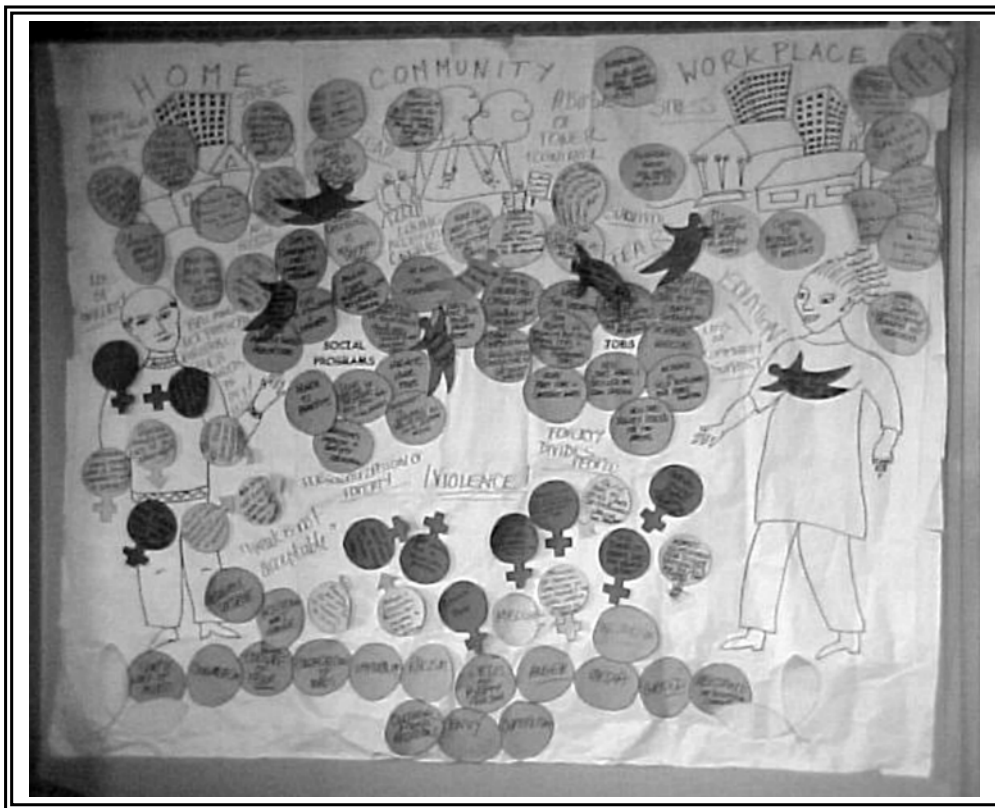


Gender and Poverty Project

**A report by the Gender and Poverty Subcommittee
of the Saskatoon Anti-Poverty Coalition**

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Definitions

- Gender** Refers to socially constructed roles and responsibilities of women and men and includes expectations held about characteristics, and likely behaviours, of both men and women; the roles that we learn to fill from childhood onward.
- Gender analysis** A tool for examining the differences between the roles that women and men play, the different levels of power they hold, their differing needs, constraints and opportunities, and the impact of these differences on their lives.

Executive Summary

1. Background

The Gender and Poverty Project was a multi-site initiative examining the gender dimensions of poverty. Financial assistance for the project was provided by Status of Women Canada.

The Gender and Poverty Project was undertaken as part of Vibrant Communities, a pan-Canadian initiative exploring promising strategies for poverty reduction. Saskatoon was one of six Vibrant Communities local partners that participated in the project.

In Saskatoon, the Gender and Poverty Project brought together three main partners. The **Saskatoon Anti-Poverty Coalition (the Coalition)** is a grassroots, community-based group of concerned citizens and organizations dedicated to addressing the causes and effects of poverty. **Quint Development Corporation** is a community development corporation that works to strengthen the economic and social well-being of Saskatoon's five core neighbourhoods through community-based economic development. **Vibrant Communities** (www.vibrantcommunities.ca) is a partnership between three national sponsors, Tamarack: An Institute for Community Engagement, the J.W. McConnell Family Foundation and the Caledon Institute of Social Policy, and 14 local communities. It is a community-driven effort to reduce poverty in Canada. National sponsors provide an array of supports to assist local communities build multisectoral partnerships and enhance local capacity for poverty reduction.

A subcommittee of the Coalition, the Gender and Poverty Working Group, was formed to guide Saskatoon's participation in this project.

2. Goals

The goals of this project were:

- ◆ To review and synthesize insights from previous local work dealing with gender and poverty issues.
- ◆ To complete a statistical review of current data on gender and poverty in the City of Saskatoon.

- ◆ To conduct a workshop that would provide information on the issues of gender and poverty, and consider community strategies and policy changes to address these issues.
- ◆ To distribute the results of the learnings to key contacts in Saskatoon.

3. Summary of Learnings

The learnings from the workshop can be categorized according to three theme areas. They include learnings from the qualitative and quantitative research, information gleaned from the workshop itself and finally analysis based on the committee's reflections on the process through which the project itself unfolded.

4. The Most Important Research Learnings

The synthesis of qualitative local material on gender and poverty indicates that:

- ◆ There has been some important research on women and poverty, in general, in Saskatchewan in the last five years.
- ◆ However, there is little, if any, information that compares the realities of men and women living in poverty, that is, applies gender analysis to the issue of poverty.

A statistical review of the most recent data on gender and poverty in Saskatoon shows that:

- ◆ There are more female single parents than male single parents on income assistance and there are more single men than single women on income assistance; over 90 percent of single-parent families on income assistance are headed by women.
- ◆ Female lone parents have many more children at home than lone-parent males.
- ◆ Poverty is a major concern in Saskatoon, particularly for children of single parents and single individuals.

5. Workshop Learnings

A review of workshop discussions shows that:

- ◆ There was consistency between the information provided by the research, the workshop facilitator and people's lived experience.

- ◆ People are faced with the same issues as they were a few years ago and their life circumstances have not improved.
- ◆ There continues to be a gap in the opportunities experienced by low-income people and people from other social classes. This gap results in low-income people feeling marginalized.
- ◆ In recent years, a number of social and economic policy changes (e.g., in the organization of jobs and in the social safety net) have been made that affect peoples' experience as it relates to gender and poverty, and that limit choices in peoples' lives.

