and organizations.

Coordinator: 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

This action consists of maintaining and reinforcing the Indigenous Women’s working committee which focuses on sexual violence, domestic and family violence, and gender equality. This working committee assembles government representatives and representatives of Indigenous organizations to determine, in collaboration, the priorities for action concerning Indigenous girls and women. The implementation of this action aims to ensure that working meetings are held regularly, allowing the mandate to be carried out.

*Coordinator: SCF
Collaborator: SAA*

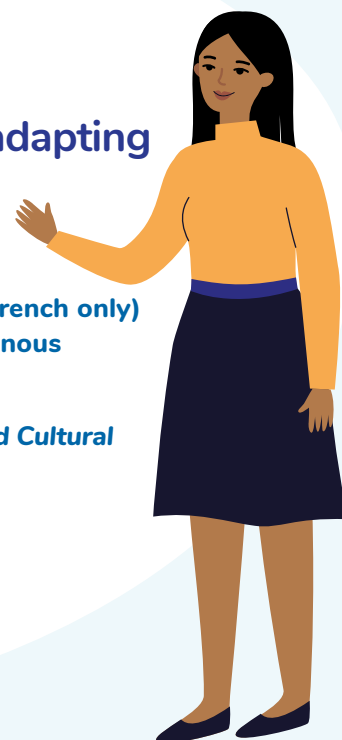
FNI 4 Develop better knowledge and understanding of the factors associated with gender among Indigenous People

This action consists of describing the factors that influence the social roles associated with gender among Indigenous People in order to support the action. Understanding the conception of gender and the social roles associated with it are important considerations for preventing violence and promoting health. This action will be carried out on the basis of a review of scientific knowledge and grey literature on Indigenous People in Québec and elsewhere in Canada, as well as on Indigenous People living in countries with similar colonization contexts, including the United States, Australia, New Zealand, as well as in the Arctic and circumpolar regions. The selected method and the results obtained will be presented in a summary report.

*Coordinator: MSSS
Collaborators: INSPQ, SAA, SCF*

Promising initiatives that contribute to adapting government action in response to the needs of the First Nations and Inuit

- › **A total of 33 projects funded in the winter of 2022 (in French only) related to sexual, domestic and family violence in Indigenous contexts for an investment of \$11.4 million (SCF)**
- › **The 2022-2027 Government Action Plan for the Social and Cultural Wellness of the First Nations and Inuit (SAA)**



The Secrétariat à la condition féminine (SCF) has been coordinating government strategies and action plans for the past 35 years, putting forward concrete actions in order to fight inequality between women and men as well as inequality among women.



GOVERNANCE

GOVERNANCE

COORDINATION OF GOVERNMENT ACTIONS

IN THE AREA OF GENDER EQUALITY

The SCF is mandated to coordinate and monitor actions in the area of gender equality, in addition to assuming responsibility for the application of certain measures. In order to demonstrate effective and transparent government leadership that facilitates the sharing of expertise, the SCF has established and coordinated an interministerial committee on the renewal of the Equality Strategy that brings together over 25 government departments and agencies.

Drawing from the summaries of consultations conducted with partner organizations, the research community and the general public in 2021 (see [Appendix](#)), this committee was invited to propose new or improved actions to be taken as part of the Equality Strategy. The government departments and agencies designated as responsible for taking action ensure the implementation and monitoring of their commitments and report on them to the SCF. In addition, the government departments and agencies listed as collaborators contribute their expertise to completing these actions.

This interministerial committee, which contributed to the development of the Equality Strategy, will be converted into a monitoring committee that will ensure the optimization and revitalization of interministerial work, while providing ongoing support to the various government departments and agencies. It will meet at least once a year to conduct implementation reports on actions and to discuss obstacles encountered and new opportunities for action with a view to achieving gender equality. New actions could therefore improve the Equality Strategy as it progresses, provided that the necessary budget credits are available.

The SCF also continues its collaborative work through other interministerial committees under its responsibility, such as the Comité interministériel pour la promotion de rapports égalitaires and the Comité interministériel sur la mixité en emploi. Lastly, other ad hoc venues for dialogue can be set up whenever necessary.



