

Gendering Canadian Public Administration

Chapter Summary

Gender has played a significant role in the development and experiences of women within specific Canadian public administration doctrines, such as federalism, electoral politics, or bureaucracy. The term “feminist institutionalism” has brought attention to how the state deals with, responds to, and interacts with gendered relationships of power. The traditional institutions and their structure and organization are counterintuitive to the feminist perspective which values power sharing. Both New Public Management (NPM) initiatives and neo-liberalism policies have been seen to pose challenges to the proliferation of positive gendering practices in public administration.

There are several examples of positive influences regarding gender policies. The Royal Commission on the Status of Women (RCSW) in 1967 addressed women’s equality issues and following the report’s recommendations, other federal, provincial, and territorial governments established policies to respond to opportunities to influence women’s policy areas. This “policy machinery” contributed to the development of advisory councils, policy and research bureaus, and funding agencies attached to the importance of women’s issues. This chapter suggests that gendering public policy is important to the study of public administration as it combines all three types of policy analysis, including value-based, evidence-based, and participatory.

Feminist researchers also identify the importance between procedural and substantive representation in both politics and society. Conversely, the author makes the claim that in comparison to the private sector, the public sector has established employment and pay equity programs that meet the requirements of a representative bureaucracy, prioritizing women as an integral part of the Canadian political system.

Annotated Weblinks

- 1) <http://laws-lois.justice.gc.ca/eng/acts/e-5.401/FullText.html>

The federal *Employment Equity Act* specifies the purpose, interpretation, application, and employer's obligations for eliminating any disadvantages in employment for specific designated groups.

- 2) <https://www.canada.ca/en/treasury-board-secretariat/services/innovation/human-resources-statistics/demographic-snapshot-federal-public-service-2016.html>

A Statistics Canada report on public sector diversity, specific to the percentage of men and women in the federal public service, for the years from 1990-2016.

- 3) <https://historyofrights.ca/encyclopaedia/main-events/1970-royal-commission-status-women/>

This site relays an excerpt from the Library and Archives Canada catalogue discussion on the Royal Commission on the Status of Women (RCSW) report from 1970.