6. Reflection on the Process

The Coalition's Working Group learned a great deal about how to organize a local gender and poverty project that is linked to a national process. Some of our key observations about the process were:

- ◆ The original birthing of the project took place within the context of a national project and within hurried time frames. This meant that the national project did not have sufficient time to involve communities in the early stages of the project's development.
- ◆ The work of the local group was affected by the calling of a provincial and municipal election during a two-month period when the project was just getting underway.
- ◆ In the early stages of the project, the committee dedicated time to reflection on how their lives as women had been shaped by gender roles. Unfortunately, the committee dropped this practice because of time constraints. This was an error because such reflection had helped to build an understanding of each other and of the need to link personal stories with general realities.
- ◆ The committee learned the value of building capacity in the areas of communication and conflict resolution, and that project success is contingent upon the presence of qualities of truthfulness and respect.
- ◆ The Workshop helped facilitate some new linkages and growth for the Saskatoon Anti-Poverty Coalition. These included:
 - The Coalition made new contacts and identified potential new allies.
 - A new link was established with the Prairie Women's Health Centre for Excellence.

- The Coalition is considering how to build gender analysis into its other work (e.g., a second Saskatoon Child Poverty Report, research project on labour force attachment).
- The organizing of the Workshop also allowed Committee members to learn about the hiring process and contracts.

Part 1: Synthesis of Local and Regional Information on Gender and Poverty

The following annotated bibliography is a synthesis of community and academic research that has been conducted in Saskatoon and Saskatchewan on women, poverty, and gender and poverty.

Children and Youth Population Health Advisory Group to the Saskatoon District Health Board. (1997). *A Call to Action*. Saskatoon. Saskatoon District Health.

This report addresses the conditions that influence the health of children and youth within the Saskatoon Health District and beyond. A volunteer committee called the Children and Youth Population Health Group researched the issues and produced 45 goals, targets and priorities for improving the health of children and youth. The report states that 12,000 children under age 17 lived in poverty in 1990 and that poor children lived in riskier environments, and engaged in riskier behaviors.

The report also states that its goal is to reduce the number of children living in poverty below the National level by the year 2000. The 1991 Saskatoon Metropolitan area percentage of children in poverty (21%) was higher than the national level (16-19%). In 1990, 25% of children 0 to 5 years and 19% of children age 6 to 17 years were living in poverty in Saskatoon.

The report cites licensed childcare shortages as a serious problem and recommends increasing the number of spaces. In 1991, 70% of women with children under 6 years of age were participating in the work force. In two-parent families, 62% had both parents employed, and in one-parent families 57% had a working parent.

The report prioritized action strategies, placing highest priority on reducing the number of children living in poverty and lowering the incidence of youth violence.

With a few minor exceptions, there was no gender analysis in the report.

Gilmer, Peter J. (date unknown). *Saskatchewan Anti-Poverty Alternatives*. Regina. Regina Anti-Poverty Ministry.

This paper was written by a member of the Regina Anti-Poverty Ministry and the Presbytery of the United Church of Canada. The mission of the Outreach Ministry is to help the poor and oppressed. This alternative policy paper was drafted to help Saskatchewan reduce, and eventually eliminate, poverty.

The paper is written with a province-wide perspective and discusses anti-poverty policies under seven categories: economic rights, adequate wages, sustainable job creation, childcare, affordable housing, pay equity and justice initiatives, and fair taxation. Thirty-seven recommendations are provided.

Other than the section on pay equity, there is no gender analysis in this paper. Regarding pay equity, the paper states that Saskatchewan women ranked eighth among provinces in the ratio of female to male wage earners, with women making only 70 cents for every dollar earned by men in 1996. Although pay equity legislation was implemented in 1997, it only covers specific employers in the public sector and does not apply to many workplaces that predominantly employ women.

Green, Kathryn (2001). *We Did It Together: Low-Income Mothers Working Toward a Healthier Community*. Saskatoon. Prairie Women's Health Centre of Excellence.

In 2000, two groups of low-income mothers with preschool-aged children were invited to come together to talk about their communities and the changes they would like to see. Approximately two-thirds of the participants were single parents. Using video cameras, they created murals to identify the changes that were needed to make their communities healthier. Community agencies were invited to view the murals and talk about ways to build healthier communities.

The murals showed the need for healthy social relationships involving respect, freedom from violence and discrimination, belonging, caring and cooperation, valuing elders and children, and support for healing. The women talked about how the project gave them hope and broke their feelings of isolation. It also made them want to work for change.

Participants recognized the need for adequate incomes and access to stores, clinics and schools, and safe, affordable, uncrowded housing. They identified limited resources and poverty as the source of their problems. Participants from outside of the core areas reported that their neighbourhoods were generally healthier from an economic standpoint, but that residents seemed to show less regard for one another. They reported more incidents of discrimination against Aboriginals, for example.

Lack of self-confidence and time prevented some of the women from participating regularly. Attendance was also hampered by parenting responsibilities, the need to earn money, and the instability of family life.

Green, Kathryn and Participants of "We Did It Together": Low-Income Mothers Working Group. (2001). *Telling It Like It is: Realities of Parenting in Poverty*. Saskatoon. Prairie Women's Health Centre for Excellence.

This book is a collection of stories emerging from “We Did It Together.” It also includes basic facts about poverty, citing a poverty rate in Saskatoon of 28.3%; an Aboriginal poverty rate of 64.9%; and single parent families making up 60.8% of families by type (all 1996 figures). It emphasizes that ending child poverty involves helping parents to escape poverty.

In addition to stories, the book presents myths and realities about poverty, a list of changes the participants would like to see in communities, ideas on what individuals can do to take action against poverty and a contact list for national anti-poverty organizations.

Hanson, Cindy, Lori Hanson and Barbara Adams. (2001). *Who Benefits: Women, Unpaid Work and Social Policy*. Saskatoon. Project funded by Status of Women Canada.

Who Benefits was funded by Status of Women Canada to determine the impact of social policy on the unpaid care-giving work of women on social assistance who have pre-school children. Consultations, originally with women’s groups and later with an advisory group that included anti-poverty organizations, assisted the researchers in identifying 25 study participants. The participants took part in discussion groups that used innovative, participatory methods to gather data. Data was collected on the unpaid work of women on Social Assistance, the time it took to do that work, supports and challenges involved, and the impact of social policies on their unpaid work (e.g., mandatory job searches). A few case studies are provided.

To ensure the women’s participation in making their needs known to policy-makers, the research also had an action component built into it. Participants met with the media, policy-makers and the Minister of Social Services. The report contains recommendations for Social Services, advisory committee organizations and Statistics Canada.

Krafchuk, Susan and Nancy Kelly. (2003). *Final Report of Saskatoon Crisis Intervention Service: R.O.O.T.S. Project (Restoring Options: Off the Street!)*. Saskatoon. Saskatoon Crisis Intervention Service.

This HRDC-funded project investigated the homelessness crisis as experienced by clients using Housing Crisis Workers (a shelter-finding service provided by R.O.O.T.S.). The goal was to assess whether the service was successful in keeping clients off the streets. The report identified that barriers in support systems were contributing to issues of homelessness, poverty and dependency. Housing crises experienced by individuals were often linked to

inadequate social service benefits and the behaviour of landlords. It concluded that the partnership between R.O.O.T.S. and the YWCA shelter provided practical support to many seeking assistance after emergency situations had been alleviated. In a 14-month period between January 2002 and February 2003, 60.9 percent of those seeking aid were female, 39.1 percent were male and one-third were Aboriginal. The majority of clients were seeking emergency housing in shelters.

