

Beyond equality in law is... Equality in fact

Turning equality in law into equality in fact is not an easy thing to do. More than legislative changes, it takes a change in mentality, cultural changes and new ways of thinking.

This was what spurred a parliamentary committee of the Government of Québec to conduct a vast consultation in 2005 aimed at renewing the 1993 status of women policy.

The public consultation stirred up much interest among Quebecers. It provided the government with findings and revealed a clear consensus on what measures needed to be deployed to promote egalitarian relationships in Québec society.

With this policy, the government intends to translate into concrete measures, women's rights as they have been recognized in the Québec and Canadian human rights charters and international commitments. It hopes thereby to maintain its position as a leader and key player on the issue of gender equality.

To get a copy of those documents:

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The *Turning Equality in Law into Equality in Fact* policy and its 2007-2010 Action Plan are available in the "Publications" section of the Ministère de la Culture, des Communications et de la Condition féminine Web site: [\[www.mcccf.gouv.qc.ca\]](http://www.mcccf.gouv.qc.ca).

Turning Equality in Law into Equality in Fact

GOVERNMENT POLICY
FOR GENDER EQUALITY



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Why have a policy?

The Government Policy for Gender Equality was drafted BECAUSE:

» **INEQUALITY PERSISTS** and still affects women, particularly on the social, economic and political levels.

» **EMERGING SOCIAL PROBLEMS** throw up new obstacles to equality.

Among them:

- the distribution of pornographic and violent content over the Internet;
- global sex trafficking;
- the exploitation of vulnerable women and children.

» **NEW SOCIAL AND DEMOGRAPHIC CHALLENGES** facing Québec society and other Western societies.

Among these challenges:

- market globalization;
- competitiveness;
- the demands of the working world;
- demographic change;
- growing cultural and religious diversity.

The Policy at a glance

A policy spanning 10 years
A first three-year action plan

6 guidelines covering all aspects of the question

- Egalitarian models and behaviour;
- Economic equality;
- Work-family balance;
- Adapted health care;
- Women's physical integrity and safety;
- Women's participation in decision-making bodies.

18 objectives covering all the concerns

Some of these objectives:

- Foster young people's non-stereotyped socialization;
- Promote egalitarian images in the media and sports;
- Foster equitable sharing of family responsibilities;
- Support women's employment integration and job retention;
- Prevent and combat domestic violence and sexual assault;
- Aim for equal representation in circles of power.

63 significant measures

- including 42 new ones.

We – women and men in Québec – want:

- Young people who are more knowledgeable about egalitarian relations;
- Media that foster positive and egalitarian representations of women and men;
- Parents who are better supported in their parenting responsibilities;
- More girls enrolled in the sciences and engineering;
- More boys enrolled in early and primary education programs;
- Fewer women trapped in economic insecurity;
- More businesses that comply with pay equity and institute work-family balance measures;
- Young people who are more aware of the issue of violence in love relationships;
- Respect for women's physical and psychological integrity and their safety ensured;
- More women in politics and decision-making bodies, especially in the regions.