



1. Statement of Policy

The Government of the Northwest Territories supports international conventions on the elimination of all forms of discrimination against women to which the Government of Canada is a party and is committed to the fundamental rights, freedoms and guarantees of equality set out in Canadian and Northwest Territories statutes.

The Government of the Northwest Territories will actively support and encourage the participation of women on an equal basis with men in all aspects of society in the Northwest Territories.

2. Principles

The Government of the Northwest Territories will adhere to the following principles when implementing this Policy:

- (1) Objectives identified by the international conventions to which Canada is a party provide a standard of equality for women and men in the Northwest Territories.
- (2) The objectives and programs of the Government of the Northwest Territories should be consistent with these world standards.
- (3) Priorities established for the United Nations Decade for Women, specifically: integrating status of women concerns into employment, education and health programs; Women in Public Life; and Women in Legislation, should be recognized in Government of the Northwest Territories action plans.
- (4) As women represent half of the population, concern for the equality of women must become integral to programs undertaken by the Government of the Northwest Territories, as well as promoted through the Ministry responsible for the status of women.
- (5) The Government of the Northwest Territories may undertake special affirmative action programs in accordance with human rights legislation.



- (6) Equal opportunity for the development of the human potential of both women and men is a benefit to society as a whole and is the responsibility and concern of individual women and men, government and non-governmental organizations.
- (7) Government should neither force women or men to stay in traditional roles nor pressure them to move out of traditional roles. Each individual should have the freedom and opportunity to make an informed choice about lifestyle.

3. Scope

This Policy provides direction to all departments and agencies of the Government of the Northwest Territories with responsibilities affecting the equality of women and men in the Northwest Territories as identified in international conventions which the Government of the Northwest Territories has adopted or will adopt from time to time.

4. Definitions

The following terms apply to this Policy:

Action Plan - for the purposes of this Policy, a plan outlining actions to be taken with respect to the equality of women and men, the reasons for each action, how the actions will be implemented, by whom, when, and a method for review and evaluation.

Deputy Head - the deputy minister of a department, the chief executive officer of a public committee, board or council or such person as may be appointed as deputy head.



5. Authority and Accountability

(1) General

This Policy is issued under the authority of the Executive Council. The authority to make exceptions and approve revisions to this Policy rests with the Executive Council. Authority and accountability is further defined as follows:

(a) Minister

The Minister Responsible for the Status of Women (the Minister) is accountable to the Executive Council for the implementation of this Policy.

(b) Special Advisor to the Minister Responsible for the Status of Women

The Special Advisor to the Minister Responsible for the Status of Women (the Special Advisor) is accountable to the Minister and responsible to the Minister for the administration of this Policy.

(2) Specific

(a) Executive Council

The Executive Council may approve policies, strategies and plans developed and put forward by the Minister Responsible for the Status of Women and other Ministers concerning the equality of women and men.

(b) Financial Management Board

The Financial Management Board approves funding for programs put forward by the Minister Responsible for the Status of Women and other Ministers concerning the equality of women and men.



(c) Minister

The Minister:

- (i) may recommend strategies to the Executive Council on issues affecting the status of women including overall government action plans concerning the equality of women;
- (ii) may recommend legislation concerning the equality of women and men in conjunction with the Minister responsible for the administration of the legislation recommended;
- (iii) may review and advise Ministers on policy objectives and programs of departments and agencies which affect the status of women;
- (iv) may review progress reports of departments implementing approved action plans;
- (v) may represent the Executive Council on status of women issues to external agencies or recommend to the Premier an alternative Minister responsible for the particular program area under discussion;
- (vi) may report to the Legislative Assembly on issues affecting status of women, including tabling an annual report; and
- (vii) will consult with the Status of Women Council of the Northwest Territories at least semi-annually and report to them on progress in implementing action plans.

(d) Ministers

Ministers:

- (i) may recommend to the Executive Council or the Financial Management Board programs to be implemented in accordance with this Policy;



- (ii) will report to the Minister Responsible for the Status of Women on the progress of action plans; and
- (iii) will ensure proposals submitted to the Executive Council address implications for the status of women.

(e) Deputy Heads

Deputy Heads:

- (i) will direct implementation of policy and action plan items for which their department, committee, board or agency is responsible;
 - (ii) will instruct staff to identify additional program delivery implications for women and adjust programs consistent with this Policy;
 - (iii) will develop reports on the progress of action plan items for which they have responsibility; and
 - (iv) may consult with the Special Advisor on issues affecting the status of women in their department, committee, board or agency.
- (f) Status of Women Council of the Northwest Territories

The Status of Women Council of the Northwest Territories will:

- (i) review and recommend to the Minister Responsible for the Status of Women action plans, policies, programs and legislation to promote the status of women;
- (ii) monitor progress on action plans by reviewing reports of government departments and agencies submitted to the Minister Responsible for the Status of Women; and
- (iii) undertake such duties and functions as are assigned to the Council under the *Status of Women Council Act*.



6. Prerogative of the Executive Council

Nothing in this Policy shall in any way be construed to limit the prerogative of the Executive Council to make decisions or take action with respect to the participation of women in any aspect of society outside the provisions of this Policy.

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Premier and Chairman of the
Executive Council