Legislative Assembly of Saskatchewan. (2001). *Special Committee To Prevent the Abuse and Exploitation of Children Through the Sex Trade. Regina.*

This report compiled information from stakeholder groups, other jurisdictions and members of the sex trade (particularly young women) to explore the factors that result in children and youth being sexually exploited. The report also presented information about the root causes of sexual exploitation, how to deter offenders, protective services available for children and youth, and prevention and early intervention strategies. Deep poverty among families, loss of self-esteem, abuse in the home, racism, substance abuse and the sex trade in residential neighbourhoods were identified as some of the factors contributing to the sexual exploitation of children and youth. The report concluded with a list of 49 recommendations and a draft bill entitled, “An Act to provide for the Protection, Support and Assistance of Sexually Exploited Children.”

The section entitled *Root Causes* identified societal attitudes towards women as contributing to the problem of sexual exploitation. The report states that because of gender marginalization, societal acceptance of abuse against women is tolerated and needs to be eliminated.

Political Action Group on Poverty. (1999). *Brief on Social Assistance in Saskatchewan. Saskatoon.*

This report summarizes facts on health and poverty, provides data on the topic for Saskatchewan and cites recommendations to improve the situation for residents living in poverty.

The report states that persons who have higher socio-economic status are healthier, live longer and enjoy an enhanced quality of life. As well, among developed countries, the more egalitarian the country, the better the health status of the country. It reports that Canadian data indicates a growing gap between the rich and the poor. It also relates that Saskatchewan social assistance rates rank fifty-third out of sixty among North American states and provinces.

The report discusses age, gender and family structure of social assistance caseloads in Saskatchewan. Young women under the age of 25 years who are lone-parent family heads, make up 21% of family cases of social assistance recipients. The report also discusses social assistance rates in Saskatchewan compared to Statistics Canada's low-income cut-off rates. Current social assistance rates are not meeting basic needs for food and shelter.

Saskatoon Anti-Poverty Coalition. (2002). *Community Forum on Poverty: Root Causes and Solutions Panel Report*. Saskatoon.

The community forum on poverty was born out of the activities of the *Roots of Poverty Project*. This report provides a comprehensive introduction to the issues that contribute to poverty. It recognizes that marginalized groups fare least well in our economic system. Because of systemic discrimination, Aboriginals, immigrants, visible minorities, single parents and persons with disabilities are disproportionately poor. Of these, women are the poorest and most marginalized. As the report states, "Poverty is not gender blind." Violence against women and girls, wage inequity, family role expectations, and socialization that results in poor self-esteem are all factors that contribute to poverty among women.

Other issues addressed by the report include: housing, food access and quality, childcare, health, income security, social inclusion, education, transitions, workforce attachments, and the role of community and economic development.

Saskatoon Anti-Poverty Coalition. (2002). *Uprooting Poverty and Planting Seeds of Social Change: The Roots of Poverty Project Final Report*. Saskatoon. Community University Institute for Social Research.

Even more comprehensive than its sister document (*Community Forum on Poverty*), this 112-page report elaborates on the process of community consultations used to develop an empowerment-based community development model. It also describes how the research was organized so as to involve individuals living in poverty directly in the search for solutions. Participants indicated that they improved their abilities to speak publicly, built partnerships, learned about social policy and gained an enhanced self-esteem.

The report mentions how Statistics Canada's Low Income Cut-off lines need to take into account a wider set of costs, e.g., dental care, babysitting, recreation and household maintenance. It states that the gap between the rich and the poor is unacceptably wide: the richest 20% receive 46.7% of all income in Canada, and the poorest 20% receive only 3.3%. Based on LICO, Saskatoon has a poverty rate of 12%, with 31,000 families living below the poverty line. Social Assistance recipients receive \$8,988 below LICO; 22% visit food banks (1996 Census). The minimum wage rate in Saskatchewan continues to fall behind the cost of living.

Participants in the project included nonprofit organizations, government and civil society representatives living in poverty. At least 50% of participants were women.

The project used diverse activities to conduct research and build the capacity of those involved. Among the activities were focus groups, a storytelling workshop, roundtables, e-mail exchanges, evaluation and outreach activities, such as the community forum on poverty.

While participants were satisfied with the capacity-building aspect of the project, some were critical of the recommendations generated, saying that few, if any, of the recommendations were new. Disappointment with politicians also was common; participants noted a lack of trust. Community/ government network building was not achieved to the extent desired although barriers were diminished to some extent. Most participants felt the project was too short and rushed. Funding restrictions resulted in time limits and made it impossible to establish the social policy group originally planned. Participants did, however, appreciate the informal nature of the project's workshops and flexibility in the project's implementation that allowed for the capacity-building work to be extended.

Despite its limitations, the project did generate a shared vision for the future and a list of recommendations including specific action steps. The steps included: a series of feedback cycles, capacity building workshops, development of the Anti-Poverty Coalition's organizational structures, moving forward the recommendations from the panel presentations, negotiating with the provincial government for long-term solutions, and linking with the Caledon Institute, the McConnell Foundation and the Tamarack Institute to pursue community engagement and poverty reduction strategies.

The report also mentions spin-off effects of the poverty forum, including community growth, an awakening of political consciousness among participants, and the formation of the Anti-Poverty Coalition. It was noted that the project was driven by principles of participatory democracy, a community-owned and community-guided process.

The main funder of the project was the provincial Department of Social Services. The project was evaluated through the support of a Community-University Institute for Social Research (CUISR) grant.

No gender analysis was integrated into this project.

Saskatoon District Health. (2000). *The Health of Our Community Health Status Report*. Saskatoon. Saskatoon District Health.

This report presents a broad picture of health according to the indicators used by the Saskatoon District Health Region. A wide variety of data sources were used to prepare the report, including materials from Saskatchewan Health, Statistics Canada, Adult Health

Survey and Saskatchewan Cancer Agency. While some data sources pertained to the City of Saskatoon, most were for the Saskatoon Health Region – a much broader area.

The report begins with recommendations to improve the health of Saskatoon District Health Region residents.

The body of the report is divided into sections dealing with various health indicators. The section entitled Social Environment examines issues such as income and poverty. Key findings include: the cost of living, as measured by the Consumer Price Index, increased by 49% over the past 15 years; the basic allowance provided to social assistance recipients remained unchanged since 1986; food insecurity has been increasing since 1985, and number of persons living in poverty in the Saskatoon District increased between 1990 and 1995.