FORUM DES PARTENAIRES EN ÉGALITÉ (GENDER EQUALITY FORUM)

Achieving the objectives of the Equality Strategy depends on the collaboration of women's groups and various community partners, researchers and parapublic organizations, among others. Their expertise and actions are essential to achieving gender equality in Québec. Aside from providing input to the government prior to the development of the Equality Strategy, these partners are called upon during its implementation, whether to launch initiatives in the field, to share their expertise or to participate in discussions with various other bodies.

A first edition of the Forum des partenaires en égalité was held in February 2020 in Montréal. This forum was an opportunity to present the progress of the *Government Strategy for Gender Equality: Toward 2021* and to hear from the groups in attendance about emerging or persistent issues in the area of gender equality.

The SCF plans to hold two Forums des partenaires en égalité throughout the implementation of the Equality Strategy. These events will allow for continued proactive communication regarding the results achieved or obstacles encountered and to hear about the constantly evolving issues from the organizations active in the field. This feedback mechanism will allow government intervention in the area of gender equality to be adapted to meet evolving needs.


Lastly, ad hoc working committees could also be set up for specific issues.

MONITORING OF THE IMPLEMENTATION

With the *Vitrine statistique sur l'égalité entre les femmes et les hommes*, the SCF and the ISQ will share data and information to keep track of various indicators on the evolution of gender equality in Québec. The SCF will continue to carry out periodic surveys to measure how Quebecers perceive gender equality. These surveys can be used to measure the public's knowledge of the issues in the area of gender equality, as well as the evolution of adherence to certain stereotypes or beliefs that hinder progress in this area.

The SCF also seeks to establish an effective and transparent monitoring process for the Equality Strategy, for the purposes of continuous improvement. A preliminary monitoring and evaluation framework will be developed in the coming months, based on existing best practices and the requirements and guidelines of the *Secrétariat du Conseil du trésor*. This framework will also include a governance analysis. Each government department and agency carrying out an action is responsible for monitoring, implementing and evaluating the results of that action. The SCF will therefore ask the government departments and agencies to provide data on the progress of their actions once a year for the duration of the Equality Strategy. To publicize the government's work in the area of gender equality and to facilitate the dissemination of information between the government departments and agencies and civil society, a document reporting on the implementation of this strategy will be published periodically during the period covered by the strategy. This strategy may be improved by new actions during its implementation, and these actions will be included in the various reports that will be drawn up.

Equality implies that women and men have the same rights, responsibilities and opportunities, and benefit equally from existing resources while sharing the burdens fairly, and without experiencing violence based on gender.



**SUMMARY TABLE
OF ACTIONS
AND INVESTMENTS
BY GUIDELINE**

SUMMARY TABLE OF ACTIONS

TITLE	Coordinator(s)	Collaborator(s)
CROSS-CUTTING ACTIONS		
OBJECTIVE A Deploy and support gender-based analysis		
CA1: Further strengthen GBA training, support and guidance in the government and conduct GBA+ pilot projects	SCF	–
CA2: Improve the <i>Vitrine statistique sur l'égalité entre les femmes et les hommes</i> (statistical portrait of gender equality)	SCF, ISQ	–
CA3: Produce a reference document on intersecting forms of discrimination and the use of the intersectional approach in the context of the <i>Charter of Human Rights and Freedoms</i> in order to promote the exercise of the right to equality, particularly for women	CDPDJ	–
CA4: Develop and improve the services of the Curateur public by taking into account the realities, needs and expectations of women and men	Curateur public	OPHQ, SCF, CSF, SA
CA5: Produce a portrait of the clientele who benefit from Ministère de la Justice programs for victims of criminal offences	MJQ	–
CA6: Study the impact of telework on women	CSF	–
CA7: Promote planning that fosters gender equality	SCF	INSPQ, MAMH
OBJECTIVE B Support organizations and the regionalization of actions in the area of gender equality		
CA8: 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	–
CA9: Deploy sectoral gender-equality development agreements in all of Québec's administrative regions	SCF	MAMH
OBJECTIVE C Draw on best practices at an international level		
CA10: Promote a feminist diplomacy approach in Québec	MRIF	SCF

TITLE	Coordinator(s)	Collaborator(s)
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GUIDELINE 1 | Promoting Egalitarian Relationships and Countering Gender Stereotyping and Sexism

GUIDELINE 1 ACTIONS

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	CSF	–
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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	SCF
1.2.2	Support the provision of training and activities to engage workers in children's and young people's community spaces in the promotion of egalitarian relationships	SCF	MEQ, MFamille, SAJ
1.2.3	Offer school staff suggested activities based on children's literature to raise awareness and promote equality among students	MEQ	–
1.2.4	Revise the socio-cultural framework for the evaluation of educational materials	MEQ	SCF, CDPDJ, CSF
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	INSPQ

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	MCC
1.3.2	Lead a campaign to raise awareness in order to improve information, training and relevant tools to fight against sexism in wildlife activities	MFFP	–

GUIDELINE 2 | Employment and Economic Equality Between Women and Men

GUIDELINE 2 ACTIONS

OBJECTIVE 2.1 | Increase gender diversity in the workplace, especially with a view to narrowing the gender wage gap

2.1.1	Raise young people's awareness and equip parents with regard to diversifying academic and career choices	SCF	MEI
2.1.2	Increase the presence of women in the trades and occupations with a promising future and in the construction industry	SCF	MTESS, CCQ, MEI

TITLE	Coordinator(s)	Collaborator(s)
2.1.3 Take actions aimed at increasing the presence of women in training and employment in the science, technology, engineering and mathematics (STEM) sectors	CPMT	MTESS, MEI
2.1.4 Promote the recruitment and retention of women in the fire safety services by raising awareness and supplying tools to various partners	MSP	–
2.1.5 Increase recognition for women who stand out or who promote wildlife activities	MFFP	–

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	SCF	CNESST, CDPDJ
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OBJECTIVE 2.3 Increase women's economic security and 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	MEQ
2.3.2 Carry out actions aimed at reducing the obstacles faced by the female workforce in obtaining and keeping jobs	MTESS	–
2.3.3 Produce and disseminate tools aimed at improving our understanding of the conditions women in the labour market are facing	MTESS	–
2.3.4 Inform women from immigrant backgrounds about their rights and provide tools to the stakeholders who work with them	SCF	MIFI, CNESST, MTESS, CDPDJ
2.3.5 Draw up a socio-economic portrait of single women and single men living in situations of poverty in Québec	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	MEI, MAPAQ, MTESS
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GUIDELINE 3 | Sharing Family Responsibilities and Striking a Work-Life Balance

GUIDELINE 3 ACTIONS

OBJECTIVE 3.1 Take action to create conditions in workplaces and educational institutions that are more favourable to family-work-school balance

3.1.1 Raise awareness and equip institutions of higher education with tools to change practices in the area of family-work-school balance	MES	MFamille
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TITLE	Coordinator(s)	Collaborator(s)
3.1.2 Support projects aimed at facilitating family-work balance for all workers who have family responsibilities	MFamille	–
3.1.3 Support, guide and provide tools for workplaces in implementing formal measures for achieving family-work balance	SCF	MFamille, MTESS, CGAP

OBJECTIVE 3.2 Implement the conditions required for a better sharing of family responsibilities

3.2.1 Support structural initiatives that promote greater involvement of fathers and better co-parenting	MFamille	–
3.2.2 Support initiatives that contribute to a fairer sharing of family and domestic responsibilities between couples and family members	SCF, MIFI	MFamille, CGAP
3.2.3 Encourage a better sharing of parental leave	CGAP	SCF, MFamille, MTESS
3.2.4 Update and disseminate knowledge related to co-parenting and the various aspects of fatherhood in Québec	MFamille	MJQ
3.2.5 Recognize and value unpaid or invisible work	SCF	MFamille, MTESS

GUIDELINE 4 | **Fostering Women’s Health and Well-Being**

GUIDELINE 4 ACTIONS

OBJECTIVE 4.1 Adapt care and services for women

4.1.1 Develop and implement an outreach strategy for gender-based analysis at the Ministère de la Santé et des Services sociaux	MSSS	SCF
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OBJECTIVE 4.2 Facilitate access to menstrual products