The report also noted that the average income for males was substantially higher than for females. These gender-related income differences remained the same when total family incomes were examined. In addition, it was observed that female lone-parent incomes were 30% less than male lone-parent incomes.

Slavin, Kathleen. (2000). *0-6 Working Group Mapping Project. Saskatoon. Saskatoon District Health.*

This study looked at issues surrounding young children and service providers. It detailed many of the environmental and safety issues reported by service providers. These include a lack of: flexible, quality childcare, transportation, respite services for disabled children, parental supports (economic and social), child-centered supports and a continuum of services. The study also cited gaps in transportation, recreation, housing and education provisions.

Early intervention and prevention strategies aimed at families-at-risk were considered desirable. In discussing the complexity of the issues, the variety of audiences served was a factor. Single mothers, teen mothers, grandmothers providing care – all needed the support of a welcoming environment.

The study includes an annotated bibliography of works related to childhood well-being. Useful demographics are featured in the study, for example, using 1996 data, the study indicates an increase in the number of single-parent families by 11.2% (Neighbourhood Profile Saskatoon, 1998). Unfortunately, the issues and statistics seldom include a gender analysis. For example, the report points out that people with disabilities and people of

Aboriginal origin suffer significantly higher poverty rates, but it makes no mention of differences by sex. In addition, the primary focus of service agencies indicates no gender analysis. The report desegregates data for immigrants and Aboriginal/non-Aboriginal populations, but not by gender (except in the case of disabled children receiving service).

Part 2: Statistics on Poverty in Saskatoon¹

Population in Saskatoon

In 2001, there were 196,811 persons in Saskatoon compared to 193,653 in 1996 while in the province of Saskatchewan the total population declined from 990,237 in 1996 to 978,933 in 2001.

Labour Force Participation

In 2001, a total of 63,660 males and 59,243 females participated in the Saskatoon labour force. Of these, 7,150 men were in management positions compared to 3,935 women, while 13,075 men were in sales and service occupations compared to 18,660 females.

Saskatoon Health Region data from Statistics Canada Census 2001 show some interesting comparisons between male and female employment trends in Saskatoon. Although the unemployment rate is higher for males than for females, (7.7 to 6.6 respectively), the average income for males is \$34,652, while for females it is \$21,790.

According to the neighbourhood of residence in Saskatoon, the range in average full-time female incomes varies from the lowest in King George neighbourhood at \$19,547 to \$52,426 in Grosvenor Park.

There are many more females in Saskatoon working part-time than males. Census Canada shows 28,835 females in Saskatoon working part time with an average income of \$13,661 compared to 22,060 males working part-time with an average income of \$19,450.

Employment Income

Just over 128,900 people in Saskatoon reported receiving employment income in 2000. Their average earnings were \$28,174, while the national average was \$31,757 for all earners. Over 51% of people worked full time, earning an average of \$39,315, compared to the national average of \$43,231.

Among Saskatoon residents with employment income, 65,840 were men and 63,100 were women. Average earnings for both full and part-time work were \$34,776 for men and \$21,285 for women.

¹ Sources of information include various reports, Statistics Canada's website and Saskatoon Health Region data obtained from Census Canada. Unless otherwise indicated the data is for 2001, the most recent Census.

For those working full-time, average earnings were \$45,437 for men and \$31,114 for women (Statistics Canada, Community Profiles, Municipal components for Saskatoon).

Saskatchewan has the highest proportion of working poor for Canada at 27%. Twenty percent of full-time workers in Saskatoon, working full-time, year-round, made less than \$20,000. In Saskatoon, 18% of the population were in the low-income bracket compared to 21.4% in 1995 (Canadian Statistics – Incidence of low income among the population living in private housing).

Average Incomes for Men and Women

In Saskatoon, as in Canada, men received greater employment income than women. The average employment income for men in Saskatoon was \$34,776 in 2000, for women it was \$21,285. Average earnings in Canada were slightly higher at \$38,347 for men and \$24,390 for women.

The range of incomes between neighbourhoods varied greatly, with the greatest variance between Briarwood and Pleasant Hill. Based on the total income for those over 15 years of age, males in Pleasant Hill averaged \$15,761 (median of \$12,765) annually, while females still earned less at an average of \$13,495 (median of \$12,118). However, in Briarwood, the average income for a male was \$75,366 (median of \$51,890) while females still earned less, \$34,909 with a median income of \$30,076. This indicates that the average household income in Briarwood was almost four times that of Pleasant Hill – a difference of over \$80,000, and that women and men in Briarwood have a huge disparity in earnings (SDH data by neighbourhood and gender; from Census 2001).

Low Income Families in Saskatoon

Statistics Canada's Low Income Cut-Off lines are based on both the size of family and the population level of the city where the family lives. They do not measure poverty, but rather indicate those who are economically worse-off than average.

In Saskatchewan, there is a 12% incidence of low income with 31,000 families living below the Low Income Cut-Off lines (*Uprooting Poverty and Planting Seeds for Social Change: The Roots of Poverty Project*, Final Report May 2002).

In Saskatoon, the incidence of low income in all economic families fell from 17.7% in 1996 to 14.7% in 2001. This is a reduction of 17%. In 1996, among all unattached individuals, 45.7% were low income compared to 41.1% in 2001, a reduction of 10%.

The incidence of low income in private households dropped 14% between 1996 and 2001, from 22.8% to 19.7% (Saskatoon Health Region. Data from Statistics Canada Census 2001).

Poverty is most prevalent on the west side of Saskatoon. More than 40% of residents live in poverty in the neighbourhoods of McNabb Park, Riversdale, Pleasant Hill, Westmount, and Confederation Park. In other Westside neighbourhoods, such as Westview, Massey Place, Pacific Heights, Fairhaven, Meadowgreen, King George, Holiday Park, Mayfair, Kelsey and Caswell Hill, 20 to 40% of residents live below the poverty line. (*Uprooting Poverty and Planting Seeds for Social Change: The Roots of Poverty Project*, Final Report May 2002).

Lone Parent Households

In 2001, there were 36,765 married couple families in Saskatoon, 5,280 common-law couple families, and 9,820 lone-parent families. Of these lone-parent families, 8,425 were female lone-parents and 1,390 were male lone-parents.

The median Saskatoon family income for couple families was \$60,815, while the median income for lone-families was \$25,354.

Female lone-parent families reported having more children at home than male lone-parent families. Female lone parents reported 14,750 children at home as compared to 2,235 children at home in male lone-parent families. While there were 1,365 female lone-parent families with 3 or more children at home, there were only 130 male lone-parent families with the same number.

The highest number of lone-parent families are living in Confederation and Pleasant Hill, respectively, 86% of these are female lone-parents (SHR data by neighbourhood from Census 2001).