4.2.1 Ensure interministerial collaboration to improve access to disposable or reusable menstrual products	SCF	MES, MTESS, MAMH, MEQ
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 healthy lifestyle habits in girls and women

4.3.1 Encourage girls and women to participate in sports and outdoor and physical activities, and to take leadership positions in these sectors	MEQ	SCF
4.3.2 Educate and inform the public, especially women, young people and stakeholders, about body weight and positive body image	MSSS	–

TITLE	Coordinator(s)	Collaborator(s)
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GUIDELINE 5 | Countering Violence Against Women

GUIDELINE 5 ACTIONS

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	–
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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	INSPQ

GUIDELINE 6 | Parity in Decision-Making Arenas and Leadership

GUIDELINE 6 ACTIONS

OBJECTIVE 6.1 Aim for inclusive and diversified parity in decision-making arenas

6.1.1	Mobilize and support private enterprises to work toward inclusive and diversified parity in their decision-making arenas	SCF, MIFI	MEI
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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 work toward egalitarian and inclusive representation of women and men within municipal, provincial and federal political authorities	SCF	MAMH, SAJ
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TITLE	Coordinator(s)	Collaborator(s)
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FNI ACTIONS

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 drivers of economic, social, political and cultural development	SCF	–
FNI 2 Foster and promote egalitarian relationships between First Nations and Inuit women and men 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	SAA
FNI 4 Develop better knowledge and understanding of the factors associated with gender among Indigenous People	MSSS	INSPQ, SAA, SCF

INVESTMENTS CHART

GUIDELINE	Total investment (new credits and self-funded credits) ⁵¹
› Cross-cutting actions	\$33.3M
› Guideline 1: Promoting egalitarian relationships and countering gender stereotyping and sexism	\$3.0M
› Guideline 2: Employment and economic equality between women and men	\$69.6M
› Guideline 3: Sharing family responsibilities and striking a work-life balance	\$4.9M
› Guideline 4: Fostering women’s health and well-being	\$5.8M
› Guideline 5: Countering violence against women	\$2.1M
› Guideline 6: Parity in decision-making arenas and leadership	\$2.6M
› FNI Actions: Gender equality actions adapted to the needs and realities of First Nations and Inuit women	\$2.7M
TOTAL	\$124.0M

51 As the values of certain self-funded actions have not been estimated, the investment estimates may be under-valued.



APPENDIX



**CONSULTATION
PROCESS**

APPENDIX – CONSULTATION PROCESS

Forum des partenaires en égalité – February 2020

For the first time, the SCF held the Forum des partenaires en égalité in Montréal in February 2020, to present some of the results of the *Government Strategy for Gender Equality: Toward 2021* and to hear from members of the organizations in attendance about emerging or persistent issues. Nearly 60 organizations, roughly 10 unions, 5 municipal organizations and 3 research and educational institutions took part in this event, in the presence of representatives from approximately 20 government departments and agencies as well as the Minister Responsible for the Status of Women.

Working committees from the Forum des partenaires en égalité – 2020-2021

After analyzing the issues shared by the various organizations during the Forum des partenaires en égalité, three working committees were set up to further discuss the issues and identify possible solutions:

- › [Comité de travail sur la violence faite aux femmes](#) (document in French only)
- › [Comité de travail Femmes : autonomisation économique et leadership](#) (document in French only)
- › Working committee on GBA

Their work, which was coordinated by the SCF, brought together representatives from both civil society organizations and government departments and agencies.

Public consultations – Summer 2021

Two public consultations were held by means of online questionnaires. It was also possible to submit a brief.

- › [Consultation with research organizations and the research community](#) (document in French only): **160 participants**
- › [Consultation with the general public](#) (document in French only): **633 participants**

The results of these consultations were provided to the government departments and agencies on the interministerial committee to inform the development of the actions that make up this strategy.

Meetings with the Minister Responsible for the Status of Women – February 2022

The Minister Responsible for the Status of Women held 4 meetings with some 40 women's groups and partner organizations to present an update on the [renewal status of the Equality Strategy](#) (document in French only).



**Secrétariat
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