Data from the 2001 Census indicate that the average income of lone parents in Saskatoon is \$28,513 for females, up 15% from 1996. In male lone-parent families, the average income was \$44,353, a 20% increase from 1996. The same data shows great differences in women's average full-time income in various Saskatoon District Neighbourhoods. The highest average full-time female incomes ranging from \$41,821 to \$46,933 were reported from the areas of Central Business District, Grosvenor Park and Briarwood. The lowest average full-time female incomes were reported from the areas of Kelsey/Woodlawn, King George and Hudson Bay Park, and ranged from \$16,940 to \$21,690.

Number of Saskatchewan Residents on Social Assistance Benefits

In 1998, there were 34,003 heads of households receiving social assistance in Saskatchewan. Of these, 10,852 family cases of social assistance were single-parent women supporting dependent children. Of single parents under 25 years of age, 90.2% of families were headed by women. (Cram, Kathie. Political Action Group on Poverty, Saskatoon. *Brief on Social Assistance in Saskatchewan*, October, 1999). According to the department, in 2003 there were approximately 8,000 cases per month.

A single person utilizing the Saskatchewan Assistance Plan (SAP) receives \$5,739 while the Low Income Cut-Off for a single person is \$14,727. (*Uprooting Poverty and Planting Seeds for Social Change: The Roots of Poverty Project*, Final Report May, 2002).

Unpaid Housework and Childcare

Both males and females reported spending time doing unpaid tasks such as housework and childcare. Women, however, reported the greatest number of hours in both these categories.

In 2001, 10,845 women in Saskatoon reported spending 60 hours or more on unpaid children; 3,265 men reported this figure. The number of women who contributed 30 to 59 hours of unpaid childcare almost double the number of men reporting the same (6,090 women as compared to 3,890 men).

Six thousand two hundred and sixty women as compared to 1,615 men contributed 60 or more hours of unpaid housework to the family, while in the category of 5 to 14 hours of unpaid housework, the numbers of men and women were more equitable at 27,715 women as compared to 29,500 men. Unpaid housework of 15 to 29 hours was reported by 14,505 males and 23,450 women.

People Using Food Banks

The Saskatoon Food Bank indicates that on average, 10,805 people use the Food Bank each month and that in 2003 there was a 14% increase in the number of people using the Food Bank two times per month. In 2003, 70,428 adults were served and 61,940 children. The vast majority of clients are on Social Assistance and 30% are single parents (almost all of these users are women). This group of users had the largest growth at a 5% increase over last year (*Notes by Cindy Hanson as recorded from a meeting with the Director of the Saskatoon Food Bank*).

Changes in Income

After adjusting for inflation, families in Alberta and Saskatchewan experienced the largest increases in median income between 1996 and 2000. In Saskatchewan, median income of families rose 5.0% to \$49,264.

The proportion of working-age family income that comes from government transfer payments declined substantially in almost every province except Saskatchewan and British Columbia. Government transfer payments range from provincial welfare payments to old-age pensions, employment insurance benefits, child-tax benefits and Goods and Services Tax credits, among others. In Saskatoon, transfer payments represented 5.8% of family income.

The median income of families in Saskatoon increased 2.1% after adjusting for inflation. The median income being \$54,362 was slightly higher than the provincial median of \$49,264, but slightly lower than the national median income of \$55,016.

Conclusions

- ◆ Data collected about poverty needs to be gender desegregated in order to give an accurate picture of not only which neighbourhoods, but which people are the most affected by poverty.
- ◆ Studies on children living in poverty need to ensure that they do not look at the child in isolation of the parent(s).
- ◆ There is a gap in the information about how specific groups are affected by gender and poverty, e.g., Aboriginal parents, immigrants and visible minorities.
- ◆ The collection of community-based studies and reports about poverty and gender is haphazard making it difficult to collect and analyze data; a central resource location could assist with this.
- ◆ Specific data from Statistics Canada is costly to collect and not-for-profits are forced to rely on secondary sources which frequently do not collect the data using a gendered lens.
- ◆ The relationship between gender and poverty is often misunderstood and trivialized. A gender analysis should be mainstreamed into anti-poverty organizations to ensure that they are also equality-seeking.

Part 3: The Workshop

3.1 Introduction: Goals and Participants

There were three goals for the Gender and Poverty Workshop. These were:

- ◆ To engage core neighbourhood people in discussion and learning around Gender and Poverty.
- ◆ To discuss problem solving as it relates to policy change.
- ◆ To build the capacity and membership of the Saskatoon Anti-Poverty Coalition.

The Working Group decided to invite people based on the multisectoral approach used by Vibrant Communities. People from various backgrounds were invited, including people from government, people living in poverty, business people and people working with the not-for-profit sector. The committee also wanted a good representation from the Aboriginal community and from men.

The first part of the workshop was spent on getting to know each other, building some rapport and explaining the purpose of the workshop. One particular tool called "the wall" was introduced. This is a visual image divided into three areas of people's lives: home, community and workplace. The national facilitator presented some facts on how social programs and jobs have changed in Canada and globally over the last 10 years, and small groups discussed the regional and local reality. The following is a summary of that reality:

3.2 Changes to Social Safety Net and Jobs: Canada and Global

- ◆ 20% fewer hospital beds than ten years ago.
- ◆ 60,000 health care professionals replaced by unpaid and underpaid home care providers.
- ◆ Big drop in those eligible for Employment Insurance (EI):
 - in 1990 – 83% were eligible
 - in 1998 – 36% were eligible.
- ◆ Six provinces have work-for-welfare programs.

- ◆ Housing costs range from 42% to 67% of gross monthly salary for a full-time minimum wage worker. Average housing costs eat up 87% to 215% of welfare incomes.
- ◆ Post-secondary tuition fees are up more than 45% since 1994.
- ◆ With cuts to daycare subsidies, the number of home-based day cares is growing. In 1998, nearly twice as many children were in home-care settings as in the care of centres.

Changes to Social Safety Net (Canada – Women)

- ◆ More than half of all women aged 65 and over who live by themselves have income below the poverty line.
- ◆ About 36% of people of colour live in poverty compared to 20% in the general population, and 45% of their children under six experience poverty compared to 25% of all children.
- ◆ Between 1995 and 1997, Ontario provincial funding cuts to legal aid resulted in a drop of 77% of the number of family law cases.
- ◆ In the report submitted by the UN Committee on Economic, Social and Cultural Rights, in December 1998, it was stated: “The committee is concerned that the significant reductions in provincial social assistance programs, the unavailability of affordable housing and widespread discrimination with respect to housing create obstacles to women escaping domestic violence.”

Changes to Jobs (Canada – General)

- ◆ One in 10 jobs in Canada is now temporary.
- ◆ Since 1975, the number of part-time jobs has increased every year, reaching 2.9 million in 1993.
- ◆ Between 1992 and 1996, 121,000 public sector jobs were lost in Canada. During the same period, private sector employers took on 700,000 new workers and 266,000 people joined the ranks of the self-employed.

- ◆ Good, well-paying jobs in the public sector are disappearing with government cutbacks. When women and men find alternative employment, it is usually under inferior conditions (i.e., lower earnings and fewer, or no, benefits).
- ◆ Three out of five workers in the 25 lowest paid occupations are women in which average employment income ranges from just \$12,000 to \$20,000. Between 1990 and 1995, women's earnings in these jobs declined by 5%.
- ◆ The unemployment rate for persons with disabilities and Aboriginal persons is twice the overall Canadian unemployment rate.
- ◆ 25% of people under 25 are unemployed or underemployed.
- ◆ Between 1992 and 1996, the number of self-employed women rose by 33%, representing 141,000 jobs.
- ◆ During the 1990's Canadian incomes declined. Families earning less than \$11,500 swelled from 10% of all families to 14% in 1998 and their income dropped by two thirds.
- ◆ The gap between haves and have-nots has widened dramatically. Between 1993 and 1996, the percentage of Canada's total income going to low-income Canadians fell by over 6%, while the rich captured 40% of total income, the highest recorded in over two decades.

The Global Trends

- ◆ Women and children are the worst victims of the debt crisis. In highly indebted countries, there are high rates of death during childbirth, many low birth weight babies, girls dropping out of school and few improvements in literacy.
- ◆ The 'new' international division of labour represents a gradual redistribution of women's reproductive labour on a North/South basis. Increasing numbers of Third World women service the reproductive needs of the North, including: working as domestic and home support workers, working in the sex-tourist industry, becoming mail order brides and working as cheap domestic labour in the global tourist industry.

3.3 The Provincial and Local Reality

In small groups participants verified that much of what was going on nationally is also occurring in the local context.

The following chart is a summary of the observations participants made about the provincial and local context as it relates to changes to jobs and social programs:

Changes to Jobs	Changes to Social Programs
<p>Public sector jobs moved to private sector.</p> <p>Increase in self-employment and home-working (informal sector).</p> <p>Less job security.</p> <p>Increased workload.</p> <p>More part-time and contract work.</p> <p>No employment equity.</p> <p>New jobs highly skilled or low paying.</p> <p>Weakened health and safety legislation.</p>	<p>Cuts to publicly funded health care.</p> <p>Cuts to education and daycare.</p> <p>Cuts to community organizations and women's programs.</p> <p>Housing cost increased: less affordable housing.</p> <p>Fewer employment insurance (EI) benefits.</p> <p>Privatization of public services (e.g., water, electricity)</p> <p>User fees (e.g., public swimming pools, community centres).</p> <p>People who are physically or mentally disabled are put on training allowances, rather than give them a real waged job.</p> <p>There are many people who earn their living trying to solve the problem of poverty, but many of them are more concerned about protecting their institution than in serving the people.</p> <p>Basic shelter allowances have not risen for 18 years, while costs have doubled</p> <p>Rules for eligibility are becoming more stringent, making it more difficult to qualify for services.</p>

Participants placed the changes and the impact of those changes on "the wall." The impact of these changes on people's home, community and workplace lives were varied. A sample of some of the impacts are:

Home Life

- ◆ Kids are poorer every year and are attracted to illegal income.
- ◆ Men follow jobs. The consequence for women is that they are cut off from supports, systems and family members that make their lives easier.
- ◆ In cases where men follow jobs and leave their families, children have less access to their father.
- ◆ Low-paying jobs have poor hours; this affects children and relationships.
- ◆ Poverty becomes personal; you lose self-confidence.
- ◆ Studies from Edmonton show that children in core neighbourhoods have higher blood pressure than children in suburbs.
- ◆ High stress at work, and low job satisfaction can cause other problems in the family, such as lowered self-esteem, family violence and addictions.
- ◆ Some parents who are concerned about sexual predators on the streets, keep children indoors where they are less likely to be active.

Community

One of the more dominant themes around impacts of recent changes to job security and the organization of social programs was related to how it creates divisions amongst people. For example, it was noted that in some of the core neighbourhoods up to 40% of the residents are living below the poverty line. The following observations were made:

- ◆ People living in poverty sometimes blame themselves for their circumstances.
- ◆ There is a division between people who live in poverty and other people. The lives of people who live in poverty are invalidated in many ways.
- ◆ There are also divisions amongst people living in poverty, as society labels them as either 'deserving' or 'non deserving.' This is a hold over from the workhouses.

- ◆ In Saskatoon, a divide exists between children who live on the west side and the east side neighbourhoods. Parents who live on the eastside, for example, declare that they will not bring their children to the west side to skateboard or play hockey. Children living in poor families do tend to have less recreational opportunities.
- ◆ Division in community goes beyond income. Gays and lesbians, for example, may have jobs or money, but this does not guarantee respect: "Money equals choice but does not equal respect."
- ◆ In times of cutbacks prejudice against minorities is worse.
- ◆ The fear and suspicion of refugees and immigrants is another factor that divides community. Some people fear that immigrants and refugees will take jobs away from Canadian-born citizens.

Other issues were:

- ◆ Cutbacks make the fight too hard.
- ◆ Different cultural groups experience poverty differently.
- ◆ There is pain in adapting when people move from reserves to urban areas.
- ◆ Bureaucracy rules over people moving to city from reserves.
- ◆ People live in fear, afraid of becoming poor, losing social assistance, or losing a job for speaking out.
- ◆ One of the impacts of globalization is that reserves are less stable and people are moving to urban areas. There is a breakdown of culture and loss of a connection to place.

Workplace

- ◆ Increase in abuse of power in workplace causes stress, fear and illness.
- ◆ Job insecurity makes people sick.
- ◆ Some voluntary organizations do not get funding if they do not abide by the provincial labour force attachment policy.

- ◆ Under-funding for the not-for-profit sector has resulted in organizations being funded by marginal sources, such as gambling money.
- ◆ Job loss has meant that women are doing the work but as volunteers.
- ◆ Fear of being an activist, including that job security may be affected.
- ◆ Globalization protects institutions rather than creating new opportunities for people who are marginalized.
- ◆ Changes to social programs allow for institutional abuses to continue and power to be held over others.
- ◆ People who are vulnerable are forced into low-paying jobs.
- ◆ Pay inequity is perpetuated.
- ◆ Inadequate recognition of the importance of life skills.
- ◆ Fear of speaking out in the workplace.
- ◆ High expectations in the workplace.
- ◆ Need for more support in the workplace (with respect to training, daycare and addictions).
- ◆ Higher workloads lead to stress, errors and low job satisfaction.
- ◆ Part-time and contract jobs make people are more vulnerable and afraid.
- ◆ General skills and certification of immigrants are not recognized.
- ◆ People are working longer hours but with the same pay. This creates tolerance for being bullied and contributes to workers living in silence. It also affects people's spirituality.

3.4 What Women Do and Who is Most Affected

What Women Do

The next part of the workshop dealt with the work that women do. The national facilitator shared information with the group on women's work. The following is a summary of that information:

Undervalued/Unpaid

- ◆ Women do 2/3 of all unpaid work in Canada; for one in four it's a full-time job.
- ◆ The majority of women working full-time still have all the responsibility for housework. Equal sharing of the housework occurs in only 10% of two-earner (heterosexual) couples.
- ◆ Women do \$11 trillion of unpaid housework globally each year.
- ◆ A United Nations report finds that the world's women contribute 66% of the hours worked each day. They earn only 10% of the world's income and own only 1% of the world's property.
- ◆ In addition to household and childcare tasks, 85% to 90% of women living on Canadian farms also participate in the total operation of the farm enterprise. 50% help with physical labor, 25% doing it year round. Yet they are usually not recognized as farmers.
- ◆ A 1994 Statistics Canada study revealed that if household work were included in Canada's Gross Domestic Product, it would increase by \$284.9 billion, an increase of 40%.
- ◆ In 1997, women earned on average 80 cents for every \$1 earned by men. Almost 1/5 of the wage gap reflects the fact that women generally have less work experience than their male counterparts, supervise other employees less often and are involved in administrative decisions less frequently.
- ◆ Women have fewer non-wage benefits than men. 47.8% of women belong to employer sponsored pension plans, compared to 54.3% of men; women average 11.6 days of paid vacation per year compared to 13.4% for men; 49.8% of women belong to a dental plan compared to 59.4% of men; 53.5% of women have a health plan compared to 63.9% of men; and 55.8% of women have access to paid sick leave compared to 58.1% of men.

- ◆ In Canada, women face a significantly higher risk of poverty than men.
- ◆ Immigrant women are concentrated in marginalized low-wage jobs in the service and manufacturing sectors.

Who Is Affected Most?

Women living in poverty

- ◆ 36 percent of people of colour live in poverty compared to 20 percent in the general population.
- ◆ 44 percent of Aboriginal people living off reserves live in poverty.
- ◆ More than half of all women aged 65 and over live in poverty.
- ◆ Over 57 percent of single-parent families led by women with children under 18 live in poverty.

Visible minority women, Aboriginal women and women with disabilities

- ◆ Employment equity has been slowly closing the wage gap between men and white women. However, the wage gap is widening for visible minority women, Aboriginal women and women with disabilities compared with men in these groups.
- ◆ Women with disabilities, visible minority women and Aboriginal women experience a higher rate of job loss as jobs are cut in both public and private sectors.
- ◆ The unemployment rate for persons with disabilities and Aboriginal persons is twice the overall Canadian rate.

Young women

- ◆ 25 percent of people under 25 are unemployed or underemployed.

The next part of the workshop dealt with how changes in jobs and social programs affected men and women differently. Workshop participants made the following observations:

Women

- ◆ There are not enough supports to assist with home care and women end up doing most of the work. One partner is both the wage earner and the primary care giver.
- ◆ It takes more time to qualify for services.
- ◆ More role overlap now, but men still have more freedom.
- ◆ Women are unable to accept shift work because of limited daycare hours.
- ◆ Women feel powerless due to socialization practices.
- ◆ Increased financial abuse.
- ◆ Women and single moms are more visible in workplace roles and volunteer positions.
- ◆ Women, more so than men, are volunteering plus running the house and raising the children. They are ‘multi-taskers.’
- ◆ Sexual violence removes individual identity, something like what happens with torture.
- ◆ Women on assistance have to find ex-husband and ask for child support, even when there is a restraining order.
- ◆ Policies of social services do not reflect the lives of people on social assistance.
- ◆ Violence against women threatens safety and security of community.
- ◆ Employers view people with a physical disability as a liability.

Men

- ◆ Expectations for men and women in society are different. Men are empowered by society.
- ◆ Men often don't know where to fit. Their main accepted role in society is moneymaker.
- ◆ Refugee and immigration policies are not sensitive to cultural differences.
- ◆ There are tensions between men and women in relation to changes in roles.
- ◆ Racism adds an extra layer of complications in applying for programs.
- ◆ Racism complicates all of the other effects.

3.5 Root Causes

In the latter part of the workshop the facilitator analyzed some of the root causes of gender inequity and increasing poverty. Some of the factors are:

- ◆ Elimination of CAP (Canadian Assistance Plan) and implementation of CHST (Canada Health and Social Transfer) in 1996 meant a dramatic shift in Canada's social framework. The Canadian government has explained that this change was primarily made to provide provincial governments with more flexibility in the design and administration of social programs. In fact, this increased flexibility has come at the expense of the rights of people who are most in need in Canada.
- ◆ The gap between rich and poor is widening. In 1973, the top 10% of Canadian families with children under 18 had incomes 21 times greater than the incomes of the poorest 10% of families. By 1996, the top 10% had incomes that were 314 times that of the poorest 10%.
- ◆ Women make up 45% of the workforce, but hold only 14% of the senior management positions, 7.5% of the Board seats, and 2% of CEO positions at Canada's 560 largest corporations.
- ◆ Of the top 100 economies in the world today, 52 are transnational corporations. This means that 52% of the largest financial entities in the world today are corporations that are not responsible to people and their needs.

- ◆ Between 1986 and 1999, federal taxes paid by corporations fell from 15% to only 7%
- ◆ Since the mid-1990s, cuts in taxes have benefited the richest 10% of families – the one group with a lower income-tax rate in 1997 than in 1994.

Workshop participants also discussed the root causes of the problems. Several factors were discussed that relate to economic structures, power and institutions as well as societal values. The economic, power and institutional factors were: religious doctrine, resistance to change by institutions, lack of access to services, consumerism, capitalism, racism, media, colonization of the mind, cultural power relations and militarism. Some participants questioned, for example, the distribution of wealth in Canada, and wondered if it was really okay for some people to receive salaries in the millions of dollars when people are living on the streets, or in overcrowded and unhealthy housing. Rarely does society judge those whose income are excessive, but they are quick to judge people who live in poverty. Societal values such as anger, envy, greed, dominance of a culture of fear, immorality, cycles of poverty addictions also play a role in creating poverty.

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Appendices:

Appendix 1: Workshop Agenda

Saskatoon Gender and Poverty Workshop

Saturday, January 17, 2004

10:00 a.m. – 5:00 p.m.

Unitarian Centre

Objectives

1. To understand how men and women experience poverty and to acknowledge the barriers they may face in moving out of poverty.
2. To identify potential steps towards local poverty reduction from a gender perspective that the community can continue to work on.
3. To build the Anti-Poverty Coalition in Saskatoon and links between the work of the Gender and Poverty Working Group and Vibrant Communities in Saskatoon.

Agenda

Welcome

Why this Workshop and What We Hope to Accomplish

Introductions and Setting the Tone

The Wall and Gender Analysis

Building the Wall – Changes in Jobs and the Social Safety Net

Break

Impact of Changes on our Lives

The Work We Do – Triple Role Exercise

Lunch

Solidarity Bingo

Impact of Changes on Men and Women

Bottom of the Wall: Why is This Happening?

Naming our Power and Allies

Break

Review of the Wall and Naming the Issues

What's Been Done to Date? – Gender and Poverty Action in our Community

What More Can We Do? – Choosing the Issues We Can Work On

Evaluation and Closure

Appendix 2: Confidentiality Agreement

Thank you for attending the Gender and Poverty Workshop sponsored by the Saskatoon Anti-Poverty Coalition and Quint Development Corporation. We appreciate your help in exploring the different ways that poverty affects men and women in our society.

We hope that all participants will share their knowledge and experience with others in this gathering. You are here because of your deep personal experience with poverty. We know that some of you will take some risks in speaking your truths.

The Saskatoon Anti-Poverty Coalition and Quint will respect your individual needs for privacy. Your name will not be used in any reports of this conference. If you do not wish to have your photo taken please let Lynn Hainsworth, a member of the organizing committee know and that will be immediately respected.

The Saskatoon Anti-Poverty Coalition and Quint will be making a record of the process and the findings of this workshop, and will be sharing the report with Vibrant Communities, who have held these workshops all across Canada. Saskatoon Anti-Poverty Coalition and Quint want to use the power of the collective experience of this workshop to make changes to policy in our own groups and to develop a strategy that will make a difference in the lives of women living in poverty in Saskatoon

We hope the things that you learn in this workshop will make a difference in your life. We ask you to sign this document agreeing to participate in this workshop with the understanding that your privacy will be protected and that you in turn will respect the needs of other people's privacy.

I, _____ agree to participate in the Gender and Poverty Workshop at the Unitarian Centre of Saskatoon held on January 17, 2004. When speaking of this conference with people outside the present gathering, I agree that I can speak about parts of the conference that have affected me, but keep the names of individual participants in confidence. I understand that a final report will be written and that my words may be recorded but my identity will be concealed.

A copy of this agreement will be held by you and one by the Saskatoon Anti-Poverty Coalition.

Witness

On behalf of the Gender and Poverty Workshop

Appendix 3: Evaluation Tool[~]

SECTION I

Please rate the following using a scale of one-five:

- 1 – strongly disagree
- 2 – disagree
- 3 – okay; neither agree nor disagree
- 4 – agree
- 5 – strongly agree

Workshop coordination and information:

Location was suitable	1	2	3	4	5
Workshop was set up well	1	2	3	4	5
Workshop length was good	1	2	3	4	5
Workshop facilitator was clear and easy to understand	1	2	3	4	5
Facilitator was well organized	1	2	3	4	5
The workshop held my interest and attention	1	2	3	4	5
Materials handed out were useful	1	2	3	4	5
The right amount of information presented	1	2	3	4	5
Workshop was valuable to me	1	2	3	4	5

Comments?

[~] Tool designed by Cindy Hanson, project researcher

SECTION II

Personal Learning

The human body shown below is you. We want to hear how and what you learned in this session and how you feel you can use this learning.

1. HEART (new understandings, feelings)

The workshop (content, process, facilitators, and participants) helped me understand...
I am leaving the workshop with these feelings ...

2. HEAD (new knowledge)

The workshop made me think about ...
The questions I have arising from the workshop are...

3. FEET and HANDS (new skills, actions)

Now that I've been a part of this workshop I can try ...



4. Something else I want to say is ...

SECTION 3

The following questions are optional. Please mark the following as they apply to you.

Sex: Male _____ Female _____

Age: _____ under 30 _____ (30-34) _____ (35-40) _____ (41-50) _____ (51+)

Neighbourhood you live in? _____

Number of dependent children: _____

Do you consider yourself low-income? _____

Background: _____ Aboriginal

_____ non-Aboriginal

_____ Immigrant

_____ Visible minority

Status: Circle one - single separated divorced common-law married

How did you hear about this workshop?

Thanks for your participation.

Appendix 4: Evaluation Qualitative Results Part 1

Section 1: Coordination and Information

Fourteen people submitted their evaluation form. Nine people evaluated the workshop strongly agreeing with most positive statements. Two were consistently evaluated the workshop as disagreeing with the statements. Three people evaluated the workshop with a relative balance of agreeing and disagreeing. All but two evaluated the discussion as positive. Even though one was critical of the value of the workshop that same person thought the use of visuals and the discussion around the small tables was good.

Statements that were made:

- Positive about the role of the Saskatoon Anti-Poverty Coalition in Saskatoon.
- Time between Breakfast and Lunch was too long.
- Two people evaluated the workshop in completely positive terms, and thought that they would get involved.
- One person said that he felt humbled by the extra impact of poverty on women and was determined to break down the wall.
- One person found the discussion very valuable and would work to bring issues forward.
- Another person wants to attend more workshops. The facilitators made them feel like one of the group.
- Two people said that they had questions about government policies. They also thought there was much more work we need to do to eliminate inequity between rich and poor, and create equitable policies for men and women. Both wanted more workshops on these topics.
- One was disappointed in the lack of action towards solutions.
- Meeting wonderful people, need to put skills to work in Saskatoon.
- Still have questions about power.
- Overwhelmed, frustrated, rich vs. poor

Section 2: Personal Learning

People felt that they didn't really learn anything new from this workshop. Many have raised these issues in other forums such as the Anti-poverty Coalition. However, they were grateful to have the opportunity to meet new people who shared their discontent at the injustice of poverty in a world that gives lip-service to justice.

Participants felt that society must do something about childcare – that childcare is needed by families. Childcare also benefits employers, particularly small businesses who tend to hire significant numbers of part-time and low-waged workers. In order to participate in the workforce, in order to make work possible and worthwhile, we women need free or well-subsidized childcare 24 hours a day seven days a week.

Workshop Evaluation Part 2 Statistical Results

Gender and Poverty Evaluation Summary

		Agree			Strongly Disagree	Total
1	Location was suitable	8	3	1	2	14
2	Workshop was set up well	8	3		3	14
3	Workshop length was good	4	3	3	3	13
4	Workshop facilitator was easy to understand	11	1		2	14
5	Facilitator was well organized	10		1	2	13
6	Workshop generated good discussion	10	1		2	14
7	Materials handed out were useful	5	3	5	1	14
8	The right amount of information presented	4	5	3	1	13
9	Workshop was valuable to me	6	6		1	14

